



2024-2027 STRATEGIC PLAN

MISSION

To provide a forum for issues unique to women in radiology, radiation oncology and related professions; to sponsor programs that promote opportunities for women; and to facilitate communication among members and other professionals.

VISION

The American Association for Women Radiologists will assist women in radiology, radiation oncology and related professionals to achieve personal and professional fulfillment through equal recognition and opportunities; and will ensure that issues unique to women are acknowledged and addressed by all the members of the profession.

UPDATED MARCH 2025



Increase Membership and Engagement of AAWR Members

Objectives	Tactics	Responsible Party	Timeline
Increase MIT to Transitional by 10% of MIT group	- Engage MIT members in the AAWR - Entice MITs to paid members - Share the why of being a member - Highlight the benefits of membership	Membership Committee Members at Large	Ongoing
Increase transitional by 10% of the transitional number	- Share the why of being a member - Highlight the benefits of membership	Membership Committee Members at Large	Ongoing
Increase active members by 10%	- Recruit MIT Members to be Full Member - Increase events and Further develop benefits - Highlight the benefits of membership	Membership Committee Members at Large	Ongoing

Key Performance Metrics:

- # of MIT Members
- # of Transitional Members
- # of Active Members



Streamlining Governance Structure

Objectives	Tactics	Responsible Party	Timeline
Streamline Committee Structure	- Establish a Working Group to Finalize List of Committees and Reporting Structure - Determine Committee Chairs	Jean/Meridith/Catherine	Q1
	- Open more doors with MIT co-leadership of all committees - Determine best way to integrate and elevate MIT	MIT	
	Update Committee descriptions and responsibilities	Committee Chairs	
Define roles of Members at large	Develop role descriptions and responsibilities	Jean/Meridith/Catherine	Q2
Integrate MIT more fully into AAWR	Include MITs on committees	Board and MIT	Q2
Defining Sections/ Interest Groups	- Create SIGs/Interest Groups such as early career interest group - Include Programming to meet the needs of the interest groups	Membership Committee	Q2
Align Bylaws and Policies to Conform with Structure	- Review Bylaws and propose changes as necessary - Develop Policies and Guidelines to reflect changes	Board	Q3/Q4

Key Performance Metrics:

- Participation of Members in Activities
- # of MIT Members
- # of Active Members



Enhancing AAWR Benefits and Programming

Objectives	Tactics	Responsible Party	Timeline
Chapter/local WIR groups	- Establish a formal partnership with WIR - Merge WIR into AAWR	Board	2025
Enhanced presence at subspecialty meetings	- Attend Subspecialty meetings - Include membership benefits of AAWR into presentations when appropriate	Board	2025
Coaching	Refine and continue coaching program.		2025
Launch academic lecture series	Develop Programming and Timeline	Programing Committee	2025
Launch non-clinical lecture series	Develop Programming and Timeline	Programing Committee	2025
Website archive for programming	- Determine Goals for archiving - Research Best Practices - Provide Access		2026
Create toolkit for launching local WIR groups	- Identify Best Practices - Provide Successful Models - Promote Opportunity	WIR	2026
Gender Equity Research Award	Develop criteria and timeline	Awards Committee	2027
Career and Leadership Development Program	- Early Career - Mid-Career - Experienced/Senior Level		2027
AAWR Meeting	- Outline Purpose and Goals of Meeting - Develop proposed agenda and budget - Conduct Feasibility Study – including survey of membership - Determine schedule of events - Develop Timeline - Location	Executive Committee/ Programming Committee	Ongoing

Key Performance Metrics:

- # Participating in Events
- Member Retention and Satisfaction