

SCARD

Society of Chairs of Academic Radiology Departments

Leadership and Management in Radiology Program

In Joint Providership with the Radiological Society of North America

October 15-16, 2014

JW Marriott Starr Pass Resort & Spa

Tucson, Arizona



2014 SCARD LEADERSHIP AND MANAGEMENT IN RADIOLOGY PROGRAM

JW Marriott Tucson Starr Pass Resort & Spa, Tucson, Arizona

October 15-16, 2014

In Joint Providership with the Radiological Society of North America

Accreditation and Designation Statement

This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Accreditation Council for Continuing Medical Education (ACCME) through the joint providership of the Radiological Society of North America (RSNA) and the Society of Chairs of Academic Radiology Departments (SCARD). The RSNA is accredited by the ACCME to provide continuing medical education for physicians.

The RSNA designates this live activity for a maximum of 8.25 *AMA PRA Category 1 Credits*[™]. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Evaluation

In compliance with the ACCME requirements, you must record your attendance and evaluate the sessions you attend in order to receive *AMA PRA Category 1 Credits*[™].

The evaluation instrument is supplied to you at registration in a booklet format. The session evaluations appear in chronologic order. Please write your name, address, and degree(s) in the space provided, and complete the evaluations for the sessions you attend. At the end of the meeting, submit the entire evaluation booklet to the SCARD registration desk. A record of the CME credit earned at this meeting will be mailed to you shortly after the program.

Content Codes

To better help the participants of this CME activity organize their CME records, two-letter content codes will be indicated throughout the program and in the evaluation booklet. The key to the codes follows:

LM	Leadership and Management
SQ	Safety and Quality
PR	Professionalism (including Ethics)

Target Audience

This two-day course is designed for newly appointed chairs (less than two years), for senior faculty who aspire to become chair of an academic radiology department, for junior faculty curious to know more about what a chair's responsibilities encompass, and for chief residents who aspire to leadership in their career.

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Learning Objectives

At the conclusion of this live activity, participants will be able to:

1. Discuss the strategic imperatives affecting radiology chairs, program directors, and managers.
2. Identify research initiatives and tactics at the local and national level.
3. Assess methodologies and principles affecting the capturing, retention, and expansion of clinical income.
4. Evaluate the impress of new regulations on the chair's and the program director's freedom of action and attention to departmental protection.
5. Improve stratagems for program and faculty development.

Disclosure Statements

The Accreditation Council for Continuing Medical Education (ACCME) requires that the Radiological Society of North America (RSNA), as an accredited provider of continuing medical education, obtain signed disclosure statements from meeting faculty, including committee members, program planners, and presenters. The intent of this policy is not to prevent an individual with a financial relationship from participating; however, in accordance with ACCME standards, the RSNA has developed policies and procedures to manage identified conflicts of interest.

The ACCME further requires that the RSNA provide disclosure information to all attendees prior to the educational activity. Faculty who have or have had an affiliation or financial relationship with any commercial interest (within the previous 12 months or at the time the research was conducted) are noted with a star (★) after their name in the program book. Financial disclosure statements for these individuals are reported after each individual's name

2014 SCARD LEADERSHIP AND MANAGEMENT IN RADIOLOGY PROGRAM

Program Schedule (current as of August 21, 2014)

Wednesday, October 15, 2014

Content Code(s)

General Session

Location: Arizona Ballroom Salons 1 & 2

12:00 PM – 12:30 PM

Lunch & Welcome

(Boxed lunches available for pre-registered program attendees)

Faculty: *James V. Rawson, MD*

12:30 PM – 1:30 PM

Interactive Quality Case: Process Improvement

LM, SQ

AMA PRA Category 1 Credit™: 1.00

Faculty: *Jonathan B. Kruskal, MD, PhD**

Learning Objectives:

1. Demonstrate how to identify process improvement opportunities.
2. Illustrate tools for defining the current condition of the “problem process”.
3. Work as teams to perform a root cause analysis.
4. Develop a countermeasures implementation plan.
5. Show how to monitor change, and standardize the process.

1:30 PM – 2:30 PM

Interactive Leadership Case: Value of Radiology

LM

AMA PRA Category 1 Credit™: 1.00

Faculty: *Carolyn C. Meltzer, MD**

Learning Objectives:

1. Describe strategies for leveraging external and internal resources for support of new programs.
2. Plan staged development and/or expansion of a value-add program by establishing shared accountability and metrics for success.
3. Develop an approach of engaging a diverse group of stakeholders in your leadership.

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Wednesday, October 15, 2014 (continued)

Content Code(s)

2:30 PM – 2:45 PM

Break

Location: Arizona Foyer

2:45 PM – 3:45 PM

Interactive Finance Case: Managing a Budget Shortfall

LM

AMA PRA Category 1 Credit™: 1.00

Faculty: *Layne Mitchell*

Learning Objectives:

1. Discuss the different types of budgeting processes.
2. Perform a budget shortfall exercise.
3. Cope with the process of reducing staffing.

3:45 PM – 4:45 PM

Interactive Leadership Case: Managing a Natural Disaster

LM

AMA PRA Category 1 Credit™: 1.00

Faculty: *Leonard Bok, MD, MBA**

Learning Objectives:

1. Explain that all radiology programs are all at risk of experiencing a disaster and that disaster preparation, mitigation, and management occur before, during, and after the actual critical event.
2. Identify the first twenty-four to seventy-two hours following a disaster as the most chaotic, due to difficulties with communication and coordination of response activities.
3. Generate strategies for development and deployment of creative, flexible, caring leadership through the immediate, intermediate and longer term recovery phases at all organizational strata including Institutional, Chairperson, Program Director, and Resident levels.

4:45 PM

Adjourn

2014 SCARD LEADERSHIP AND MANAGEMENT IN RADIOLOGY PROGRAM

Thursday, October 16, 2014

Content Code(s)

General Session

Location: Arizona Ballroom Salons 1 & 2

12:30 PM – 1:00 PM

Boxed Lunches

(Available for pre-registered program attendees)

1:00 PM – 2:00 PM

Capital vs. Operational Budgets

LM

AMA PRA Category 1 Credit™: 1.00

Faculty: *Catherine Garzio, MBA*

Learning Objectives:

1. Clearly identify the difference between an operating and capital budget.
2. Describe the basic financial components that make up each type of budget.
3. Develop key budget assumptions and understand the impact of each.
4. Review specific examples of each type of budget and to apply these concepts in his/her department.

2:00 PM – 3:00 PM

HR Issues in Academics

LM, PR

AMA PRA Category 1 Credit™: 1.00

Faculty: *Richard Pierce, MBA*

Learning Objectives:

1. Understand key terms and important laws and regulations governing Human Resources in the work place. Learners will become aware of and be able to recognize laws and regulations that govern HR management issues. Learners will be able to apply these rules to various workplace situations.
2. Understand key principles in hiring, discipline and termination processes. Learners will become acquainted with guiding principles for good hiring, disciplinary processes and termination actions. Learners will be able to analyze what goes wrong in bad practices and develop a useful introductory skill set that can be applied in the work place.
3. Dealing with disruptive behaviors. Learners will be able to recognize disruptive behaviors including early warning signs. Learners will develop skills to be able to lead appropriate methods to manage disruptive behavior to a positive outcome.
4. Engagement/Productivity/Patient Satisfaction cycle. Learners will develop an understanding of the relationship between positive employee engagement, improved productivity and increased patient satisfaction. Learners will be able to analyze factors that inhibit positive engagement and apply practices that lead to positive outcomes.

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Thursday, October 16, 2014 (continued)

Content Code(s)

3:00 PM – 3:15 PM

Break

Location: Arizona Foyer

3:15 PM – 4:00 PM

Organizational Culture

LM

AMA PRA Category 1 Credit™: 0.75

Faculty: *Valerie P. Jackson, MD*

Learning Objectives:

1. Describe the influence of culture on departments and other organizations.
2. Understand the elements of a healthy culture.
3. Propose methods for changing a culture.

4:00 PM – 4:45 PM

Conflict Resolution

LM

AMA PRA Category 1 Credit™: 0.75

Faculty: *Alexander Norbash, MD**

Learning Objectives:

1. Explain that conflict resolution consists of both addressing conflicts at the point of conflict, in addition to conflict escalation up the management chain.
2. Discuss the fact that disagreements are necessary and allow an interchange and evolution of ideas. The need is to create an environment of respectful rather than disrespectful disagreement or conflict.
3. Discuss how the successful environment creates transparency around conflict resolution, and expects multilevel conflict resolution rather than simple escalation.

4:45 PM – 5:30 PM

Mentoring

LM

AMA PRA Category 1 Credit™: 0.75

Faculty: *Cheri L. Canon, MD**

Learning Objectives:

1. List key components for a successful mentoring program.
2. Describe strategies to develop such a program.
3. Identify resources for faculty development and support.

5:30 PM

Adjourn

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Faculty List

Program Chair

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Disclosure Index (as of June 13, 2014)

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Editor with royalties, Oxford University Press

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