Medical Imaging Management: A Career Path
Are you considering a career in medical imaging management?
What are your personal strengths and weaknesses?
Leaders must:

- Be self aware
- Be organized
- Have control over their emotions
- Be self confident
- Have integrity
- Possess mature thinking skills
- Possess strong financial acumen

- Be committed
- Be accountable
- Be willing to take risks
- Possess good interpersonal skills
  - Effective verbal and written communicators
  - Effective listeners
Why should you pursue a career in imaging management?

- Desire to work with people and lead teams
- Ready for a role more integrated in facility’s operations
- Ready to take on more responsibility
Why should you pursue a career in imaging management?

- Desire to work within all areas of imaging department and beyond to improve patient quality care and processes, eg:
  - Other departments
  - Referring physicians
  - Radiologists
  - Staff
  - Nursing
  - Academic centers
  - Students
Why should you pursue a career in imaging management?

- Interested in learning the business side of healthcare
- Strategic planning, creating budgets, and responding to external environment changes effecting reimbursement are all skills that can be used in many types of businesses
Why should you pursue a career in imaging management?

- **Leadership opportunities**
  - Participate in projects that affect the entire facility and interact with many individuals across the facility.
  - Mentor/educate technologists to facilitate career development and improve employee tenure.
  - Encourage commitment to quality and excellence
  - Take part in the decision process that will shape the profession today, tomorrow, and in the future.
What is involved in a management position?

- Develop and implement strategic and business plans, policies, procedures, and processes
- Prepare and manage budgets
- Market products to community and physicians
- Oversee imaging construction projects
- Regulatory compliance
- Must be available on a 24/7 basis
- Long term planning
  - Eg, investigate, determine return on investment, recommend, and implement future technologies
What is involved in a management position?

- Work with radiologists and referring physicians, academic centers, and non-imaging staff
- Communicate to and involve staff in facility’s vision
- Mentor staff
What is involved in a management position?

- Hire and supervise all non-physician employees, e.g.:
  - Job analysis and design
  - Recruitment and retention
  - Training and development
  - Performance management
  - Pay structure
  - Incentives and benefits
  - Labor and employee relations
How should you pursue a career in medical imaging management?

1. Education/certification
2. Experience levels
3. Other ways to prepare
How should you pursue a career in medical imaging management?

1. Education/certification
How should you pursue a career in medical imaging management?

- 2 year associate degree program
- 2 year hospital based certificate program
- 4 year baccalaureate degree program
- Many careers based on minimum baccalaureate degree with experience in an area of special interests
How should you pursue a career in medical imaging management?

- Masters
  - Business administration
  - Health administration
  - Radiologic science administration and/or education
- Certified Radiology Administrator (CRA)
How should you pursue a career in medical imaging management?

2. Experience Levels
How should you pursue a career in medical imaging management?

- Between 2-5 years technical experience to reach supervisory level
  - Becoming a great manager requires experience, commitment, due diligence, and accountability.
How should you pursue a career in medical imaging management?

• Other technologist opportunities for professional development and advancement:
  – vendor sales
  – business consulting
  – product specialist
  – application specialist
  – radiology information system (RIS) management
  – risk management
  – health informatics and information management
How should you pursue a career in medical imaging management?

- At least 3-5 years of supervisory experience to reach management level
  - Entry level management positions: 3 years of working in the area
  - Mid to upper management positions: 5 years experience in a clinical setting
How should you pursue a career in medical imaging management?

3. Other ways to prepare
How should you pursue a career in medical imaging management?

- Check with your organization to see what programs they may offer
  - Eg, internal and external leadership development programs
- Find a mentor
  - Let your manager know you are interested in one day moving up. Ask for their help and guidance.
- Join and become involved in an organization/association with a focus on leadership development, eg, AHRA.
- Internships, coaching
How should you pursue a career in medical imaging management?

• Participate, assist, or lead in projects, task forces, and committees.
  – Get an idea of what happens in management
  – Show your desire and capabilities to current leaders
How should you pursue a career in medical imaging management?

- Participate, assist, or lead in projects, task forces, and committees, eg:
  - Contribute to positive outcomes for customer service and quality assurance
  - Develop strategies to bring cohesiveness to negative and conflicting circumstances.
- Become versed in Joint Commission preparedness
- Develop patient safety initiatives
- Develop financial goals/cost saving initiatives
- Develop new protocols

- **Increased responsibility motivates most people to do their best.**
Beyond medical imaging management

- May lead to other career opportunities
  - Vendor sales
  - Business consulting
  - Product specialist
  - Higher management positions, eg, VP Operations, COO, CIO, CEO
  - Education related positions, eg, director/coordinator for academic program
Words of advice from today’s medical imaging managers to the managers of tomorrow

“Radiology is never boring. In the 25 years I have been in the field, it is constantly changing. If you like this environment and you feel like you have good organizational skills, good interpersonal skills, and the desire to work in a business environment, it might a good fit. It is quite a bit of work, but it is very rewarding when a new technology gets implemented. I find it very satisfying and fulfilling.”
Words of advice from today’s medical imaging managers to the managers of tomorrow

“Do not allow yourself to get stagnant in your career. I would challenge you to pursue advanced certification, degrees, and learn about processes outside of your circle in order to get a fuller understanding of healthcare as a system. This requires self-initiative. If a door does not easily open, then find a way around it but do not stop simply because it does not fall into your lap. Be determined, be resilient, and find that opportunity!”
Words of advice from today’s medical imaging managers to the managers of tomorrow

“There is not a guaranteed plan that will make you successful in the medical imaging field. The only guarantee of which you can be sure: if you never give up and keep working hard, success will come. It's all right today to be a little unsure of the future, it's all right to take a job a little different from the one you expected, or to have to wait a bit on getting into school. In this way, you may end up learning about yourself and what's good for you in the long run.”
“Everyday is an opportunity to learn something new. Do not let complacency or the complacency of others steal your desire for success. When you feel that you are successful in one area then ask to get cross trained in another. Most importantly, continue to take time to advance your education. Expanding your job knowledge as well as your education will be what sets you apart from your peers and open new doors for career advancement.”
AHRA: The Association for Medical Imaging Management

MISSION: AHRA is a resource and catalyst for the development of professional leadership in medical imaging management.