



### RLI Speakers – Chapter Topics

*Below are the RLI speaker session titles and descriptions. These are a core group of topics; additional topics may be available, based on the need of the Chapter. Also, there may be RLI speakers available on a rotating basis i.e. RLI board members. Please contact Jennifer Pendo at [jpendo@acr.org](mailto:jpendo@acr.org) for details*

<b>Frank J. Lexa, MD, MBA, FACR - RLI Board Chair</b>	
<b>Commoditization in Radiology – Why it is Not Inevitable, Even When it has Already Happened</b> (Lexa)	Commoditization represents a serious challenge to US radiology. This talk explores the reasons why radiology is sometimes perceived as a commodity and why that has serious implications for our future.
<b>Better Together or Clash of Cultures: The Corporatization of US Radiology</b>	Corporatization is dramatically changing the landscape of US radiology. This talk will review the drivers of the current wave of corporatizations, the forms that it takes, why it is different this time and how it will affect us in both the short and long terms as well as what we can and should do about this
<b>Value in Radiology: Measuring it, Increasing it and Getting Paid for it</b> (Lexa)	Many people outside (and sometimes inside) radiology misunderstand the ways that value is measured in radiology. It is critical that radiologists understand how our value is measured and mis-measured. This talk will discuss what value means, how it is commonly measured and how it might be measured in the future. More importantly, we will explore ways of increasing our value and being appropriately compensated for it.
<b>Future Shocks: Challenges to the Practice of Radiology in the Next Five Years</b> (Lexa)  Also, adapted and more focused conversation for this year is: <b>Strategic Challenges for US Radiology: Impacts of Pandemic, Recession and Politics</b>	Strategic business planning for radiologists and their groups and departments requires a detailed, realistic understanding of the disruptive trends that impact on our future. This talk will the most important business, financial, economic, political, sociologic, and technologic trends we are facing and how they should be addressed in our scenario planning, strategic viewpoints, and tactical implementation.
<b>Burnout in Radiology: Saving Ourselves and Our Profession (includes cutting edge data from ASNR survey)</b> (Lexa)	Burnout is not a myth, and it is not a personal weakness. It is a serious danger to the future of our profession and to the health and well-being of US radiologists. Data regarding the current prevalence of burnout from the first two national surveys of neuroradiologists will be presented. The implications for mental health, physician productivity, personal happiness, group cohesion, turnover will be discussed. Data regarding the impact of workload and early burnout on the academic triad and on service to radiology groups and professional organizations will be presented. The diagnosis and prevention of burnout will be covered.

<p><b>Leadership in the Era of Large, Merged Groups</b> (Lexa)</p>	<p>The US radiology landscape has changed radically in just a single generation. Groups have quickly grown through mergers, consolidation as well as organic growth. The challenges of leadership change substantially as a group morphs from a nine-person entity to thirty and then sixty FTE radiologists. The nature of these challenges and the means of addressing them to ensure success will be presented.</p>
<p><b>Back to the Future: The Impact of the Federal Government on US Radiology in 2021</b> (Lexa)</p>	<p>By a host of measures, the US Federal government is the major stakeholder in US healthcare. It pays for more healthcare than any other entity. It pays for a large amount of the research that is performed and a large amount of the education of GME trainees. It runs other entities including the VA and the DoD health systems. The US government regulates many aspects of how we practice and increasingly affects how states and local governments regulate us. Every day in this decade approximately 10,000 US citizens joined the Medicare system and that will continue well into the next decade. This talk will discuss how the current government is different in 2021 and what we need to plan on in order succeed.</p>
<p><b>Psychological Challenges that New Medical Leaders Face</b> (Lexa)</p>	<p>New leaders face many challenges and those include psycho-social ones. This is particularly true for people who have little or no leadership experiences prior to taking on an important position. We will explore common dilemmas that maturing leaders face and develop insights and solutions to maximize the chances for a leader to succeed in her or his roles.</p>
<p><b>Leading Change Projects in Healthcare</b> (Lexa)</p>	<p>Leading teams and leading change are critical elements in the toolbox of successful healthcare leaders. This talk will cover the challenges that leaders face in building successful teams, identifying appropriate change projects and building a paradigm for successful project management.</p>
<p><b><u>Resident, Fellow and YPS Focused Talks</u></b> (Lexa)</p> <ul style="list-style-type: none"> <li>• <b>Interviewing for Success: Secrets from the Wharton School</b></li> <li>• <b>Your First Real Job: Keys to Lifetime Success</b></li> <li>• <b>Getting Started in Leadership: How to Lead When You Aren't in Charge</b></li> <li>• <b>Job searches and Finding the Right Position for You</b></li> </ul> <p><b><u>Additional General Talks</u></b> (Lexa)</p> <p><b>Burnout and Work-Work Imbalance - Wicked Problems We Face in US Radiology</b></p>	

**Jonathan W. Berlin, MD, MBA, FACR**

<p><b>Physician Burnout in Challenging Economic Times</b> (Berlin)</p>	<p>Physician burnout is common, involving many practicing physicians at some point in their career. In radiology, burnout is an important issue especially given increases in clinical productivity among radiologists in the last decade. This session will explore the problem of physician burnout, including the definition of burnout, the causes of burnout, and factors that correlate with burnout. Potential solutions to minimize physician burnout for radiology department leaders and for healthcare organizations at large will be presented.</p>
<p><b>Value of Radiologists in the Healthcare Continuum</b> (Berlin)</p>	<p>Radiology has increasingly been seen as a commodity, or good or service that is judged equivalent regardless of the manufacturer or service provider in the mind of the consumer. This session will explore how local radiologists have the opportunity to de-commoditize, or differentiate themselves from other radiology groups, some of which may be national radiology providers. Discussions will center on the advantages of local radiology groups in improving the patient experience and enhancing patient and community engagement.</p>
<p><b>What is Radiology's Place?</b> (Berlin)</p>	<p>Population health management is a paradigm in healthcare delivery in which healthcare entities assume responsibility for maintaining the health of patient populations in addition to administering care for individual sick patients. It is predicted that population health management will become more prevalent as the healthcare economy changes. Radiology has a large role in population health management, including the production and analysis of radiologic epidemiological data for selected patient populations. Radiology also can play a significant role in population health management through effective utilization of high-cost imaging and increased standardization of radiologic practice.</p>
<p><b>The Importance of Quality &amp; Service to the Specialty</b> (Berlin)</p>	<p>Increasing consumerism is an important aspect of the changing healthcare system. In the near future, it is likely that a larger percentage of healthcare costs will be shifted directly to consumers and that price transparency in healthcare may increase. In this new environment, healthcare providers will need to be more cognizant of the need for service to their customers. This lecture will explore the concepts of customers in radiology and will examine attributes that are important to these customers. The session will also define the concept of customer loyalty versus satisfaction and will explore the increasing importance of loyalty to preserve the viability of radiology practices. The concepts of safety and quality will also be examined, particularly as they relate to customer loyalty.</p>

**Ellen Chung, MD**

<p><b>Crucial Conversations: Giving and Receiving Feedback</b> (Chung)</p>	<p>Though we often wish to avoid them, difficult conversations are necessary to the smooth function of an organization. Such conversations involve giving and receiving feedback and differences in receptivity and responses to feedback. At the heart of these conversations is the relationship. People have a universal need to be heard and understood and to feel connected. Active and deep listening, including interpreting body language, empathy, and listening for what is not said, facilitate preservation and often strengthening of the relationship.</p>
<p><b>Mid-Career Crisis</b> (Chung)</p>	<p>Many large cross-sectional studies have shown a nadir in life satisfaction in the mid-forties, which is related to lack of expected career fulfillment, questioning the meaning of work, inevitable regrets, and an increasing awareness of the shortening timeline of life. The shorter timeline can actually bring clarity about one's values allowing one to discern what author Greg McKeown calls the "trivial many from the vital few". Mid-career occurs at the end of a cycle of mastery. One way to navigate this crisis is to find new challenges through career pivots and reinvestment, for example into education, research/innovation, or leadership. Integrating and being adaptive is a strength of humans and exciting innovations occur at the boundary between two fields.</p>
<p><b>Mitigating Unconscious Bias</b> (Chung)</p>	<p>Unconscious bias is ingrained prejudices about members of a non-dominant group about which one is unaware to the detriment of members of that group. We all have these biases based on the society in which we were raised and our own life experiences. These biases may be contrary to our own conscious beliefs. The fact that we are unaware of them makes it difficult to prevent negative effects on others when we are in positions of power and influence, such as deciding who will be hired or promoted. Becoming aware of our biases and taking steps to mitigate their effects, allows us to hire and develop the best people and create diverse high-performing organizations in which everyone can make their greatest contribution.</p>
<p><b>Navigating Generational Differences</b> (Chung)</p>	<p>For the first time in history, there are 5 generations in today's workforce. Each generation is influenced by the society in which they were raised and significant historical events occurring in their adolescence. Differences in traits, methods of communication, values and expectations can lead to intergenerational clashes and difficulties in managing members of different generations. An understanding of these differences and how best to motivate and manage members of the different generations is necessary to lead in the modern workplace.</p>

<p><b>Gender Bias</b> (Chung)</p>	<p>Women represent more than half of medical school graduates but only 24% of permanent department chairs. The effects of implicit gender bias accumulate over a career resulting in slower advancement, under-representation in leadership, lower compensation, imposter syndrome, and burn out. Despite concerted efforts to address this issue, there has been no improvement over the past two decades. Achieving gender equity will require efforts at the organizational level and a change in the culture of medicine.</p>
<p><b>Mistakes: Creating a Culture of Reporting</b> (Chung)</p>	<p>Since the publication of the Institute of Medicine's landmark report To Err is Human in 1999, attributing up to 98K deaths per year to preventable medical errors, there has been a push to continually improve patient safety. In the decades since, the need for a robust system of improvement of quality and safety has only become more important due to continued increase in complexity of medicine as well as increasing volume coinciding with decreasing work force. This presentation focuses on Reason's swiss cheese model, a systems- rather than personal approach to medical errors, and the creation of a reporting culture to capture the lessons of near misses using the example of the sinking of the Titanic.</p>

<p align="center"><b>Richard Duszak, Jr., MD, FACR</b></p>	
<p><b>Rookie Leadership: More Than Just a Title</b> (Duszak)</p>	<p>Intended for trainee and younger physician audiences, this session focuses on the differences between titles and influence and highlights roles and traits of leaders that make them leaders before they assume formal institutional or organizational roles.</p>
<p><b>Radiology Workforce Subspecialization: Has the Pendulum Swung Too Far?</b> (Duszak)</p>	<p>As radiology groups struggle with ever increasing volumes and societal expectations for rapid subspecialized turnaround increase, many practices need radiologists with more diverse skillsets to help address service needs. This session reviews a variety of recent studies on the composition of the radiologist workforce and highlights opportunities for "right sizing" the radiology workforce with both general "multispecialty" radiologists and traditional subspecialists.</p>
<p><b>Price Transparency: Radiology's Emerging Imperative</b> (Duszak)</p>	<p>As costs of healthcare increase and financial burdens are increasingly shifted from insurers to patients (through co-pays and deductibles), the financial burden of imaging increases for many patients. This session outlines physician payment system, defines costs, price and similar terminology, and highlights financial toxicity--an increasing challenge of our growing healthcare system that disproportionately impacts patients needing medical imaging.</p>

<b>Radiology Malpractice: Separating Fact from Fiction</b> (Duszak)	The specter of medical malpractice lawsuits influences the behavior of radiologists and other physicians and leads to unnecessary utilization and cost. Much information radiologists know in this domain, however, are based on anecdotes, and many leads to unnecessary fear. This session reviews scholarly works in a practical manner, highlighting both risks and opportunities for radiologists to protect themselves while they best serve their patients.
<b>Payment Models in Healthcare and Radiology: The Evolution from Volume to Value</b> (Duszak)	Reinforce basic principles of how radiologists are currently paid for their professional services / Identify trends in healthcare payment and delivery systems which will likely impact medical imaging.
<b>Contrarian Perspectives on Value: What Is It and Why is It So Elusive?</b> (Duszak)	Identify key building blocks necessary for sustainable and meaningful healthcare delivery system reform. View imaging services through the eyes of patients and other stakeholders and modify service lines accordingly. Articulate the basic tenets of Imaging 3.0 and utilize available resources to guide a radiology practice seeking to align itself with societal healthcare reform priorities.
<b>The Evolution of Medicare Payment Systems: A Primer for Radiologists</b> (Duszak)	Physician payment systems are undergoing rapid evolution in a stepwise manner. Traditional fee-for-service will still remain the foundation of many new alternative payment models, but the role of various pay-for-performance models and bundled payment models are becoming increasingly relevant. This presentation will review prior, current, and anticipated future payment systems so as to permit radiologists to optimally prepare accordingly.
<b>Documenting for Dollars: More Important than Ever</b> (Duszak)	Although new payment models are garnering considerable attention, most will still be anchored in traditional fee-for-service payment methodology. Radiologists' reimbursement under fee-for-service is predicated on the quality of their report documentation. This presentation will review basics of CPT and ICD-10 coding and provide practical tips for radiologists to optimize legitimate reimbursement under both current and emerging payment systems.
<b>Evidence Based Advocacy: Radiology's Emerging Research Imperative</b> (Duszak)	Ties in issues related to our activities at CPT, RUC, CMS, and through our GR team and RADPAC efforts, weaving in how data and research makes that all most effective.

<b>Richard B Gunderman, MD, PhD, FACR</b>	
<b>Excellence in Leadership: Insights from Coaching</b> (Gunderman)	There are many metaphors for a leader, but one of the best is coach. This presentation paints a portrait of the greatest coach in American history, whose seven-point creed offers deep insights into the challenges and opportunities facing contemporary radiology leaders and provides one of the most inspiring portraits of leadership in American history.

<p><b>Life Lessons of Radiology's Greatest Woman</b> (Gunderman)</p>	<p>No woman contributed more to the field of radiology than Marie Curie, who named "radioactivity," added two elements to the periodic table, introduced the first mobile military radiology units, and garnered two Nobel Prizes for her efforts. Curie's professional story is rich with insights on work and life, and her personal story is among the most fascinating in the history of the field. Many of these key insights are as viable today as they were 100 years ago.</p>
<p><b>Cultivating Great Leaders</b> (Gunderman)</p>	<p>There is no single set of qualities that great leaders share in common, and their abilities cannot be transferred like data. Great leadership is as much a matter of character and style as knowledge and skill. To get at these dimensions, we need to focus attention on the biographical dimension of leadership, particularly those qualities best developed by emulation.</p>
<p><b>Money, Success, and Excellence</b> (Gunderman)</p>	<p>Financial parameters and career advancement represent important metrics in assessing radiologic performance. However, they are not the only parameters, and in some situations, they may not be the important ones. In particular, some radiologists who succeed in terms of finances and career may not truly excel professionally. In this presentation, we will consider the vital role of professional excellence in shaping a life in radiology.</p>
<p><b>Specialization: Friend or Foe</b> (Gunderman)</p>	<p>This presentation will review the rapid decline in the number of radiologists who self-identify as generalists, and outline some of the most important explanations for the increased specialization of the field. It will make the case that the contributions of generalists are in fact more valuable than we commonly suppose, focusing on four particular areas: patient care, practice building, research, and leadership, emphasizing the latter.</p>
<p><b>Answering the Call to Leadership</b> (Gunderman)</p>	<p>Radiology leaders interact with other professionals on a day-to-day basis, which requires a leadership style that is more consensus building than directive. This session explores effective techniques that help leaders build consensus in organizations. Many real-life examples and cases will illustrate a model of leadership that will help you go beyond coercion and compliance to produce loyalty and commitment, inspiring people to expand and channel their energy into productive engagement. The speaker will describe several historic leaders in brief, considering the diverse variety of leadership styles demonstrated by these historic leaders. The diverse styles will be assessed in relationship to current evolutionary leadership theory. Several practical radiology leadership challenges faced by the speaker will also be shared, with retrospective analysis of the situational leadership employed in each instance.</p>



<p><b>The Story of Radiology's Richest Man</b> (Gunderman)</p>	<p>This presentation will relate some of the more valuable leadership lessons of William A Cook, founder of Cook Inc., the world's largest privately held medical device manufacturer. Cook turned an initial investment of \$1,500 into a fortune of \$5-10 billion, and helped to invent and develop the field of interventional medicine. The presentation especially stresses that Cook's leadership was grounded less in technological development than in the building of relationships.</p>
<p><b>Basic Ethical &amp; Professional Principles in Radiology</b> (Gunderman)</p>	<p>Is ethics an after-thought that we should bolt on to radiology practice to avoid transgressions, or is it integral to our daily practice as in patient care, education, research, and professional service? What are the core ethics principles of radiology practice, and what can radiologists do to enhance ethics in our professional and personal lives?</p>
<p><b>Burnout: Roots and Remedies</b> (Gunderman)</p>	<p>Studies show that burnout is surprisingly common in medicine today, with high-earning fields such as radiology demonstrating a relatively high prevalence. What is burnout? What are its adverse consequences? Where does it come from and what can radiologists and radiology practices do to prevent and remedy it?</p>

<p align="center"><b>C. Matthew Hawkins, MD</b></p>	
<p><b>Wal-Mart Health and Implications for Imaging</b> (Hawkins)</p>	<p>Describe how Walmart's entry into health could rapidly affect the imaging market as it has/will affect the delivery of primary care. Objectives: Describe how scale will be used to further drive down the price of imaging. Identify which imaging studies will likely be affected first by scaled pricing. Discuss how interpreting images will deliver very little value in the future, and that radiology will need to redefine itself, likely by becoming experts in diagnosis.</p>
<p><b>Influence of Interventional Radiology</b> (Hawkins)</p>	<p>Understand how interventional radiology practices present one of the few remaining opportunities to bring patients from broad geographies and when built appropriately, can lead to improved revenue for your practice.</p>
<p><b>Coding and Reimbursement in Radiology</b> (Hawkins)</p>	<p>Learn the nuances of the CPT and RUC processes that impact the code development process. By learning these insights, one can begin to better understand the basic process of valuation for the services we provide while also gaining greater insight into the complexity of the medical reimbursement space.</p>
<p><b>Non-physician Providers in Radiology</b> (Hawkins)</p>	<p>The number of non-physician providers (NPs, PAs, RAs) is increasing rapidly throughout medicine as well as radiology. Understand appropriate oversight and supervision required to appropriately bill for services provided by these professionals, while also learning how these providers can enhance both your DR and IR practices.</p>



<p><b>The Basketball Diaries: Lessons for Developing Effective and Healthy Teams</b> (Hawkins)</p>	<p>Using lessons learned from sports, recognize the fundamental elements of high-performing healthcare teams, and how these differ from other teams in different settings. Additionally, begin to explore how high-functioning teams can build resiliency in healthcare teams.</p>
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**Vivek Kalia, MD**

<p><b>Leadership in Radiology</b> (Kalia)</p>	<p>Describes the evolution in what leadership in radiology means in the modern era, with so many more options available to aspiring radiologists of all career arcs compared to decades past. In the past, academic departmental leadership in the form of Chairs or Vice Chairs and private practice leadership in the form of Presidents or VP's were part of the rigid hierarchy of leadership. Today, there are many more avenues to consider, less reliant on chasing specific titles and perhaps more impactful in ways that matter to you as an individual.</p>
<p><b>Young &amp; Early Career Issues in Radiology</b> (Kalia)</p>	<p>Whether you are a trainee contemplating your first radiologist job in the near future, a newly-minted graduate, or several years into practice, the issues we face today are both similar and dissimilar to those experienced by radiologists of years past. In this lecture, we discuss fundamental paradigm shifts in the practice of radiology, how those shifts have changed the landscape and horizon of radiology, and what implications these things have on our everyday experience as young and early career radiologists.</p>
<p><b>Academic vs. Private Practice vs. Hybrid settings: Pros and Cons</b> (Kalia)</p>	<p>Having worked in both academic and hybrid practice models, the lecturer will discuss trends in radiology practice choice among current trainees and recent graduates and how the various practice types (academic, private practice, hybrid) differ in real, tangible ways, in ways that truly may help steer individuals one way or another. The recent explosion in remote radiology job opportunities, implications, and pros/cons will also be discussed.</p>
<p><b>Evolution of Radiology post-COVID</b> (Kalia)</p>	<p>Our post-COVID world of radiology practice will likely never be the same. More so than adapting to new hybrid conferences that have become the norm, more preference towards remote work, and the like, this lecture also focuses on how expectations of radiologists have changed in the modern era. We practice differently, we interact differently, we expect more from our employers and our leaders - let's take a deep dive into our own new reality.</p>
<p><b>Maximizing Your Experience at National Radiology Meetings</b> (Kalia)</p>	<p>National radiology meetings are daunting to say the least, particularly for a novice, an introvert, the less-than-organized attendee, and to be fair even for some seasoned vets as well. Attendance at enough number and breadth of them reveals their</p>

	formulaic nature, and here we discuss how to break them down into digestible bits, how to separate the signal from the noise, how to network effectively, and how to make sure your personal and professional goals are met at the conference.
<b>Personal Branding</b> (Kalia)	The importance of personal branding in radiology practice cannot be overstated. Personal branding, simply put, is the reputation you carry based on the collective actions you take and impressions you've made on individuals over time. Everything you do - from the way you interact (or don't), the work product you generate in your daily position, and so on - creates your personal brand. To be intentional about developing your personal brand is the key - your brand exists with or without your knowledge of it; it behooves you to put some deliberate thought and effort towards cultivating the personal brand you want to be known for. Here, we discuss strategies to do just that.

<b>Amy L. Kotsenas, MD, FACR</b>	
<b>Mentorship and Sponsorship: How to do it Right</b> (Kotsenas)	
<b>Innovation Drives Change: Leading Your Organization Successful Transformation</b> (Kotsenas)	Describes how innovation and technology are driving change in healthcare, review strategies to drive transformative change in your organization and discuss tips for executing a successful transformation.
<b>Physician Burnout &amp; Wellbeing</b> (Kotsenas)	Burnout is a state of exhaustion of physical or emotional strength or motivation as a result of prolonged stress or frustration. A growing body of literature has characterized burnout within the physician population, but it also exists across all members of the healthcare team. This session will review signs of and identify causes of burnout in the workplace and propose strategies for promoting wellness at the individual, leadership and organizational levels.
<b>Overcoming Imposter Syndrome</b> (Kotsenas)	Imposter syndrome is common among high-achieving individuals including physicians and can lead to anxiety and low self-esteem. In this talk, I describe strategies to identify the signs of imposter syndrome and discuss strategies to overcome imposter phenomenon on the path to a successful career.

<b>Ryan K. Lee, MD, MBA</b>	
<a href="#"><u>Healthcare Economics Focused Talks</u></a>	
<b>Economic and Political Aspects of Radiology</b> (Lee)	Review of current and historical hot legislative and economic topics affecting radiology
<b>Introduction to MACRA</b> (Lee)	A review of the statutory requirements of MACRA – Understanding overall physician reimbursement with additional focus on radiology reimbursement

<b>History of Healthcare Reimbursement</b> (Lee)	An introduction to the reimbursement system, addressing the fundamentals of the Medicare fee-for-service reimbursement process, factors considered in arriving at the valuation of radiologic services by Medicare.
<b>MACRA: MIPS and APM What You Need to Know</b> (Lee)	Description of the statutory requirements of MACRA, updated annually to reflect most current changes.
<b>Introduction to Hospital and Physician Reimbursement</b> (Lee)	Update on Medicare Physician Fee Schedule Update, connecting physician work with reimbursement, overview of CPT and RVUs.
<b>Changing Model of Healthcare</b> (Lee)	Background of fee-for-service model in the United States and how this is gradually shifting to a value-based environment. While radiology is still predominantly fee-for service today, how this could change in the future.
<b>Overview of Alternative Payment Models</b> (Lee)	A review of Alternative Payment Models in the healthcare environment and how this can impact radiology.
<b>Leverage Payment Models for Population Health Management Success</b> (Lee)	Insight for radiologists on how to leverage shared risk and alternative payment models to deliver high-quality care to distinct patient populations, description on how the value of high-quality radiologic care can be recognized as a key component in improving the overall health of populations, and how alternative payment models can help incentivize PHM adoption and lead to success for radiologists.
<b>Basics of Reimbursement: CPT and RVU</b> (Lee)	A review on how imaging procedures are valued in the RVU system, description of the impact of E/M services to the Medicare Physician Fee Schedule, and discussion on the role of advocacy in movement towards value-based healthcare.
<b><u>Artificial Intelligence Focused Talks</u></b>	
<b>Implementation of AI</b> (Lee)	Logistic and practical factors to consider when implementing AI in radiology workflows, how AI can affect changes in radiologists' work.
<b>Ethics of AI</b> (Lee)	Ethical considerations in deployment of AI in the radiology space.
<b><u>Leadership Focused</u></b>	
<b>Being an Effective Leader - Leading Change</b> (Lee)	Understanding the dynamics underpinning how to effect change in a department and the strategies that can be employed to accomplish these changes.

<b>Join Luh, MD, FACR</b>	
<b>ACR Value and Thoughts on Fried Chicken</b> (Luh)	How ACR protects radiologists' income.
<b>Coupon at Whataburger</b> (Luh)	The business of healthcare and holding insurance companies to their word.
<b>Summer Camp</b> (Luh)	Reconnecting with the joy of being a doctor without all the bureaucracy.

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<b>Amy Patel, MD</b>	
<b>Cultivating Leadership in The Future of Radiology; RLI Offerings &amp; Beyond</b> (Patel)	Targeted to resident and young physicians
<b>Professional Success in Social Media</b> (Patel)	This presentation focuses on tips for professional success in social media, the ways that social media can be used for professional purposes tailored to different social media platforms, and what pitfalls to avoid when delving into the world of social media.
<b>How to Network</b> (Patel)	Networking is crucial in today's healthcare world and at all career levels, whether it's landing the residency/fellowship program of your choice, the job of your choice, or clinical/non clinical career opportunities. This presentation focuses on tips for networking success when it comes to both in person and digital communication methods.
<b>Learning to Lead: Lessons Learned in the First Five Years of Leadership</b> (Patel)	This presentation shares Dr. Patel's leadership journey as well as tips for young leaders who suddenly find themselves assuming large leadership roles at an early stage in their careers. Topics such as navigating the healthcare political climate, how to build trust/allies, and how to grow a department/multidisciplinary program are discussed.
<b>Balancing Administrative Leadership and Clinical Responsibilities: How Does One Do it All?</b> (Patel)	This presentation shares tips on how one can navigate a rigorous schedule involving both administrative and clinical responsibilities regardless of career level in this era of rising imaging volumes, retirements, and burnout.
<b>Achieving Gender Parity in the Workplace with the Help of #HeForShe Allies</b> (Patel)	Radiology and radiation oncology are still predominantly comprised of men. This presentation shares how one can strive to achieve gender parity regardless of practice type or career level with the use of strong male radiologist and radiation oncologist allies.
<b>How to Promote your Professional and Personal Brand</b> (Patel)	This presentation will share tips on how to amplify and solidify your personal brand for professional success. Content also includes tips and steps to promote branding for your practice.
<b>Radiology Political Advocacy: How YOU Can Make a Difference</b> (Patel)	In this presentation, one will learn all the ways a radiologist or radiation oncologist, regardless of career level, can make an impact at the local, state and national level when it comes to advocating for our patients and profession.
<b>Cybersecurity</b> (Patel)	Learn about cybersecurity from a leadership perspective, namely, how to mitigate risk, how to plan for the unexpected, how to manage a breach, and lessons learned from someone who's been through it

<b>Colin Segovis, MD</b>	
<b>CPT Codes &amp; AI</b>	How AI is defined in reimbursement

(Segovis)	
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<b>Ian A. Weissman, DO, FACR</b>	
<b>Strategies to Mitigate Workforce Shortage</b> (Weissman)	Workforce shortage in radiology? What happened? How do we RETAIN our colleagues? Questions for us to discuss in this interactive lecture-discussion. <ul style="list-style-type: none"> <li>• How did we get here?</li> <li>• What are the consequences?</li> <li>• Solutions to consider.</li> </ul>
<b>Burnout</b> (Weissman)	How do we build a culture of clinician well-being today? <ul style="list-style-type: none"> <li>• What does the ideal healthcare system look like?</li> <li>• What are we doing right?</li> <li>• Will discuss recently released impactful resources to help us achieve clinician well-being.</li> <li>• What elements do we build on?</li> </ul>
<b>Health Equity</b> (Weissman)	Health equity: How do we build an equitable healthcare system today? <ul style="list-style-type: none"> <li>• What does the ideal healthcare system look like?</li> <li>• What resources are available to help us achieve health equity?</li> <li>• What solutions should we pursue to achieve health equity?</li> </ul>
<b>Patient and Family-Centered Care</b> (Weissman)	How do we improve patient and family-centered care using the principles contained in the Joyful Triad of Healthcare Success? <ul style="list-style-type: none"> <li>• What is the history of patient and family-centered care, and how has it evolved in radiology?</li> <li>• What resources have been developed through radiology organizations to help us improve patient- and family-centered care?</li> <li>• How do we build on patient and family-centered care in radiology and achieve the Joyful Triad of Healthcare Success?</li> </ul>

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<b>Alternative Payment Models, Economics....</b> (Silva)	