Resident Professional Development:
Creation of a Leadership and Advocacy Pathway
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Johns Hopkins radiology residents are afforded opportunities for professional development through a number of special distinction pathways:

- Research
- Education
- Quality Improvement
- Leadership and Advocacy
- Innovation / Entrepreneurship
Why create a Leadership and Advocacy Pathway?

• **Purpose:** To promote early leadership professional development in radiology advocacy at the state and national level.

• **Justification:** Radiologists’ ability to provide the highest quality patient care in America’s ever-changing healthcare landscape depends on their willingness and effectiveness in advocating for this ability.
Creation of the Pathway

• Program director, faculty leadership, and residents developed a structured longitudinal pathway that enables residents to gain valuable experience throughout their four years of training.

• Opportunities to obtain relevant leadership and advocacy experience were identified, including participation in:
  
  • Maryland Radiological Society (MRS)
  • MRS Resident-Fellow Section
  • Institutional committees
  • Residency leadership positions
  
  • Radiology Leadership Institute
  • ACR Annual Meeting
  • JACR
  • Lobbying activities
Pathway Requirements

The longitudinal pathway was designed by incorporating requirements from the following four categories, to be discussed in further detail:

- Advocacy
- Leadership
- ACR Radiology Leadership Institute
- Scholarly Activity
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**Leadership and Advocacy Pathway**

- Advocacy
- Leadership
- ACR Radiology Leadership Institute
- Scholarly Activity
Pathway Requirements: Advocacy

To complete this portion of the pathway, residents must:

1. Participate in at least one ACR National Meeting, including attending the Resident-Fellow Section program and participating in Capitol Hill Day.
   The Maryland Radiological Society provides funding for up to 3 first-year residents from Johns Hopkins and 3 residents from the University of Maryland to attend the ACR National Meeting each year.

2. Serve on a committee within the Maryland Radiological Society Resident-Fellow section (MRS RFS).

3. Participate in at least one MRS RFS State Lobby Day.

Johns Hopkins and University of Maryland radiology residents lobby for insurance coverage of breast tomosynthesis in the state of Maryland (MRS RFS State Lobby Day 2017)
Pathway Requirements: Leadership

To complete this portion of the pathway, residents must serve in an active leadership position for a minimum of 1 year. Examples include:

• Leadership role in the Maryland Radiological Society Resident-Fellow Section

• Leadership within the hospital (e.g. House Staff Council, House Staff Patient Safety & Quality Council)

• Leadership within the residency (e.g. Chief Resident, Program Evaluation Committee, Director of Residency Research)

• Leadership in a national organization (e.g. ACR, RSNA, AAMC)
To complete this portion of the pathway, residents must complete requirements for the *Certificate of Leadership Fundamentals* from the Radiology Leadership Institute (department financed).
Pathway Requirements: Scholarly Activity

To complete this portion of the pathway, residents must author or co-author either:

• a publication related to leadership/advocacy (e.g. in *JACR*), or

• a presentation of an abstract related to leadership/advocacy at a national meeting

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**Fostering Longitudinal Involvement in State Chapter Resident and Fellow Sections: The Maryland Experience**

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**INTRODUCTION**

As residents and fellows, we are training at a time of tremendous political and economic upheaval, when radiologists are increasingly required to demand and hold elections [1]. A practical approach to drafting a state charter is to modify and adapt a preexisting state charter from another state, which can easily be obtained from that state’s

*JACR* publication co-authored by a Leadership and Advocacy Pathway participant.
Leadership and Advocacy Pathway Participants

- The Johns Hopkins Radiology Residency Class of 2017 will produce the first two graduates of the Leadership and Advocacy Pathway.
- Based on funding for attendance at the ACR National Meeting including participation in Lobby Day (a pathway requirement), up to three residents may qualify to participate in the pathway in future classes.
Conclusion

• As medicine transitions to value-based practice, radiology residency programs must train future practitioners who will direct high value care at the institutional, state, and national level.

• Radiologists’ ability to provide the highest quality care in America’s ever-changing healthcare landscape depends on their willingness and effectiveness in advocating for this ability.