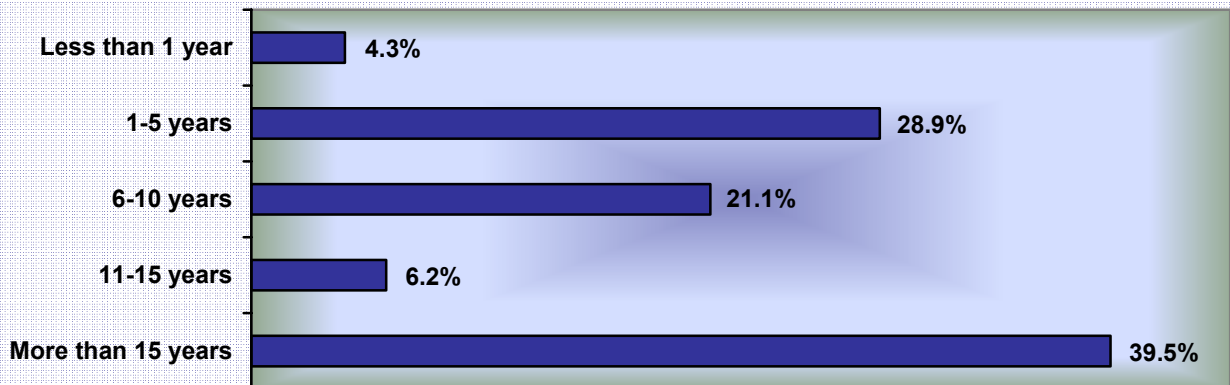


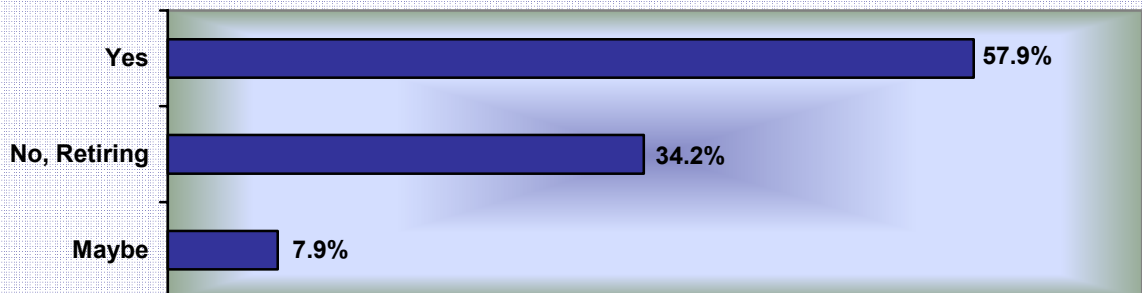
## Radiology Director Survey

How do Radiology Directors really feel about their job? **RadSciences Group** recently conducted a survey to gather opinions of these professionals regarding their background and interests as a Director, as well as their views on technology and staffing. The following survey was conducted in the months of May and June 2005, and all respondents were contacted at random. This group of respondents is composed of Radiology Directors and Managers employed at both rural and urban hospitals in the Southwest Region.

### 1. How long have you held a director/manager role?

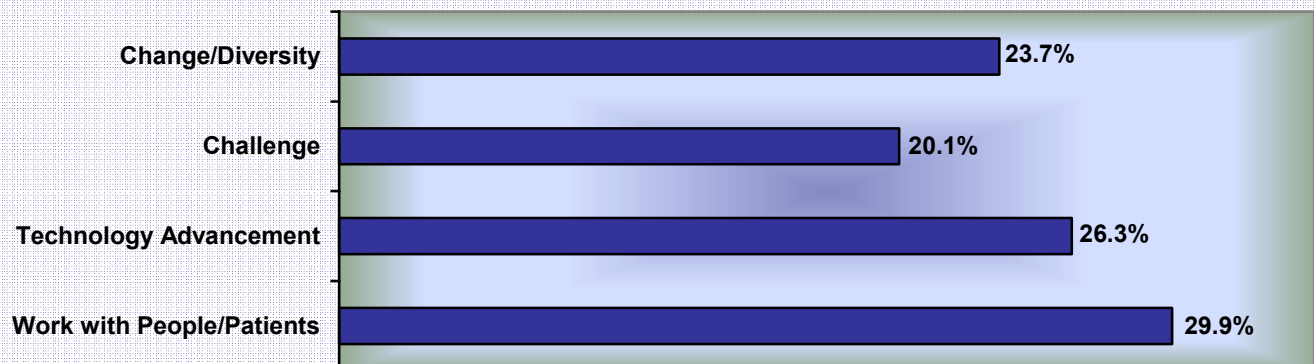


### 2. Looking forward in your career, do you see yourself in this profession ten years from now?

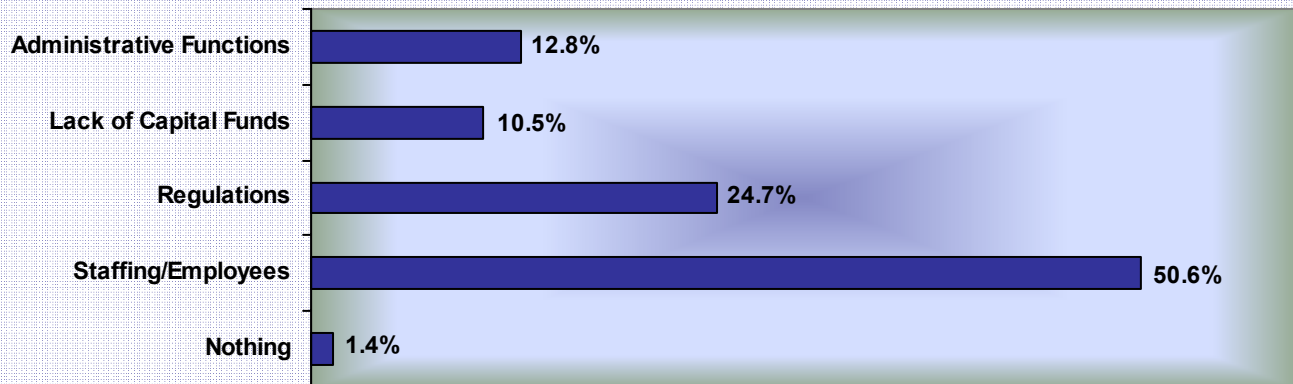


Nearly forty percent of those surveyed have been a Director or Manager for more than fifteen years, and approximately thirty-five percent of all respondents hope to be retired within the next ten years. Eighteen percent of those who said they *do* see themselves in this profession ten years from now will seek a promotion above Radiology Director, and nine percent said they would like to step down as Director and work as a staff technologist within the next decade.

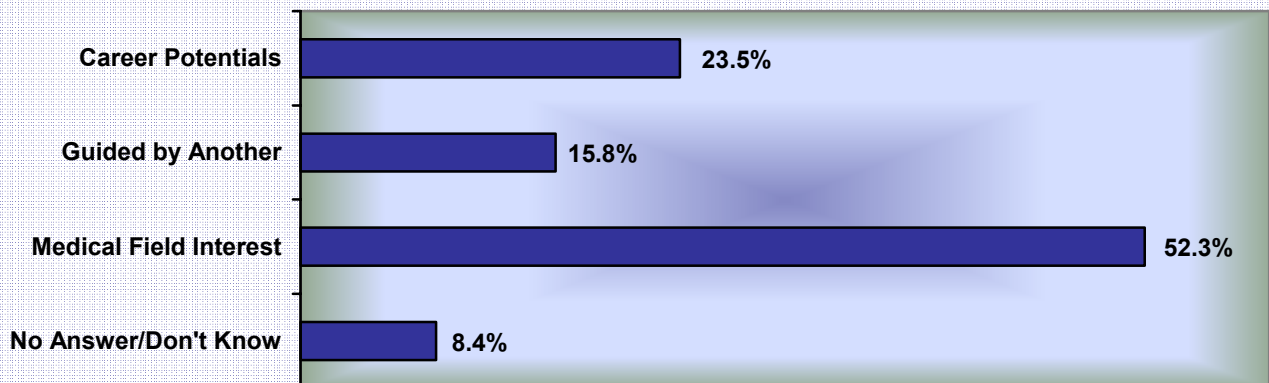
### 3. What do you feel is the most exciting aspect of your job?



#### 4. What do you feel is the most frustrating aspect of your job?



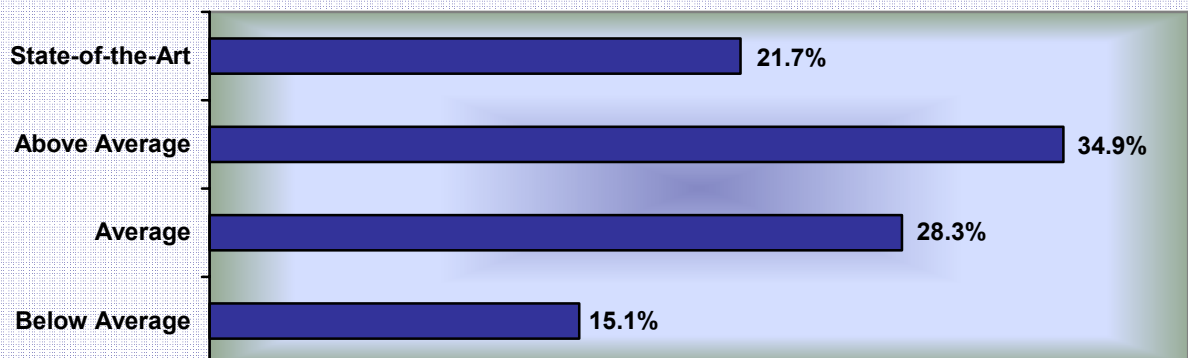
#### 5. Why did you choose this profession?



According to our survey, there was no strong consensus on what is the most exciting aspect of a Director's job. Their responses included: the diversity of tasks, constant change, the challenge, seeing the advancement of technology in the medical field, working with advanced technology and working with people and patients. However, an overwhelming half of all respondents said the most frustrating aspect of their job is adequately staffing their department with competent employees that have a good work ethic and professionalism.

Over half of the respondents chose a career in radiology because they have always had an interest in the medical field and helping people. Many chose this profession because they saw the potential for diversity in the field, the mobility it offered, the financial rewards, the management opportunities and the possibility of growth by learning various modalities.

#### 6. How do you feel the technology/equipment in your department compares with other hospitals in your area?



**7. How satisfied are you with the level of technology in your radiology department?**

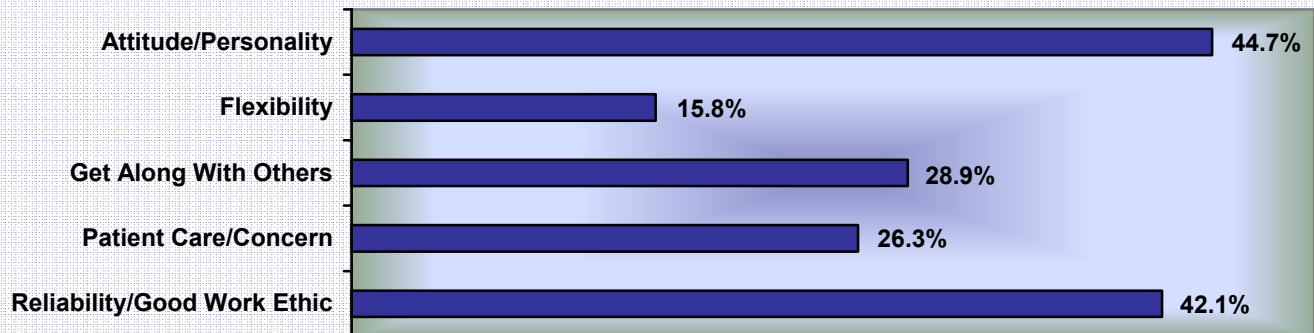


**8. When hiring technologists, how much of an impact do you feel the technology in your department has on recruiting technologists?**

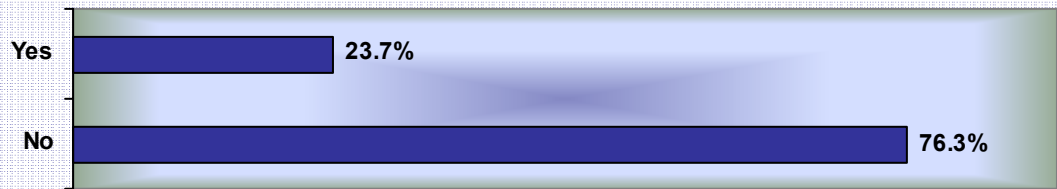


There were a variety of reasons behind our respondents' views on how their equipment compares with other hospitals in their area. Some Directors work in rural hospitals where they do not have state-of-the-art equipment, but consider their equipment to be either above average or average when compared to their area. Some stated that at one point they had above average equipment, but now have waited too long to upgrade equipment and have fallen behind their competitors. Some believe they have the best equipment available in some modalities and below average equipment in others. The majority of those surveyed conveyed they are either working toward getting approval for new equipment or are already in the process of upgrading the department.

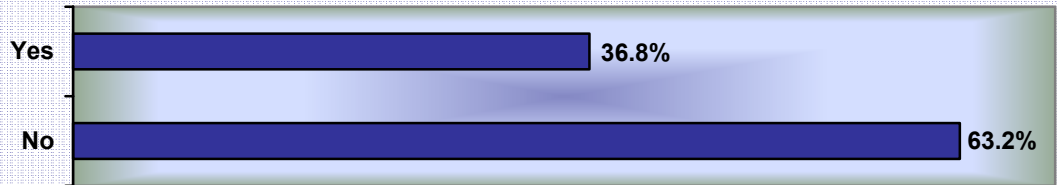
**9. When hiring technologists, what do you look for in a good employee other than good technical skills? (multiple responses possible)**



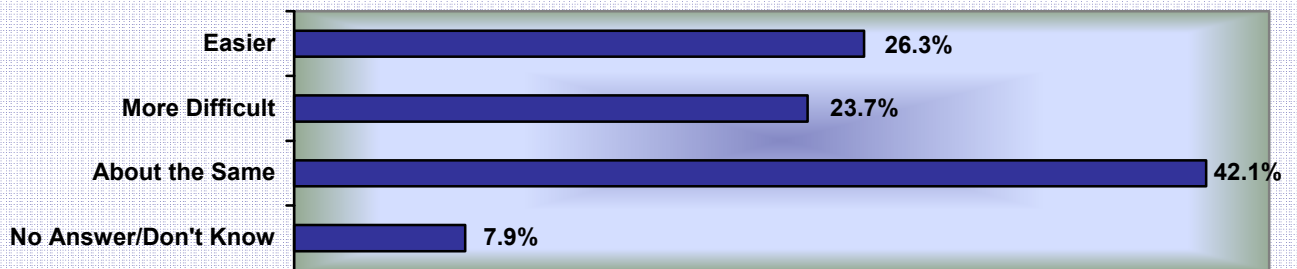
**10. In the last 12 months, have you hired any technologists from a recruiting firm?**



**11. Do you currently have techs on staff that are considered to be “travelers” or temporary status?**

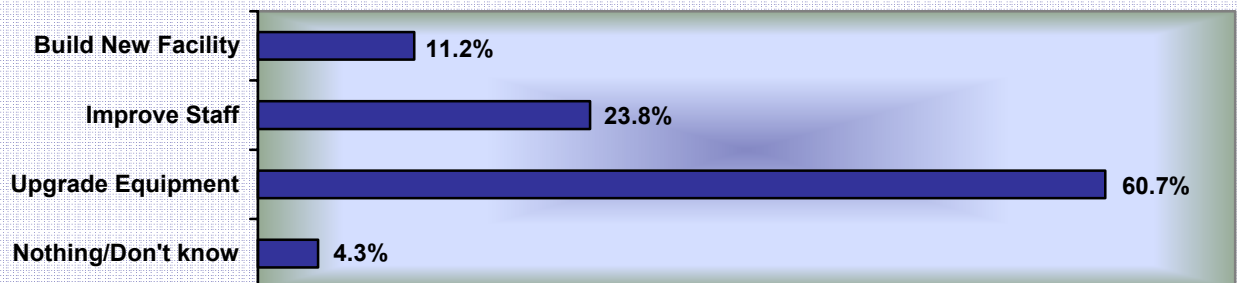


**12. Looking back just 2 years ago, do you feel it is easier to recruit good technologists, more difficult or about the same?**



The majority of those surveyed believe the level of difficulty to recruit good technologists is about the same as compared to two years ago. Less than ten percent did not respond or did not know because they have not had to recruit new technologists. The remaining respondents were split. Those who feel recruitment is easier now believe they have had “a lot of luck recently” or feel there are just more technologists available. Others claim it is more difficult for a variety of reasons, including: lack of quality technologists available, competition, the location of their facility (i.e. remote or rural hospitals) or low pay. In order to fill vacancies in their department, almost one quarter of the respondents have hired a technologist from a recruitment firm in the last 12 months, and a little more than one third currently have a “traveler” covering an open position.

**13. Finally, if you could achieve one thing to advance your department, what would that be?**



According to our survey, approximately sixty percent of Directors said their goal is to advance their department by upgrading equipment, which includes the installation of PACS. Roughly eleven percent of our respondents feel that the construction of a new facility or new outpatient imaging center would have the greatest impact on their organization. Many of these respondents stated they are currently in the process of building a new or additional facility or are in the proposal stages at this time.

Nearly a quarter of the Directors we surveyed believe they need to improve the quality of staff or modify the methods they use to attract experienced technologists. As previously noted, approximately half of all respondents believe the most frustrating part of their job is staffing or dealing with an inadequate team of employees. Many suggested the problem stems from one or more of the following areas: recruitment strategies, retention methods, compensation packages and inadequate training.

### **Summary**

So, how do Radiology Directors really feel about their jobs? Overall, most individuals surveyed are happy or content with their career. As in most professions, managers face the challenge of finding colleagues that will compliment them and their staff and will commit to what they originally agreed upon during the interview process. Most Directors look for attitude, personality, reliability and a good work ethic. However, according to our survey results, these types of employees are not always easy to find. One manager suggested, "Hire for attitude, and train for skills" - you can always teach skills, but you can not change a person's personality.

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