Trends in Women’s Leadership in the American College of Radiology, 2001-2015: What We Are Learning

Amy K. Patel, MD, Julia Fielding, MD, FACR, Katarzyna Macura, MD, PhD, FACR, Kimberly E. Applegate, MD, MS, FACR, Rosalee Zackula, MA, Elizabeth Kagan Arleo, MD

Washington University in Saint Louis; University of Texas-Southwestern; The Johns Hopkins University; University of Kentucky, University of Kansas-Wichita; Weill Cornell Medical College
The authors have no financial disclosures
PURPOSE:

To assess the status of women in ACR leadership positions at the state and national level over the past 15 years (2001-2015)
METHODS/MATERIALS:

- Retrospective cohort review assessing ACR leadership positions at the state and national level

- Data were collected from 2001-2015 from the ACR database based on member demographics, gender, and participation in leadership roles for those women who held voluntary state and national positions; Data were sorted by gender and year

- Statistical analysis was performed using Excel software (Microsoft Corporation, Denver, CO) and StatXact 8 (Cytel Inc, Cambridge, MA)

- Five year rolling averages were calculated (2001-2005 versus 2011-2015) and independent two sample binomial proportion tests were used to investigate whether there was a change in the proportion of women holding office over time

- Statistically significant results were those with P values <0.05
RESULTS:

- Total women leadership of ACR leadership positions significantly increased over the study period from 17.7% to 21.4% (p<0.001)

- At the state level, statistically significant increases were seen in the number of women serving as State Chapter Presidents, Vice Presidents, and Councilors when comparing 2001-2005 (9.0%, 10.4%, and 13.9%, respectively) with 2011-2015 (15.5%, 27.3%, 17.7%, respectively) (p=0.008, p=0.002, p=0.004, respectively)

- At the national level, statistically significant increases were seen in the number of women FACRs and Board of Chancellors (BOC) members when comparing 2001-2005 (7.8%, 8.0%, respectively) with 2011-2015 (10.9%, 33.9%, respectively) (p<0.00001 for both)
RESULTS:

- There was no significant interval change in women Council Steering Committee (CSC) members (2001-2005=17.7%; 2011-2015=16.8%; p=0.839)

- While 4/15=27% of ACR Presidents and 2/15=13% of ACR Vice Presidents were women, there were zero women BOC Chairs or Vice Chairs during the 15-year study time period, or in the College’s 94 year history

- In the CSC, from 2001-2010, there were zero women Speakers and Vice Speakers; from 2011-2015, there was one woman in each position; to date, this is the only elected women Speaker of the council

- The number of women achieving fellowship in the ACR has significantly increased and is now proportional to their membership in the College and at parity with men
Gender Trends in Council Steering Committee Members, 2001-2015
Trends for Women State Chapter Presidents and Councilors of the ACR, 2001-2015
Trends for Women Fellows of the ACR, 2001-2015
CONCLUSIONS:

- Over the past 15 years, the number of women holding ACR leadership positions has increased significantly at the state level and in fellowship recognition.

- The number of women receiving fellowship recognition is now proportional to their membership in the College (*now at parity with men*).

- Although 22% of practicing radiologists are women and there have been increases in leadership, women leadership positions at the state and national level predominately continue to remain below this percentage, aside from ACR State Chapter Presidents and BOC members nationally.
CONCLUSIONS:

- Although there are increasing numbers of women on the BOC, *top ACR leadership positions remain male-dominated at the national level*

- The ACR leadership pipeline does exist but needs to be further strengthened and tapped into to allow progress in appointing qualified women to the most prominent leadership positions