



**ASSOCIATION OF
UNIVERSITY RADIOLOGISTS**

2022 Academic Faculty Development Program

March 25, 2022



**2022 AUR ACADEMIC FACULTY DEVELOPMENT
PROGRAM**

**AUR 70th Annual Meeting
Sheraton Phoenix Downtown
Phoenix, Arizona**

Location: Estrella

Friday, March 25, 7:30 am – 4:30 pm

7:15 am - 7:30 am	Welcome <i>Program Chair: Richard B. Gunderman, MD, PhD</i>
7:30 am - 8:00 am	Education in Radiology: 7 Habits for Excellence <i>Brandon P. Brown, MD</i>
8:00 am - 8:30 am	Exceling at Research <i>Richard B. Gunderman, MD PhD</i>
8:30 am - 9:30 am	Chair Roundtable: How a Chair Can Help Your Career <i>Moderator: N. Reed Dunnick, MD</i> <i>Panelists: Jocelyn D. Chertoff, MD, MS, FAUR; Donna M. Plecha, MD; Geoffrey D. Rubin, MD, MBA</i>
9:30 am – 10:00am	Break
10:00 am - 10:45 am	Break-out Session #1
10:45 am - 11:30 am	Break-out Session #2
11:30 am - 1:00 pm	Lunch and Keynote: We Come to life with Those We Serve <i>Richard B. Gunderman, MD, PhD</i> Location: Ahwatukee
1:00 pm - 1:30 pm	Technology Development in Radiology <i>Srini Tridandapani, MD, PhD</i>
1:30 pm - 2:00 pm	Cross Generational Learning <i>Sherry S. Wang, MBBS</i>
2:00 pm - 2:30 pm	Break
2:30 pm - 3:30 pm	Mid-Career Roundtable: How to Attain and Maintain Academic Productivity <i>Moderator: Richard B. Gunderman, MD, PhD</i> <i>Panelists: Jessica B. Robbins, MD</i>
3:30 pm – 4:00 pm	Habits of Highly Effective Mentees <i>Monica Sheth, MD</i>
4:00 pm - 4:30 pm	Putting It All Together: The Pursuit of Excellence <i>Richard B. Gunderman, MD, PhD</i>

**2022 AUR Academic Faculty Development Program
Small Group Break-out Sessions**

Session:

Moving Up the Ladder

Location: Estrella

Growing as a Leader

Location: Laveen A

Women in Academic Radiology

Location: Laveen B

Research in Academic Radiology

Location: Maryvale A

How to Get Promoted as an Educator

Location: Maryvale B

Moderator(s):

Brandon P. Brown, MD, MA

Richard B. Gunderman, MD, PhD

Sherry S. Wang, MBBS

Srini Tridandapani, MD, PhD

Felix S. Chew, MD, MBA



Participant Roster



2022 Faculty Development Program
Participant Roster

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Faculty Roster



2022 Faculty Development Program
Faculty Roster

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Faculty Biosketches



BIOSKETCH – Brandon P. Brown, MD, MA

Brandon Brown completed his MD and MA as part of a joint degree program in philosophy and medicine at Indiana University. He is Vice-chair for Professional Development and Wellness for the Department of Radiology and Imaging Sciences at Indiana University School of Medicine. He also has appointments in the Departments of Pediatrics, Obstetrics and Gynecology, Philosophy, and Medical Humanities at Indiana University. He serves as Director of Fetal and Perinatal Imaging for Indiana University, and is the co-Director for Physician Wellness at Riley Hospital for Children. His research is focused on radiology education, medical ethics and professionalism, and fetal/placental imaging and he directs the research program for the Fetal Center at Riley Children's Health at Indiana University.

He is actively involved in medical and undergraduate education, teaching at Indiana University in the School of Medicine, the School of Liberal Arts, and in graduate medical education. Nationally, Dr. Brown serves as chair of the RSNA Professionalism Committee and also as chair of the Professionalism Committee for the Society for Pediatric Radiology. He is the 2018/2019 ARRS Berlin Scholar in Medical Professionalism.

BIOSKETCH – Jocelyn D. Chertoff, MD, MS

Dr. Chertoff is Professor of Radiology and of Obstetrics and Gynecology at Dartmouth Hitchcock Medical Center. She is Chair of the Department of Radiology and Vice President of the Regional Radiology Service Line. She was the Program Director for the Diagnostic Radiology Residency for 17 years. She is past Chair of the Board of Directors of the Hitchcock Foundation. Dr. Chertoff recently joined the Board of Directors of Varex Imaging Corporation.

She grew up in New York City and graduated from Brown University, then from University of Vermont College of Medicine. Following a Transitional Internship at Hartford Hospital and a Pediatric Internship at University of Connecticut Health Sciences Center, and after spending two years in a physician shortage area in New York State, and serving as the Medical Director for Vermont EMS, she returned to the Medical Center of Vermont for a Residency in Radiology and a Fellowship in Cross-Sectional Imaging. She came to Dartmouth-Hitchcock Medical Center after completing her training in 1991. She was a 2003-2004 Fellow of the Hedwig van Ameringen Executive Leadership in Academic Medicine (ELAM) Program for Women, and she received a Master's degree from the Center for the Evaluative Clinical Sciences at Dartmouth College in 2005. She completed a Master's of Health Care Delivery Science a joint Master's program between the Tuck School of Business at Dartmouth College and The Dartmouth Institute.

Dr. Chertoff is particularly interested in workforce issues in Radiology, in Gastrointestinal Imaging, in resident education, in issues for women physicians, and in faculty development. She serves on multiple institutional and national committees, and is Past Chair of the AAMC Group on Women in Medicine and Science, Past President of the Association of Clinician Educators in Radiology (ACER), of the Association of Program Directors in Radiology (APDR) of the Association of University Radiologists (AUR) and the New Hampshire Radiological Society.

BIOSKETCH – Felix S. Chew, MD, MBA, FACR

Felix S. Chew received his AB from Princeton University, Princeton NJ, and his MD from the University of Florida School of Medicine, Gainesville FL. After completing his first year of diagnostic radiology residency at the University of Florida, Dr. Chew served on active duty as a general medical officer in the US Army Medical Corps. Returning to civilian life, he completed his diagnostic radiology residency in 1987 at SUNY Upstate Medical University, Syracuse NY, and served as Chief Resident. He became interested in medical editing during his service as the first ARRS Figley Fellow, and earned an EdM at the Harvard University while serving as the first ARRS Scholar. The MBA at Duke University was completed later. After faculty appointments at Upstate, Massachusetts General Hospital and Harvard Medical School, and Wake Forest University School of Medicine, Dr. Chew accepted his current position as Professor of Musculoskeletal Radiology at the University of Washington School of Medicine in 2004. His textbooks for residents include *Broken Bones: The Radiologic Atlas of Fractures and Dislocations*, and *Musculoskeletal Imaging: The Essentials*. He serves as editor-in-chief of *Radiology Case Reports*. Dr. Chew is a past president and gold medalist of the Association of University Radiologists.

BIOSKETCH – N. Reed Dunnick, MD

After completing a residency in Diagnostic Radiology at Stanford University, Dr. Dunnick moved to the NIH as a staff radiologist, where he developed an interest in genitourinary tract radiology. He spent 11 years on the faculty at Duke University before moving to Ann Arbor in 1992 to become the Fred Jenner Hodges Professor and Chair of the Department of Radiology at the University of Michigan. After 26 years, he stepped down as Chair and remains an active faculty focusing on professional development and imaging research.

Dr. Dunnick has written 331 scientific papers, 62 book chapters, and 11 books on various aspects of radiology, especially diagnostic oncology, Uroradiology, and more recently, administration. He has served as Visiting Professor to 85 medical centers, as a guest faculty for 484 continuing medical education courses, and delivered 30 named lectures. He has served on the editorial boards of 13 peer review journals, and is currently the Editor-in-Chief for Academic Radiology.

Throughout his career, Dr. Dunnick has been an active participant in professional radiology organizations. He has served as President of his two subspecialty societies, the Society of Uroradiology and the Society of Computed Body Tomography/Magnetic Resonance. He is a past President of the American Roentgen Ray Society, the Michigan Radiological Society, the American Board of Radiology, the Association of University Radiologists, the Radiology Research Alliance, the Society of Chairs of Academic Radiology Departments (SCARD) and the Radiological Society of North America (RSNA). He recently completed his term as Chair of the Board of Trustees of the RSNA Research and Education Foundation.

A strong advocate for research, Dr. Dunnick is a Past President of the Academy for Radiology Research. He had the privilege of testifying before Congress on the need to establish a new institute, which was signed into law as the National Institute of Biomedical Imaging and Bioengineering by President Clinton on December 29, 2000.

BIOSKETCH – Richard B. Gunderman, MD, PhD, FAUR

Richard Gunderman is Chancellor's Professor of Radiology, Pediatrics, Medical Education, Philosophy, Liberal Arts, Philanthropy, and Medical Humanities and Health Studies at Indiana University, where he also serves as Bicentennial Professor and John A. Campbell Professor of Radiology. He received his AB Summa Cum Laude from Wabash College, MD and PhD (Committee on Social Thought) with honors from the University of Chicago, and MPH from Indiana University. He was a Chancellor Scholar of the Federal Republic of Germany and received honorary doctoral degrees from Garrett Theological Seminary at Northwestern University and Wabash College. He is a ten-time recipient of the Indiana University Trustees Teaching Award, and in 2015 received the Indiana University School of Medicine's inaugural Inspirational Educator Award. He was named the 2008 Outstanding Educator by the Radiological Society of North America, the 2011 American Roentgen Ray Society Berlin Scholar in Professionalism, and the 2012 Distinguished Educator of the American Roentgen Ray Society. In 2012, he received the Alpha Omega Alpha Robert J. Glaser Award for Teaching Excellence, the top teaching award from the Association of American Medical Colleges. In 2013, he was the Spinoza Professor at the University of Amsterdam. He is the author of 900 articles and has published 15 books, including *We Make a Life by What We Give* (2008), *X-ray Vision* (2013), *Essential Radiology* (3rd edition), *Pediatric Imaging* (2nd Edition), *Tesla* (2019), *Marie Curie* (2020), and *Contagion* (2021). His book, *Man Descending: Eugenics in the Heartland* will be published in 2022.

BIOSKETCH – Donna Maria Plecha, MD

Dr. Donna M. Plecha is the Ida and Irwin Haber and Wei-Shen Chin Chair of the Department of Radiology at University Hospitals Cleveland Medical Center (UHCMC), Theodore J. Castele Professor of Radiology at Case Western Reserve University School of Medicine, and Co-Director of the Diagnostic Institute which includes the departments of Radiology, Pathology and Genetics at UHCMC. Dr. Plecha completed her undergraduate degree at Northwestern University and her doctor of medicine degree at Case Western Reserve University School of Medicine. She completed her radiology residency and fellowship in Breast Imaging at the Department of Radiology, UHCMC. For over 14 years she was the Division Chief of Breast Imaging at UHCMC, and then served as the Vice Chair of Operations for the department of Radiology. She is passionate about service leadership, strengthening DEI initiatives and empowering women leaders in Radiology.

BIOSKETCH – Monica M. Sheth, MD

Dr. Monica Sheth, M.D. is Associate Professor of Radiology at NYU Langone Health Long Island Hospital where she also serves as Division Chief of Breast Imaging and Director of Quality and Safety. She is a board-certified and fellowship trained breast imaging radiologist and national leader in radiology education with expertise in innovations in education and curriculum design. She was recently recognized as an RSNA honored educator at the 2021 annual meeting. received the 2017 RSNA Education Scholar Grant, where she led a multi-institutional team to develop an online breast imaging curriculum and study tool based on entrustable professional activities. Her grant work was awarded the 2019 AUR Whitley Award for best manuscript in radiology education. She holds several local and national leadership and committee appointments including Breast Imaging Section Editor of RadExam (national radiology question database), Co-chair of the Alliance of Clinical Educators in Radiology Publications Committee, and Medical Advisor for Radiologyinfo.org. Outside of work, she enjoys bread making, photography, peloton runs, and spending time with husband and three kids.

BIOSKETCH – Srini Tridandapani, MD, PhD, MBA

Srini Tridandapani is a Professor and Vice Chair for Imaging Informatics at University of Alabama, Birmingham, and an Adjunct Professor in the School of Electrical and Computer Engineering at Georgia Institute of Technology. He earned his MSEE and PHD degrees in Electrical Engineering from the University of Washington and then served as a tenure-track faculty member in Electrical Engineering at Iowa State University. Not satisfied with his engineering training, he then took the bold plunge into medical school and earned his MD and residency training in Radiology at the University of Michigan. He then completed fellowships in cardiothoracic imaging and abdominal imaging at Emory University, where he served as a faculty member for over a decade. While serving as a faculty member, he earned his MSCR (Clinical and Translational Research) and MBA degrees from Emory University. Dr. Tridandapani was funded by KL2 and K23 grants in addition to the American Roentgen Ray Scholarship. Most recently his work through his start-up company, Camerad Technologies, has been funded by both the NIH and NSF through SBIR grants. His research interests are in the development of 1) novel gating strategies for coronary CTA, and 2) technologies for improving quality and safety in radiology.

BIOSKETCH – Sherry S. Wang, MBBS

I am an assistant professor in abdominal imaging at the University of Utah. I trained in Australia for my radiology residency and then subsequently completed my fellowship at the University of Washington, Seattle in body imaging. I am passionate about diversity, equity, inclusion, and belonging, as well as, radiology education. In my "spare" time, I like spending it with my toddler who is my burnout-buster. My favorite quote currently is - "Fear is a reaction and courage is a choice" from Sir Winston Churchill.



Supplemental Materials

HABITS OF HIGHLY EFFECTIVE MENTEES: KEYS FOR OPTIMIZING THE MENTOR-MENTEE RELATIONSHIP

Monica Sheth, M.D.

 @MonicaSheth

NYU Langone – Long Island Hospital

AUR Faculty Development Program



4 STEPS FOR SUCCESS



Define your goals



Understand your needs



Recognize characteristics of a good mentor



Apply managing up techniques to be an effective mentee

STEP 1

DEFINE YOUR GOALS



WHERE ARE
YOU
GOING?

GOALS

- CAREER
- LIFE
- SHORT TERM (<1 YR)
- LONG TERM (5, 10 YR)



GOALS



SPECIFIC



MEASURABLE



ACHIEVABLE



REALISTIC



TIME BASED





INTROSPECTION

- WHAT ARE YOU PASSIONATE ABOUT?
- WHAT DO YOU VALUE?
- WHAT MAKES YOU HAPPY?
- WHAT ARE YOUR STRENGTHS?
- WHAT OPPORTUNITIES ARE AVAILABLE?

STEP 2

UNDERSTAND YOUR NEEDS



- WRITE DOWN WHAT YOU NEED TO ACCOMPLISH EACH GOAL

STEP 3

FIND A MENTOR

HOW DO YOU FIND A MENTOR?

SPONTANEOUS GENERATION:

MEET SOMEONE AT WORK, AN EVENT, OR
SOCIAL MEDIA

FORMAL PARTNERSHIP:

INSTITUTIONS OR NATIONAL ORGANIZATIONS
MATCH YOU WITH A MENTOR BASED ON
ALIGNED INTERESTS

WHERE TO LOOK?



DIVISION, DEPARTMENT,
INSTITUTION



Local, regional, state, & national
organizations



Social Media

FIND A MENTOR...OR TWO

Junior & senior

Male & female

Meet with people you know

Get recommendations

CHOOSE
MENTORS
WISELY

Approachable

Personable

Interested

Positive track record

Available

STEP 4

BEING AN EFFECTIVE MENTEE



MANAGE-UP

YOU ARE IN THE
DRIVER'S SEAT!



SETTING THE STAGE: INITIAL MEETING CHECKLIST

BEFORE YOUR FIRST MEETING:

- LEARN ABOUT YOUR MENTOR
- SHARE YOUR CV, BACKGROUND, INTERESTS & WHAT YOU ARE LOOKING FOR OUT OF THE RELATIONSHIP

INITIAL MEETING

- TELL YOUR MENTOR HOW THEY HAVE HELPED/INSPIRED YOU
- DISCUSS LOGISTICS
 - FREQUENCY OF MEETING
 - HOW LONG
 - IN-PERSON, VIRTUAL
 - EXPECTATIONS
 - COMMUNICATION STYLE





ARE THEY A LISTENER OR READER?



VERBAL BRIEF FIRST THEN WRITTEN SUMMARY



WRITTEN MATERIAL IN ADVANCE FOLLOWED
BY SPEAKING IN PERSON

MANAGE-UP: MEETINGS

WRITE AN AGENDA &
QUESTIONS FOR EACH
MEETING

- EMAIL TO MENTOR 1 WEEK PRIOR
- ATTACH TO CALENDAR INVITE +/-
ZOOM LINK



MANAGE-UP: MEETINGS

- ✓ Start with your progress since last meeting
- 💬 Be open about your needs & provide feedback
- 🔄 Develop action plan & time-line with mentor
- 📅 Set date & time for next meeting before leaving
- ✉️ Send an email recapping goals & deadlines

EMAIL COMMUNICATION



Tell them the ASK



Avoid long emails

Frame questions into YES
or NO answers

Reserve longer concerns
for face-to-face meetings



**Provide ample time to
review projects**

RESPECT YOUR MENTOR'S TIME

- BE FLEXIBLE & ACCOMMODATING
- MEET DEADLINES
- OVERDELIVER





MAKE IT A
SYMBIOTIC
RELATIONSHIP

HOW CAN YOU HELP THEM?



Share interesting articles



Help them learn a new skill



Assist with a project



Praise him/her to superiors



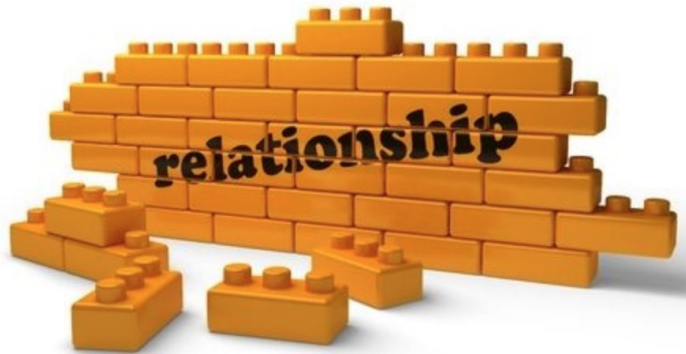
Celebrate successes on Social Media



Connect them with others



Show gratitude



MAKE IT
PERSONAL

STAY IN TOUCH



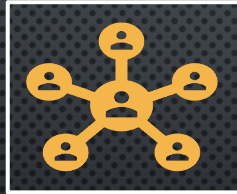
HOW TO BE AN EFFECTIVE MENTEE: SUMMARY



Develop a
career plan
with clear
goals



Understand
your needs



Find mentors



Manage up



Build the
relationship



Stay
connected

SUCCESS



What people think it
looks like



Reality

THANK YOU!

Questions? Contact

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How to Get Promoted as a Radiology Educator

By Felix S. Chew, MD, EdM, FACR
University of Washington

Specific promotion criteria vary from one department or institution to another, but these five general rules will keep you on the right path.

Rule 1. Do more than teach.

Simply showing up to teach does not lead to promotion. It is important to do it well and in a scholarly fashion. To demonstrate your effectiveness as a teacher to a promotions committee, you have the opportunity to choose not only the criteria for excellence but also the reference population. You need to innovate and develop your teaching skills. Regular feedback from the learners is necessary to further develop and modify teaching styles and content. If your department or school does not provide regular evaluations, you should obtain them yourself in a systematic fashion. For the clinician--educator who may not be an excellent teacher, alternatives to teaching might include educational leadership, curriculum development, preparation of teaching materials, editorial or other journal work, and educational research.

Rule 2. You still have to publish.

A common misperception about clinician--educator pathways is that publishing is not necessary. Publishing is always necessary in the academic setting, but what is different from physician-scientist or basic science pathways is that the publications do not need to be grant--supported and do not need to report the creation of new knowledge. Rather, your publications can contribute to the understanding, dissemination, organization, or application of existing knowledge. Publications may also describe the development, implementation, or evaluation of educational techniques, or the results and implications of research in education. The venues and type of publications where such work appears may be broader and are not restricted to traditional peer-reviewed scientific journals. Appropriate venues might include CME newsletters, websites, podcasts, social media, case reports, textbooks and books for lay audiences, educational exhibits, and YouTube videos.

Rule 3. Develop a coherent body of work.

To demonstrate the independent scholarship that is necessary for promotion to associate professor or professor, you should develop an intellectual area of expertise that can be easily described to and understood by the non--radiologists, who would likely be judging your work for the promotion committee. An interest with multidisciplinary implications can often provide a broader base of support than a narrow subspecialty focus. However, the connections between your different interests and activities may not be evident until after the fact, becoming apparent only when you are reviewing your body of work for the promotion process.

Rule 4. Build a national reputation.

For promotion to associate professor, a regional reputation building towards a national reputation is necessary; for the professor level, a national reputation is necessary. Your

reputation is what people think of you; those thoughts must be captured in actions that can be documented. Events such as invitations to speak at national meetings, elected leadership positions, committee memberships or other volunteer work for national organizations, or authorship of nationally recognized publications are important components of one's national profile. Attendance and networking at national meetings is critical to developing a national reputation. Don't wait to be asked; volunteer and self-nominate!

Rule 5. Be an excellent clinician.

For the typical clinician-educator, much more time is spent on clinical activities than on education. Invest the time and effort necessary to becoming an expert. Take excellent care of your patients and be a role model for your students and residents to do the same.