



Michigan Radiological Society News

MAY 2017

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Michael Kasotakis, MD
President, MRS

Dear MRS membership,

I began my presidency one year ago today in the beautiful Meijer Gardens in Grand Rapids where I laid out my agenda for the year. My goal was to concentrate on four major themes: the continued corporatization and commoditization of medicine and radiology, physician wellness and the rising epidemic of burn-out, automation and technology, and general diversity and inclusion in the radiology workforce. These four critical issues are all similar in that they will shape and define the very nature and core of our specialty now and in the future. During the past year we have taken action as a society to address and engage with these four issues.

In regards to the corporatization of medicine, we are continuing to legally defend our ability and right to practice medicine as independent physicians. We have successfully fought and won scope of practice issues in the state of Michigan where nurses were attempting to order, perform, and interpret radiological exams. We are currently in the state court of appeals in regards to defending the *Corporate Practice of Medicine* law. That non-physician owned and operated for-profit businesses are providing medical imaging services is not only illegal, it is potentially harmful to the quality of care that our patients in Michigan deserve.

We have addressed the issue of physician wellness. That physician burnout has reached an epidemic proportions is no longer a secret. Our own medical society has been personally affected as we recently lost one of our past officers and radiology colleagues to addiction. We devoted our annual Hickey lecture to the topic of burn-out, physician wellness, and emotional intelligence. I hope that we will continue to encourage open and honest dialogue about the dark issues in our lives. Doctors are experts at taking care of our patients, but often not very good at taking care of themselves.

We understand that technology will continue to disrupt and redefine the very nature of the work we do. There is no doubt that our specialty has benefited greatly from technology. But, like Dr. Frankenstein, we may have created a new "techno-monster" that threatens to destroy, or at least disrupt, its creator. What will our profession look like when Artificial Intelligence surpasses the abilities of the human radiologist? Will radiologists remain relevant as diagnosticians? We need to immediately reinterpret our roles as radiologists before the machines do it for us. We need to figure out how to symbiotically couple the empathy and judgement of a human radiologist with the computational abilities of a machine. As Ken Jennings, who lost to IBM's Watson on *Jeopardy!*, opined, we need to "welcome our computer overlords". I have formed the first ever Automation and Technology committee of the MRS that is charged with the task of understanding and vetting current and future technologies from CDS (clinical decision support) to AI (artificial intelligence) that will undoubtedly impact our profession and society.

PRESIDENT'S MESSAGE (CONT.)

We have formed the first ever Women and General Diversity Committee of the MRS. Having a diverse, inclusive, and representative radiology workforce and leadership is critical to our future. The face of radiology needs to reflect the face of our population - a face that is ultimately more female, more ethnically and religiously diverse, and more inclusive. We had our first ever successful mixer at Wayne State Medical School targeted at women and minorities interested in radiology. The event drew nearly 60 medical students. We hope to take this experience to other medical schools across the State of Michigan. There is no doubt that the future of the physician workforce will be increasingly defined by the millennial generation. As opposed to generations past, they are a group that prioritizes work-life balance and are seeking to join practices that reflect their values.

Finally, we have a new administration in the white house. With that comes uncertainty but also opportunity. What will healthcare reform look like? Just recently, the House of Representatives passed the "repeal and replace" Affordable Health Care Act. Will we ever transition to value based payment systems and abandon fee for service? Will massive screening programs like lung cancer and breast cancer screening continue to be covered? Will our nation continue to invest in research and technologies that will be vital to pushing us into the brave new world of precision and personalized medicine? No one knows. What I do know is that the Michigan Radiology Society will be in Lansing and Washington year after year representing our members and constituents.

In summary, it has been an honor and privilege to have served you as MRS President this past year. I can honestly say that this has been one of my proudest professional achievements of my career. I have to personally thank our executive director Shannon Sage for helping me organize all the meetings, our past president Dr. Gaurang Shah for his political wisdom, our executive board for their support, the MRS board of directors, and of course, you, the membership for supporting and embracing my agenda this year.

I look forward to working with my dear friend Dr. Roger Gonda as he transitions into the presidency. Former president John Adams once said "No man who ever held the office of president would congratulate a friend on obtaining it." I beg to differ on this. I am very proud to pass the baton to Dr. Gonda. He is an excellent physician and radiologist, a humble visionary, a kind and proud man who will no doubt represent the MRS in his fullest capacity. You may not know this but he is the son of a radiologist and has a daughter that is finishing a radiology residency. If there ever was radiology royalty he would be it. He also has a fun sense of humor and humility that makes him very likable and approachable.

In my opening remarks one year ago I quoted Franklin Roosevelt who once said that the presidency is like a glove, and it takes the shape of the hand that is put into it. And when a big hand is put into it, it stretches the glove, stretches the office. Hopefully I expanded the glove this past year. Dr. Gonda has big hands. His hands are much, much bigger than mine. I am confident he will make the MRS even greater...again! I am confident that we are in great, big, hands.

Sincerely,
Michael J. Kasotakis, MD
President, Michigan Radiology Society

WOMEN & GENERAL DIVERSITY



Shadi Azar, MBBS,
Chair, Women and General
Diversity Committee

Women and underrepresented minorities (URM) are significantly underrepresented in the radiology physician workforce, in contrast with other medical specialties. More concerning is that the percentage of Women in the US population and in medical schools is increasing, almost around 50%, while they represent only around 22% in the radiology and radiation oncology (RRO) workforce.

Recent research and articles have shown that increasing the diversity of the RRO workforce might help meet the varied needs for diverse patient populations, which is expected in the next 30 years to triple Asian and Hispanic populations, and double black population, with the white population becoming a minority racial group. Diversity will also help in persistent disparities in health care access, delivery and outcomes, since shared race or ethnicity between patient and physician can enhance communication, patient satisfaction, and compliance with medical recommendations, and reduce negative health outcomes.

Since radiology is one of the least racially diverse health care workforces, with underrepresentation of URM groups across all practice levels, The American College of Radiology (ACR) created the Commission for Women and General Diversity to identify barriers to a diverse physician RRO workforce. Diversity is one of the ACR's top 5 strategic missions.

Dr. Kasotakis, the president of Michigan Radiological Society, created the first ever Women and General Diversity ad-hoc committee (WGDC) in 2016, with a mission to embrace and advance diversity and inclusion through equity, access and innovation for the benefit of our patients, our profession, and the American College of Radiology. This committee's Vision is to achieve a radiology profession that celebrates diversity and actively promotes inclusion at all levels of training, practice and leadership.

The committee consists of a diverse group of women as well as unrepresented minorities of African-American and Middle Eastern descent representing a cross section of private practice, academic, full-time, and part-time professionals across the state of Michigan. Since our first meeting in Nov. 2016 the committee members discussed and evaluated many ideas to fulfill the mission of the committee. A Few main initiatives were adopted, with a focus on two main goals.

The first goal was to increase Women and URM representation in radiology residency programs in Michigan, so we organized a mixer event between students at Wayne State Medical School radiology interest group and Minority groups and a group of women and URM radiologists. The event drew around 60 M1 and M2 medical students, who had the chance to casually interact with the radiologists and also to ask a panel of radiologists questions about their practice, life style, and the future of radiology as a specialty. Another initiative to serve the same goal was to ask committee members to encourage medical students, and even high school students to shadow them in radiology departments to have a better understanding of the specialty.

The second goal was to increase the number of Women and URM in leadership positions in both private and academic institutions. Only 16% of radiology chairs are females. To better understand the status of women and URM representation in Michigan, and their leadership roles, the committee formulated and sent a survey to academic and private radiology groups, so future efforts will be targeted towards improving the levels of representation. The committee will work on highlighting the women and URM in leadership, through published interviews and asking them to attend future mixer events with medical students.

WSU RADIOLOGY INTEREST GROUP



WAYNE STATE UNIVERSITY SCHOOL OF MEDICINE

Radiology in Medicine

Issue 2 | May 2017

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Established in the Spring of 1996, the Radiology In Medicine Interest Group (RIM) focuses on developing programs and activities designed to promote interest in the field of radiology as a career choice. We work to foster an understanding of the relationship between radiology and the primary care fields. Our goal is to provide medical students with information about the field of radiology as well as educational and research opportunities, clinical skills practice, and shadowing experience. In addition, RIM offers professional guidance from dedicated practicing radiologists for our members.

Newsletter design and editing by Joanne Choi

[Click here to view the full newsletter](#)

WHAT HAVE YOU DONE FOR ME LATELY?



Michael Kasotakis, MD
President, MRS

What have you done for me lately? A Summary of My Year as President of the Michigan Radiology Society.

Dear MRS membership,

The Michigan Radiological Society has had a busy year 2016-2017. Each and every year we strive to meet and exceed our vision and mission as an organization. The vision of the MRS is to be the “*premier radiologic professional society in Michigan and the foremost State Chapter of the ACR. Our mission and purpose, as a chapter of the ACR, shall be to serve the specialty of radiology in Michigan by: advancing the science, education and practice of radiology; improving radiologic service to patients and the medical community; fostering closer fellowship among radiologists; addressing the economics of radiology; and establishing and maintaining high medical and ethical standards.*”

To that end, I would like to highlight some of the more active committees and their work during the past year. The success of any organization is only as good as its members. We are especially lucky to have a very talented, diverse, active, and engaged society with nearly 100 years of wisdom and experience.

Our **Legislative Committee** is one of the most active and vibrant of the MRS. Under the tutelage and guidance of Jim Cavanaugh, JD, our MRS lobbyist, we have come to be well respected and represented in Lansing. A few of our highlights this year included:

- Successful defeat of the APRN *scope of practice legislation* that was allowing nurses to order, interpret, and perform medical imaging.
- Successfully lobbied to confine Dental cone-beam CT practice only to dentists and exclude other maxillofacial specialists such as ENT, neurologists, and neurosurgeons.
- Successful Legislative Day in Lansing in September where the MRS was well-represented by its membership including many residents and fellows
- Attendance at the State of the Union address in Lansing by Drs. Kasotakis and Kilanowski congratulating the new and incoming legislators and introducing MRS membership to new staff.
- Successful recognition and acknowledgement by Governor Rick Snyder of Michigan for the annual *International Day of Radiology (IOC)* November 8, 2016.

One of our most ambitious and perhaps controversial topics has been our lawsuit against two free standing non-physician owned for-profit imaging centers in southeast Michigan. As you know, the *Learned Profession Law* in the State of Michigan forbids the rendering of professional service by non-professionally owned entities. Under the legal representation we have committed over \$16,000 to fund legal and legislative fees. The lawsuit is currently in the court of appeals. We expect a verdict late summer 2017, the result of which will be heard loud and clear across the state. The American College of Radiology and its legal department is watching closely and supporting our efforts.

The Budget and Finance committee has been in good hands under the direction of Dr. Gordon Beute for many years. This year, with the introduction of Dr. Randy Hicks as co-chair, the committee has taken bold steps to ensure the financial viability of the society. Combining both budget cuts and revenue increases we anticipate an increase in revenues of up to \$60,000 per year by the year 2018. This money will not sit idle. We will use it to catalyze the organization and expand our reach politically, educationally, and legislatively.

Our **Website Committee** has been updated and is much more user friendly and intuitive. Under the guidance of Drs. Danny Ma and Andy Moriarty we have also increased the user traffic to our site.

Our **Fellowship Committee** has always been in excellent hands with Dr. Alkis Zingas as the lead. This year we are proud to honor a new fellow of the ACR that we celebrated at the annual New Fellows dinner in Washington DC. For 2018, we have approved over four candidates. Please remember to contact the MRS if you know of a radiologist or radiation oncologist who is eligible for this honor and meets criteria for fellowship.

WHAT HAVE YOU DONE FOR ME LATELY (CONT.)

Our **YPS (Young Physician Section)** of the MRS is undoubtedly one of the “hippest” committees of the MRS. Under the leadership of Dr. Andrew Woodrow from Grand Rapids, the committee represents the MRS membership under 40 years old. Their annual networking and mixer event is usually held in November with casual attire of jeans and sweaters encouraged. The menu always involves local beers, brews, and burgers. The highlight this year was Dr. Frank Lexa who spoke about the commoditization of radiology.

The **RFS (Resident and Fellow Section)** of the MRS under the leadership of Dr. Eric Spickler, is always one of the most active committees. The highlight of the year is the annual RFS meeting in early February where nearly all the residents and fellows of Michigan gather for education and fellowship. This year’s keynote speaker was Dr. Bib Allen, current president of the ACR who spoke about Value in Radiology. Mr. Ted Burnes, our lobbyist in Washington was also present to give an update on the current political and legislative landscape in Washington. Dr. Rosen Patel did an excellent job as president this year. He has passed the baton of leadership to Dr. Elias Taxakis who will no doubt follow confidently in Rosan’s footsteps.

Finally, there are several other important accomplishments that I would like to highlight this year that don’t fit a general category:

- The successful integration and incorporation of the Saginaw Valley Section into the MRS.
- The successful transition and integration of the Michigan Society of Radiation Oncology into the MRS.
- The formation of the first ever Automation and Technology committee of the MRS whose mission is to address and vet current and future technologies that pertain to medical imaging from clinical decision support (CDS) software to AI technologies.
- The formation of the first ever Women and General Diversity Committee of the MRS. The mission of which is to expand diversity, inclusion, and representation in the professions of radiology and radiation oncology.
- The first ever lecture on Physician Wellness at our annual Hickey Lecture. Drs. McCabe and Steinberg gave presentations on wellness, burn-out, and emotional intelligence.
- The first ever lecture on Artificial Intelligence by Dr. Elliot Siegel from University of Maryland. We had over 60 people attend a crowded room at the Weber’s Inn at our Transition and Gold Medal awards this May.
- Creation of a Radiology Leadership Institute Scholarship Award sending one staff and one resident or fellow to the annual RLI course in Wellesley, Massachusetts.
- Two Gold Medals were bestowed upon Drs. Kurt Tech from William Beaumont Hospital and Dr. Wilbur Smith from Wayne State Medical School and St. Joseph Pontiac.
- \$5,000 dollar contribution on behalf of the MRS to the Dr. Dan Shumaker memorial endowment fund that will be used to fund current and future scholarship for those interested in the professions of wellness and burn-out.
- Successful Breast Imaging Conference was held this past October on a beautiful autumn weekend. Under the direction of Drs. Kate Klein and Caitlin Lopez we had an amazing turn out and excellent speakers giving us an update on the current state and practice of breast imaging.

Now let’s look forward and highlight some of the things to come going into the spring and summer seasons. June 1st we will be transitioning our leadership as Dr. Roger Gonda takes the helm as president of the MRS. He will be busy this summer arranging the committees and setting his agenda for the year.

We hope to see everyone at our **ACR Annual Meeting** in Washington DC this year May 21-25. The MRS sent our delegation to proudly represent the state of Michigan in Washington. We had a busy schedule of government relation, administrative, and operational meetings. We formed alliances and coalitions with many other state societies including Ohio, Florida, Minnesota, Texas, and New York. This year we are proud to support and represent Dr. Gaurang Shah as he runs for the ACR’s nominating committee. The highlight of the meeting was on Wednesday when we walked the capitol steps with our lobbyist and engage with our state representatives and senators.

WHAT HAVE YOU DONE FOR ME LATELY (CONT.)

This July we welcome the entire membership to the annual **Florida Radiology Society Meeting**. The MRS and the Florida Society have joined forces where your membership applies to both societies! This allows you to partake in their annual meeting at a much discounted rate. I will be representing the MRS this year in Sarasota Florida July 21-23 where the agenda and theme this year is: *Better to Evolve than be Extinct: Embracing the Challenge of Modern Radiology*.

This October will also feature our biennial **MRS “UpNorth”** in beautiful Traverse City, Michigan. Riding on the success of our first annual UpNorth meeting, we will continue the tradition of hosting a “family-friendly” event held at the Great Wolf Lodge. Of course we will also feature a personally guided wine tour at a local winery and a Friday night mixer at a local brewery. Please consider attending this fabulous event.

The year will begin as always in September just after Labor Day. Once again we will congregate in our beautiful state capital of Lansing, Michigan where we will have our annual **MRS Legislative Day**. Under the direction of Jim Cavanagh, our lobbyist, we will engage with our local political leaders and represent the interests of the MRS and our patients.

Also in September we will continue the new tradition of sending a deserving resident or fellow along with faculty to the annual **Radiology Leadership Institute (RLI)** in Wellesley, Massachusetts. The theme this year is: *Build Your Playbook for Peak Performance: Knowledge is Just Potential. Execution is Power*. With over 20 hours of CME credits, this four day event is the most efficient and productive leadership course in the radiology repertoire. It is taught at the world famous Babson College with top tier business academics both from Harvard and Babson.

As you can see, the MRS is a busy, engaged, and active society. Ultimately, however, the health and success of any society is completely dependent upon its membership. You, the members of the society, are the life-blood that catalyzes, funds, and supports the mission and vision of our great society. For that, I thank you and encourage your continued support. Our patients deserve the best possible care that they can get. To do this requires the preservation and support of our healthcare profession and the physicians that deliver that care.

Respectfully,

Michael J. Kasotakis, MD
President, Michigan Radiology Society

2017 UPNORTH CONFERENCE



SAVE-THE-DATE

2017 UpNorth Conference

October 14 & 15, 2017

Great Wolf Lodge,
Traverse City, Michigan



OTHER EVENTS


2017 ANNUAL MEETING OF THE

**Florida
Radiological
Society**



**Florida Radiology
Business Management
Association**

BETTER TO EVOLVE THAN BECOME EXTINCT:
Embracing the Challenge of Modern Radiology

July 21-23, 2017

The Ritz-Carlton, Sarasota
Sarasota, Florida

Diagnostic Radiology Program: 8.25 AMA PRA Category 1 Credit(s)TM
A portion of the Diagnostic Radiology program will be submitted for **SAM qualification**

Radiation Oncology Program: 5.25 AMA PRA Category 1 Credit(s)TM



RLI credits will be available
for some sessions.

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