

2024 ACR-RBMA Practice Leadership Forum

How to Catch and Keep a Radiologist:
Effective Tactics and Innovative Ideas

Saturday, January 20 | Phoenix

Faculty



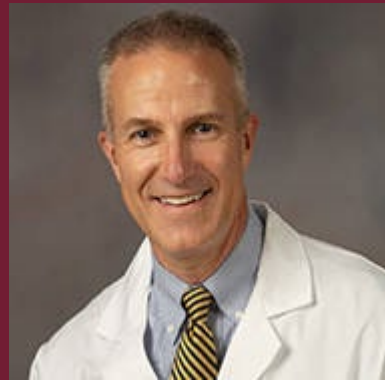
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Joshua Dorsey



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Disclosures

- Catherine Everett, MD
 - Eidetico Radiology Solutions (Owner/Founder)
 - MSN (Consultant)
 - Radiology Partners (Stock Shareholder)
- Jonathan Berlin, MD: nothing to disclose
- Eric Brandser, MD: nothing to disclose
- Joshua Dorsey: nothing to disclose
- Richard Duszak, MD: nothing to disclose

Learning Objectives

- 1. Understand that radiology recruitment and retention cannot be successfully accomplished with a one size fits all approach.
- 2. Recognize there are differing approaches to recruiting and retaining radiologists right out of training, mid career radiologists, and later career radiologists considering retirement but willing to continue working under certain circumstances.
- 3. Discuss strategies to potentially increase the conversion rate of interview candidates at all stages in their careers to excited new members of your radiology group or department.

Overview of Practice Settings

- Private Practice (Brandser/Dorsey)
- Academic Practice (Duszak)
- Corporate Practice (Everett)

Scenario #1

- Applicant one has just finished a fellowship in breast imaging and is looking for their first job out of training. You've heard their top priority is a high salary, but also know they seek a predictable schedule with no weekends, holidays, or call.
- You know they feel reasonably comfortable interpreting some musculoskeletal and body imaging but only want to do read those subspecialties remotely.
- You also know they want to avoid resentment for not taking call or weekends. Most importantly, you think for the right job they'd be flexible.

Scenario #2

- Applicant two has been in practice for 15 years, and they are excellent. They do neuroradiology exclusively. Recently you've heard they've gotten tired of the ever-increasing productivity targets and have "long list anxiety."
- You know they are looking for less call and also remote work, but maybe with the right offer they could be flexible.
- The group they are in currently in pays more than yours. You need someone with neuro expertise but also would like that person to help out with plain film x-rays and interdisciplinary on site neurosurgery conferences.

Scenario #3

- Applicant three is turning 60. They are tired and financially comfortable and as such strongly considering early retirement.
- You think however they could be enticed to stay.
- They read body and head CT's only, no MRI or ultrasound. You know they are good at what they do and you need the help, but also wonder how those in your group doing cardiac and prostate imaging would react to a candidate unwilling to learn new skills.

Thank you!