

## **2024 ACR-RBMA Practice Leadership Forum:** **Suggested Topics for Call for Proposals**

### **1) Differential Compensation Models.**

This session would explore practices utilizing differential compensation for radiologists that increasingly are practicing in different environments. We are seeking proposals for sessions that help answer questions such as - Do you pay your offsite people less than those that work in house? How are you incentivizing call in the era of hybrid and or remote work? Are you using any productivity bonuses or pay per exam/volume-based compensation? What has been your experience?

### **2) Blending Cultures After Mergers.**

A mission and vision often define the goal of an organization. When practices or companies go through a merger, unifying the respective mission can be challenging. Additionally, there may be some differences in philosophies regarding call expectations, scheduling (hours, vacation, etc), quality/peer review programs, among others. We are seeking proposals from a practice that has recently gone through a merger and has found some solutions to address these challenges. What concepts have you implemented to merge two cultures that lead to a positive outcome? How do you navigate the different viewpoints of radiologists when merging, particularly if novel concepts are being introduced to the practice such as education and teaching of trainees?

### **3) Operational Hurdles to Hiring Out-of-State Radiologists.**

This session would address operational hurdles (what they are and potential solutions) to hiring out-of-state (OOS) radiologists. The pandemic and workforce pressures have required a pivot to remote working in radiology. Many practices have chosen to recruit and hire physicians, administrative personnel, and IT support professionals who are physically located in another state from the practice. There are many operational, regulatory, and IT barriers to overcome to successfully onboard out-of-state team members. Thus, we seek proposals from practices that have successfully employed strategies to hire OOS radiologists who can share the obstacles and solutions.

### **4) Innovative Coverage Models.**

This session would explore innovative coverage models that have been successfully implemented by radiology practices. In the past few years, many practices have consolidated and grown, resulting in radiology groups spread across larger geographic areas and encompassing multiple facilities and health systems. Additionally, many practices have expanded the use of remote or hybrid coverage models and integrated all facilities/imaging onto a single technology platform. Faculty for this session would lead a discussion on how they have altered their coverage and staffing models to accommodate these types of changes with a focus on providing consistent, high quality, and subspecialized care.

### **5) Pros and Cons of Subspecialty Profit Centers and Divisions.**

This session would discuss the issue of subspecialties that want to create their own profit/loss centers separate from the radiology group at large, or even form their own independent group separate from the larger practice. Often, but not always, this is mammography and interventional radiology. What has your practice's experience been with this issue- positive or negative? What is your perspective on it?

### **6) Novel Approaches to Addressing Well-Being and Burnout.**

This session will explore novel approaches that practices have taken to address their employees' well-being and burnout. Is your group or institution offering unique resources to address burnout and encouraging wellness? Does your practice or institution have a Chief Wellness Officer to lead in devising strategies to mitigate burnout? Have you noticed an increase in your employees utilizing the latest

wellness apps or newly added wellness benefits? We are looking for groups willing to share their successes with new benefits or programs that have resulted in increased employee satisfaction and wellness.

**7) Current Regulatory and Compliance Issues Practices are Facing.**

This session would explore how to approach current regulatory and compliance issues facing radiology practices with a focus on changes that have occurred within the prior year or are upcoming within next year. The discussion would be supplemented with examples of how the faculty have met the challenges of a changing regulatory environment within their practices.

**8) Marketing and Branding Your Practice.**

This session would address ways in which individuals are approaching the marketing and branding of their practice. Marketing is one department across the country that was impacted by the pandemic. As we look to put the pandemic behind us, what areas in marketing impacted your brand, and how do you plan on making your brand even better? How does your practice go about branding and marketing with possible considerations to hospital based, outpatient imaging and mammo, outpatient IR and OBL's? Is it in collaboration with a hospital system or within your practice? If there is cross collaboration, how do you navigate this given competing interests from other departments of a hospital system?

**9) Generational Work Expectations.**

The traditional models for staffing, productivity, scheduling, and compensation are being challenged by the new generation of workers. Faculty for this session would outline innovative strategies for addressing the changing work environment and expectations of early career physicians and administrative professionals with a focus on innovative solutions for scheduling, compensation and work-life balance.

**10) Recruitment and Retention.**

This session would explore successful (and if relevant, not so successful) methods radiology practices have used to recruit and retain radiologists, technologists, and nurses – at all career stages and practice types. Given the pandemic, rise in imaging volumes, and retirement, these have been, and continue to be issues many practices are facing. Perspectives from all practice types are encouraged.

**11) The Hybrid Work Model.**

This session would share innovative ways practices are utilizing a hybrid work model. Faculty would share insights on how they are utilizing radiologists and administrative staff onsite and off site – for one location or to cover multiple imaging centers and hospitals. Additionally, faculty would discuss the issues and solutions they have encountered and implemented as well as problems they continue to struggle with.