Over 235 committed radiology administrators sat for the inaugural Certified Radiology Administrator (CRA) exam. This number exceeds AHRA’s original expectations.

The certification exam tests knowledge in five domains: Human Resource Management, Asset Resource Management, Fiscal Management, Operations Management, and Communication and Information Management. The knowledge being certified is that which is required for competence in radiology administration - that is, management.

The inaugural exam was held on Saturday, July 27th in New Orleans, LA. Those who took the exam will receive their scores approximately six weeks after the CRA examination. The information received will be a pass/fail determination, a score for the entire examination, and scores in each section of the examination.

AHRA is in the process of planning future settings of the CRA exam next year at various testing centers around the country. Details will be made available in early 2003 once those plans are finalized.

Watch for further updates regarding the CRA exam online at http://www.ahraonline.org and in future issues of Link.
of time to teach all the board members about the new governance model. I like it because it keeps the board focused on the organization and not the priorities of the president or any individual board member. It also allowed the board to use our time together more efficiently.

Next we completed a strategic plan for the organization which provides vision, goals, objectives for the next few years and beyond. I wrote about the strategic plan in several columns because I felt it was important to share with you. In addition to the strategic plan, we completed our work on market research that began last year. We surveyed members, non-members, past-members and competitor associations. More than 1,000 people were touched for input into this research. The board is using the considerable information and data from this research to plan for the future of the AHRA. In the fall a marketing tape will be available that is being produced by Pat Summerall Productions.

Over 235 radiology managers took the first national certified radiology administrator exam on Saturday, July 27, 2002 in New Orleans. That is 40% above the number projected last year. The board has worked with our Executive Director this year to establish the structure for the program and to plan for the future of the program.

Because of all the changes in our organization over the last several years, a team of board members led by Mark Viau has reviewed all the bylaws and policies and procedures for the organization. Major changes to the bylaws are proposed for vote at the annual meeting. In addition, an electronic ballot was proposed and approved by the board this year. Participation improved from 10% to 13% and we eliminated the paper ballot process.

Finally, Robbie Edge, our Executive Director and staff reviewed all programs, products and services offered by our organization. The Program Assessment Committee will work to bring new products to market and retire ones that are beyond their useful life. A new RIS Manual will be released in the next couple of months. We will have an organized way to budget and prioritize these projects.

Well, it’s time for me to say good-bye. I leave you with one last thought - a parable I read in “Built to Last”. Until we meet again, take care.

The Parable of the Black Belt

Picture a martial artist kneeling before the master sensei in a ceremony to receive a hard-earned black belt. After years of relentless training, the student has finally reached a pinnacle of achievement in the discipline.

"Before granting the belt, you must pass one more test," says the sensei.

"I am ready," responds the student, expecting perhaps one final round of sparring.

"You must answer the essential question: What is the true meaning of the black belt?"

"The end of my journey," says the student. "A well-deserved reward for all my hard work."

The sensei waits for more. Clearly, he is not satisfied. Finally, the sensei speaks. "You are not yet ready for the black belt. Return in one year."

A year later, the student kneels again in front of the sensei.

"What is the true meaning of the black belt?" asks the sensei.

"A symbol of distinction and the highest achievement in our art," says the student.

The sensei says nothing for many minutes, waiting. Clearly, he is not satisfied. Finally, he speaks. "You are still not ready for the black belt. Return in one year."

A year later, the student kneels once again in front of the sensei. And again the sensei asks: "What is the true meaning of the black belt?"

"The black belt represents the beginning - the start of a never-ending journey of discipline, work, and the pursuit of an ever-higher standard," says the student.

"Yes. You are now ready to receive the black belt and begin your work."

Source: Built to Last: Successful Habits of Visionary Companies by James Collins & Jerry Porras
Reflections

Before I start my year as President, let me reflect back upon the last couple of years and thank Sheila Sferrella and DiAnne Wallace for having taken the first important steps in transitioning the AHRA Board into one focused on looking into the future at strategic opportunities for your association.

I would like to take the opportunity each month to thank one of the multitude of people who have helped me along the way, for without their assistance I wouldn’t have the opportunity to serve the membership.

The first person I’d like to take the opportunity to thank is Mike Hajworonsky. It was Mike’s involvement in the Southern Region when it (the Southern Region) had the opportunity to sponsor a member for the first AHRA boot camp in Minneapolis. I was chosen as a representative from the region thanks to Mike’s support and that of the AHRA Southern Regions’ Board, so Mike, I appreciate your helping me with my first step on my journey to this point. Thank you.

The theme for this year’s Annual Meeting was Reflections. So, while Sheila has had the opportunity to reflect back on the first 30 years, going forward we are going to take the opportunity to create a new brand for the AHRA Annual Meeting and Exposition and it will be just that, the AHRA Annual Meeting. You will see the new look in the Call for Presentations for the 2003 Annual Meeting which are now available at www.ahraonline.org.

I remember back when I was on the Southern Region Board and after a long board meeting, we were out to dinner as a group, networking as we normally did, when we ran into some people in the restaurant. We were all wearing our AHRA Southern Region shirts, when one of the group asked what AHRA stood for. Our first response was the American Hot Rod Association. We were joking around and quickly admitted we were really representing the American Healthcare Radiology Administrators. This is our brand for the future.

This year shall be the year of the membership, the founding membership, the current membership and the future membership. I challenge everybody to reach out and make one contact through this year, somebody you know who is not a member and get him/her interested and excited about the things we represent that keep you as a member.

Moving forward this year, I can hardly wait to work with the great group of individuals that you’ve chosen to represent the organization. The Board of Directors will also be challenged this year to reach out to continue to be accessible to you, the membership, and I promise to you that at our next Annual Meeting we will start what I hope will continue for years to come, a town hall meeting.

We as a Board eagerly look forward to giving you another opportunity to communicate directly with the leadership of the AHRA. This will hopefully ratify the work we are doing and also help us lay the groundwork for the future.

In closing, I would like to again thank everybody that preceded me as President for building a wonderfully strong organization, one that I feel very honored to be a part of. I will do everything in my power to live up to the standard set forth by those that have preceded me. I can not do it alone, I need everyone’s help, so I challenge everyone to get involved, to talk it up, be proud that you are a member of the AHRA. I am.

Thank you and I look forward to talking to you again in the future.
Calendar

Conferences & Meetings

ahra Audioconferences

Interviewing Techniques
featuring Melanie Minarik
September 26, 2002
1:00 - 2:30pm (EST)

J CAHO Update for 2003
featuring Judy Judith Atkins
Wednesday, December 11, 2002
1:00 - 2:30pm (EST)

Automated Medical Coding
featuring Tim Minnich
January 23, 2003
1:00 - 2:30pm (EST)

Conferences

2003 Annual Meeting

31st Annual Meeting & Exposition
August 10-14, 2003
Anaheim Convention Center
Anaheim, California

To register for any AHRA conferences, go to www.ahraonline.org or call (978) 443-7591.

For other information on conference details, call toll free (877) 984-6338 or (301) 984-9450.

Registration & Exhibits: Joan Hoy x15
Speakers: Jennifer Leo x12
Conference Logistics: Linda Hachero x13

2002 Annual Meeting

July 28-August 1
Ernest N. Morial Convention Center
New Orleans, Louisiana

Watch for the annual meeting review and pictures in next month’s issue of Link

Condolences are extended to Della Johnson, DeKalb Medical Center in Decatur, GA on the passing of her husband Jerry.

Congratulations are extended to Vinny Lariccia of Bridgeport, Conn. His daughter gave birth to a boy, Vincent Edward Koorese in June 2002.
**AHRA Editorial Review Board Changes**

Congratulations to Hazel Hacker, Business Manager, Edison Imaging Associates in Edison, NJ. Hazel was recently selected as the new Editor-in-Chief of AHRA’s bi-monthly journal, Radiology Management.

Hazel joined AHRA in 1993 and has been an active member since then. Hazel has served on the Annual Meeting Design Team for the last two years, written for Convention Daily, and is a frequent writer for Link.

This year, Hazel was awarded the Gold Award, Best Regular Column on “Hot Topics in Imaging Centers,” in the American Society of Healthcare Publication Editors Award 2002 Competition. She won the Bronze Award in 2001.

Hazel is succeeding Jay Mazurowski, Director of Radiology, Concord Hospital. Jay was recently elected to the Board of Directors and will be stepping down as Editor-in-Chief. Jay has served on the ERB since 1998.

Also stepping down is Ed Asante, Radiology Administrator, St. Luke’s - Roosevelt Hospital Center. Ed was also elected to the Board of Directors and joined the ERB shortly after attending a Writer’s Workshop held in Sudbury, MA in 1998.

Thank you Jay and Ed for your significant contributions to AHRA’s Editorial Review Board.

Members are instrumental in the development of the Radiology Management editorial calendar, identifying “hot topics” of interest to AHRA members along with prospective authors, as well as other important activities which keep Radiology Management the most widely read journal in radiology administration. If you are interested in joining the ERB, please contact Karen Guy at the AHRA office.

American Hospital Association (AHA) submits HIPAA transactions, code sets comments

The American Hospital Association (AHA) has urged that the Department of Health and Human Services adopt a set of business rules for use of the standard transactions under the Health Insurance Portability and Accountability Act. The association also had a number of recommendations on several proposed changes in two Notices of Proposed Rulemaking on HIPAA published in the May 31 Federal Register.

In a letter to HHS Secretary Tommy Thompson, AHA Executive Vice President Rick Pollack said that without the business rules for standard transactions, the administrative efficiencies and cost savings expected to result from implementation of the standard transactions may not be realized. Pollack also wrote that AHA supports repealing the requirement to use the National Drug Code for transactions other than at retail pharmacies. He also urged eliminating the reporting of provider taxonomy codes for institutional claims and clarifying when Healthcare’s Common Procedure Classification System codes must be reported for outpatient claims.

**Help Wanted**

AHRA’s Editorial Review Board for Radiology Management is looking for a few new members! The Editorial Review Board provides editorial direction to Radiology Management and peer reviews articles submitted for publication.

Members serve a two-year term.

**Responsibilities include:**
- Participate in development of annual editorial calendar
- Peer review articles (usually with a one-week turnaround time)
- Suggest article topics and authors
- Participate in Editorial Award selection process

Members of the Editorial Review Board are welcome, but not required, to write for Radiology Management.

**Location:**
The work of the Editorial Review Board is conducted primarily via conference call or e-mail.

For further information, or to apply, contact: Karen Guy, Communications Manager, AHRA
Phone: 978/443-7591 or 800/334-2472; Fax: 978/443-4046; email: kguy@ahraonline.org

**Share your Knowledge & Expertise**

Do you have something to say? Why not share it at the 2003 Annual Meeting in Anaheim, California? AHRA has put out the Call for Presentations (i.e. speakers).

The AHRA Annual Meeting and Exposition is the premier event for imaging and healthcare professionals.

As a speaker, you will enjoy the prestige and satisfaction of presenting to the most active and committed members of the profession.


Hurry though, the deadline is August 30, 2002!

Call Hachero Hill at (301) 984-9450 if you need more information or have additional questions.
Believe in Yourself
By Paul Thomas

You have always worked hard. Up until now, it has really paid off. You went to school and got an education. Maybe, you spent some time in the service of our country. You were never lazy, always very dependable and, it seems like you always put the job first. Then, one day you show up for work and your supervisor calls to schedule a meeting. You're not worried because "you're a good employee." (If you're lucky, your supervisor is in the same city and you get a chance to sit down face to face.) Your mind races backwards and forwards, doing a data check, trying to guess the need for the meeting. While you have 30 possible answers, you are not prepared for the conversation about to take place.

After a brief discussion, you emerge from your meeting shaken, confused, and angry. There are not enough words to describe the emotional roller coaster you have just started to ride. The company just laid you off!!!! You cannot remember very many details of the discussion after you were told you were being let go. You remember hearing words like "downsize" (or was it "rightsize"?), "too much fat," "reduce overhead," "reduction in force," "severance," "sorry, it's not my fault," "I understand how you feel," and so on. (By the way, no one, and I mean no one, will really know how you feel.) Maybe you put in three, five or ten years; who knows? And, who cares at this point in time? You experience a full range of emotion on about a ten-minute cycle.

The age-old adage that if you work hard, if you have special skills, and you are loyal, your company will reward you aren't always true anymore. It doesn't matter what size or type of organization you work for, everyone is at risk. For years independent imaging centers had a hard time recruiting employees because they were considered small, unpredictable and unstable. You just couldn't be sure of your career path if you worked for one. The next thing we all knew was that major hospitals and hospital groups were restructuring and laying off. Careers were interrupted, lives were disrupted and, unfortunately, in some cases families were destroyed. So, what's the answer? How do we survive in turbulent and uncertain times? Is there any difference between types of industries when it comes to security?

The number one requirement to survive and prosper is to believe in "yourself." It's rare that individual performance can be linked to the need for organizational restructuring. Unless, of course, you are an incompetent CEO who has taken an organization in the wrong direction, i.e., WorldCom, Enron, etc. When this occurs, it's not just the CEO's life that is disrupted, it's many, if not all, of the organization's employees. Even if you avoid a layoff, you can still be a victim. Sometimes, the laid-off employee is actually in a better position than the surviving employee. One is set free to pursue new opportunities while the other is forced to restructure adjusts to the new reality of organization restructuring. You are not happy with your environment, change it.

The number one requirement to survive and prosper is to believe in "yourself". If you are not happy with your environment, change it.
When you are in an administrative position, such as a front line supervisor, or chief technologist, you are inevitably conscious of departmental productivity. Some aspects of the work that moves through the department are outside of your control or unaffected by your efforts to regulate. Points such as inpatient census, or outpatient referral rates are general situations that are outside your arena of influence. Some other factors are controllable. One such factor is the departmental “attitude”.

Staff members will have good days and they will have days that won’t seem nearly as good. Some days it may seem that there is so much work to be done that before they know it, it’s time to go home. Other days it may seem that the work is unsurmountable and it may feel to individuals as if they’ve been beaten down. To top it off, they feel as if they’re the only staff member smothered in work! Don’t those other people understand that this staff member has other things to deal with? Sometimes things happen and staff members can only concentrate on the situation that happened at home last night? Individuals come to the abrupt conclusion that those “attitudes” held by the other staff members are inexcusable! Next thing, they’ve got an attitude!!

It seems that attitudes are contagious. Medical imagers working in healthcare are exposed to enough contagions in the course of their careers. Anticipating a staff member will, or should, deal with attitudes developing among peers can be a dangerous assumption. “If I ignore it, maybe it’ll go away”. “Should I confront this co-worker?” “This situation is beginning to be a REAL BIG problem!”

When situations become problematic, they should not be ignored or overlooked. A colleague can try talking with the co-worker. First, be sure that THEY have the right attitude! They may find that the individual has a personal situation that others can offer to help them with. Never allow one staffer to confront another staff member if THEY might add to the problem. No one should ever confront an attitude with an attitude, except with an attitude of concern and a willingness to help. If the situation is beyond the control of another staff member, someone in authority, possibly your supervisor, may very well have noticed and may either be in the process of or planning to address it (or maybe waiting to see how you address it). Addressing the problem at this point is not the responsibility of co-workers, it’s your responsibility as the management personnel!

A point for administrators, or managers to remember when dealing with individuals, or those “attitudes”, that are disruptive to the departmental productivity, is that, “Productivity improves when people improve, and people improve when they feel good about themselves, and they feel good about themselves when their managers have a positive attitude.

A manager cannot expect a department to develop a positive attitude toward work, or departmental policies or co-workers, if they as managers fail to display a positive attitude themselves. If employees seem to have problematic “attitudes”, before attempting to correct those staff members, ask yourself “how’s your attitude been lately?”

Attitudes can be disruptive to a department. The ability to correct the situation is very much influenced by the “attitude” we approach the situation with. What is the problem? How can it be corrected? What are my options? These may be the first questions that come to mind. Try a little change of thought process. Something like, “What is the problem?” “How can we correct it?” “What options do we have?” And, don’t have this conversation with yourself! Simply talking with the individual can lead to a resolution. In situations where problems express themselves in the general staff’s attitudes, try to address the staff for their inputs on what the basic problem is, as the see it, and on how WE (as a department) correct the situation.

Positive attitudes lead to a more productive work force; poor attitudes lead to a spiraling decline in productivity as a department.

As in dealing with any problem within an interpersonal relationship, be it on a peer level or an administrative level, try not to confront the problem, but instead try approaching the problem with an attitude, a positive attitude of co-operative discussion and remember the goal is resolution!
Ahra Awards

Congratulations to the following recipients of AHRA’s 2002 Awards. Winners were honored at the recent Annual Meeting in New Orleans. Stay tuned for more information on our award recipients in next month’s issue of Link.

Ahra Education Foundation

Ahra Fellow

Victoria Bedel
Electronic Clinical Information Project Manager
Radiologix, Inc.
Allison Park, PA

President’s Award

Monte Clinton
Director
Dartmouth-Hitchcock Medical Center
Lebanon, NH

Henry “Sonny” Wallace
Presented Posthumously
Accepted by DiAnne Wallace

Radiology Management

Outstanding Article Award
Denise Snuttjer
“Employee Retention Tools: Looking Beyond Radiology”
Sept/Oct 2001

Creative Management Article Award
David Sack
“Increased Productivity of a Digital Imaging System: One Hospital’s Experience”
Nov/Dec 2001

Outstanding Column Award
Michael Cannavo
“Reality Check: Trust Your Mother, But Get it in Writing”
March/April 2002

Osborn Scholarships

Robert J. Bickford
Medical Imaging Manager
Alice Hyde Medical Center, Malone, NY

Bradley Feltz
Medical Imaging Manager
Regina Medical Center, Hastings, MN

Susan Thompson
Team Leader - Diagnostic Imaging
Hancock Memorial Hospital & Health Services
Greenfield, IN

Next Month in Link:
Annual Meeting Review
Award Winner Descriptions
Annual Meeting Photos

Reflections 2002
Witt/Kieffer has been retained to assist Bon Secours St. Francis Health System in Greenville, South Carolina in the search for a new DIRECTOR OF DIAGNOSTIC SERVICES. The Director of Diagnostic Services reports directly to the Operating Officer of Bon Secours St. Francis Health System and is accountable for the overall administration and organization of Diagnostic Services. The Director strategically plans, creates, directs, and monitors the infrastructure to support a successful service line. In consultation with Health System departments, the Director plans and directs the clinical and business aspects of all programs offered by the service including financial management, marketing, human resources, productivity, and short and long-range planning. The Director is responsible for the successful integration of the hospital quality, medical quality, and continuous quality improvement programs, as well as the customer/patient satisfaction for the service line. The Director provides liaison and administrative support for all radiology and laboratory services.

The successful candidate should have an undergraduate degree and a minimum of five (5) years of progressive leadership in diagnostic services. A graduate degree is preferred. The ideal candidate must be able to effectively manage multiple departments and all levels of personnel and have demonstrated success in CQI applications and customer service techniques on all levels.

Send Resumes and Referrals to:
Stephen C. Peek; Witt/Kieffer Ford, Hadelman & Lloyd; 3414 Peachtree Road, Suite 452; Atlanta, GA 30326; Phone: 404-233-1370; Fax: 404-261-1371; Stephenp@wittkieffer.com.

Radiology Directors/Managers

Ready to choose whether or not you want to continue working 55 hours a week/50 weeks a year? Attractive interim opportunities exist in many facilities nationwide! If you would accept a short-term assignment, send resume, requirements, and the names, addresses, and phone numbers of four professional/managerial references to: the Nielsen Healthcare Group, Dept I, 8460 Watson Rd, Suite 452; Atlanta, GA 30326; Phone: 404-233-1370; Fax: 404-261-1371; nhcg@primary.net. No fees.
Faubion Associates has been retained by El Camino Hospital to search for a Director of Radiology. Located in Mountain View, California, El Camino Hospital is a 426-bed, acute-care hospital that enjoys a solid reputation for its medical, educational and community-focused programs.

In filling this position, we seek individuals who have the necessary drive and leadership skills to help the hospital reach its goal of providing superior radiology services in the San Francisco Bay Area; individuals who can direct business growth, as well as improve customer satisfaction, quality, and operational efficiency. The Radiology Department performs more than 85,000 exams per year, with an operating budget of $8 million. There are 67 FTEs in the department and 10 radiologists. Modalities include Diagnostic Radiology, Special Procedures (interventional angiography), Ultrasound, Nuclear Medicine, Mammography, CT and MRI. Radiation Oncology is managed as a separate department.

We seek individuals who have at least five years of supervisory experience as a senior-level radiology manager, and who demonstrate a comprehensive understanding of the patient-care and administrative issues surrounding this department. Candidates should have excellent verbal, written and communication skills, and thorough knowledge of current regulatory concerns, including JCAHO standards, Title 22, and federal/state regulations affecting this department.

Minimum requirements for this position include graduation from an accredited school of Radiologic Technology and a Bachelor of Sciences Degree in Radiologic Technology or related field. A Master of Sciences Degree is preferred.

Please submit your resume to:
John G. Faubion, FACHE,
email: faubionassociates@msn.com
Faubion Associates
1146 N. Central Ave., #294, Glendale, CA 91202
Phone: 818/ 551-9280 / Fax: 818/ 551-9282

---

Kaiser Permanente-Hawaii Region
Live & Work in Paradise!!
Two full-time positions now open on the island of Oahu.

1) Manager, Diagnostic Imaging Clinical - Job #12411
Manager clinical functions within Diagnostic Imaging Department under the supervision of the Administrative Director. Oversee operational components of General Radiology, Fluoroscopy, CT, Mammography, Angiography, Diagnostic Ultrasound, MRI, Nuclear Medicine and all Imaging Departments at Oahu clinics.
Required qualifications include Bachelor's degree in Radiology Technology. Valid Hawaii State Radiology Technologist license. ARRT. Five years clinical experience as a registered technologist in at least one imaging modality. Two years managerial experience. Current knowledge of imaging technologies and equipment and quality control measures. Problem-solving and change management skills. Teambuilding, staff development/coaching skills, excellent communication skills required.

2) Supervisor Diagnostic Imaging Clerical/Support Systems - Job #12412
Supervises Diagnostic Imaging Support Systems (DISS) activities, including Radiology Information Systems, file room, transcription, call center, and reception areas at all Imaging Departments and Oahu clinics.
Required qualifications include Bachelor’s degree in Computer Science, Information Systems, Business Management or related field. Five years experience in medical field with experience in information technology. Three years experience in medical records or radiology file room setting. Supervisory or project lead experience. Working knowledge of networks and telecommunication and data center operation/production. Working knowledge of PC apps (word processing, spreadsheet, database and radiology information systems). Excellent communication skills required.

Come join our outstanding organization and enjoy a rewarding career opportunity plus clear sunny days, warm tropical breezes and endless outdoors recreational opportunities.
FOR COMPLETE JOB DESCRIPTIONS AND TO APPLY, LOG ONTO WWW.KP.ORG/JOBS.    EO/AAE
For more information, please call us at (888) 621-1737

---

Baptist Hospital Ad
The smart choice for your career.

Evanston Northwestern Healthcare is one of the nation's premier health care systems providing state-of-the-art technology, challenging career paths and a stimulating environment that make career decisions easy. Ranked by HCIA as one of America’s "Top 100 Hospitals and Top 15 Major Teaching Hospitals" for the last seven years, we offer you impressive facilities located along Chicago's North Shore and nationally recognized peers. Join our team today and see why we're the smart choice for your career and the best choice for your future.

Assistant Vice President of Diagnostic Radiology

Share your leadership skills and mentoring abilities with our radiology team, as you oversee system-wide operations of 3 hospitals and 4 offsite locations. Additionally, you will manage a $220 million budget, oversee a staff of 300 and handle contract negotiations with vendors. Maintaining working relationships with physicians, senior management and board members will also be among your responsibilities.

The proven leader we are looking for will have an MBA or MHA, 3+ years of related experience, ARRT registration and proven success with implementing new systems and best practices.

Along with a fast-paced, progressive working environment, we offer an excellent compensation, bonus and benefits package. For consideration submit your resume to Mary O'Brien, Executive Vice President, Evanston Northwestern Healthcare, 718 Glenview Avenue, Highland Park, IL 60035; phone: (847) 480-2818; fax: (847) 432-9305 or email: mobrien@enh.org.


Radiation Therapist

As a member of our dedicated Radiation Oncology Service Area, you will be responsible for providing optimal service to our patients through efficient management of the work flow. The selected candidate will work with the Theratronics Theraplan Plus treatment planning; Siemens and Varian Ximatron simulators and the Clinac 2100 Linear Accelerator. The implementation of new technology (IMRT) is currently underway here at Methodist Hospitals. The construction of a new Center for Advanced Clinical Studies is under construction which will include a Gamma Knife Center. We require a strong team oriented individual with a high degree of initiative and the ability to function independently. Must be a graduate of an accredited School of Radiation Therapy Technology; ARRT Certified.

We offer a competitive compensation and benefits package which includes a 401a savings plan with 50% match; tuition reimbursement; medical, dental & vision coverage. We also offer a relocation assistance package.

For further inquiry please email your resume to nloyd@methodisthospitals.org or fax to 219 886 4249. Calls may be directed to 219 886 4425.
• • CLASSIFIED

POSITIONS OPEN

Director of Radiology

Innovative Healthcare Solutions Inc has been engaged by East Jefferson General Hospital in New Orleans, LA to recruit qualified candidates for the Director of Radiology position. EJGH is a 462 bed, tertiary care, non-profit hospital in the suburbs of New Orleans. The Department offers a full range of services, with 115 FTEs performing 150,000 exams per year within an $8 million budget. It has state of the art technology including a Siemens PAC system. Candidates should have 3-5 years management experience and be ARRT certified. For more information please contact Mary Brown, Innovative Healthcare Solutions Inc, 504-894-8664, brownm@inhealthsolutions.com

Aug. 31st
Membership Renewals*
RENEW TODAY
Watch your mail for renewal information & renew today to continue your AHRA benefits.

* If your membership card has an expiration date of 8/31/02 or earlier, you will be receiving renewal information in the mail.