
The Radiographer

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The Missouri Society of Radiologic Technologists was founded in 1931, chartered as a professional and scientific society dedicated to education, communication and patient care.

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From the President . . .

I hope everyone had a good summer, but now we must start preparing for the fall and coming months.

There continues to be activity in District 1 in the Kansas City area as they prepare to have a district meeting in the near future. Diane Hutton, President of District 1, continues to move the group forward in making this a viable district in the state organization again. Watch for more information in the future.



National Radiologic Technology Week was first observed in 1979 and is an excellent opportunity to recognize technologists throughout the United States and worldwide. This year National Radiologic Technology Week will be observed Nov. 2–8, 2008. Take time to thank a Radiologic Technologist for what they do for patient care. We make a difference!

In the spirit of preparation, the Board of Directors will be busy as we continue to organize the annual conference in April 2009. In the coming months, board members will be working on projects and items that will affect the business and the future of the MSRT. Our goal is to continue to keep the MSRT a viable and well-functioning organization for technologists and students at a local, state and national level.

Mark your calendar now and make preparations to attend the MSRT annual conference, which will be April 15-18, 2009, at Lake of the Ozarks.

Finally on my list, voting. No, not *that* election! I am talking about the MSRT and District elections for officers. I encourage every technologist to consider running for office at the local and state levels. Bring your ideas, bring your visions. Get involved with your profession and help shape the future so that we will be prepared.

Sincerely,

*Dan Cantrell, BS, RT (R), CNMT
President, MSRT*

The Importance of Professional Societies from the Perspective of a Student Intern

By **RACHEL BERBERICH**
2008-2009 Student Intern

I recently had the opportunity to attend the ASRT's annual House of Delegates meeting in Albuquerque, NM, as the MSRT's student intern. At the meeting, I was introduced to the ASRT by way of its legislative arm, the ASRT House of Delegates. My experience in Albuquerque greatly increased my understanding of the important function of professional societies, and strengthened my desire to become active in these societies on both the state and national levels.

Prior to attending the House of Delegates meeting as a part of the gallery, I had little knowledge regarding the broad range of responsibilities held by the ASRT. The ASRT acts as a backbone of sorts, upholding high standards for radiologic technology and the radiologic technologists who call the field their own. The standards set by the ASRT play a crucial role in the progression of radiologic technology as a whole, the individual advancement of each radiologic technologist, and ultimately improve patient care.



As new technologies emerge and different issues arise, it is important for professional societies, such as the MSRT and ASRT, to promote updated entry-level criteria to ensure quality patient care. Additionally, professional societies act as a means of networking for technologists, through whom they are able to further their professional growth through shared ethics and values. At the meeting, I met several knowledgeable technologists from whom I learned a great

deal about radiologic technology and the ASRT's core values of commitment, leadership, integrity, creativity and accountability. Having been exposed to numerous opinions, I fostered my own professional growth; I developed opinions on many of the issues that currently face the field of radiologic technology.

The opportunities I had at the ASRT's House of Delegates meeting instilled in me a strong desire to remain active in professional societies, as I have realized their vast importance pertaining to my chosen field. The zeal I developed throughout my time in Albuquerque can be attributed to the decision of the MSRT to send its student interns to this meeting each year. I hope my perspective can serve as a testimony of the good decision to do so, as I firmly believe the opportunity is essential in developing future leaders of both the MSRT and the ASRT.

Climbing the Ladder in Diagnostic Radiology: One Hospital's Approach to Encouraging Professional Growth

By SANDY SHAWGO

Career Ladders have gained popularity in recent years as a means to reward professional behaviors that an employer may desire but may not require in an employee.

CoxHealth Radiology in Springfield, MO, has had a Career Ladder in place in Radiology since January of 2004. This mechanism that is used to promote professional growth in diagnostic radiology was the brainchild of Shawn Snider, Director of Radiology Services at CoxHealth. He asked the Schools of Diagnostic Imaging to develop a structure that would allow radiologic technologists working in diagnostic x-ray to be monetarily compensated for activities that went "above and beyond" their job descriptions. Additionally, this project was meant to provide incentive to diagnostic technologists to continue to grow within the parameters of their chosen profession. Traditionally, the means to increase wages was to specialize in a modality such as CT, Sonography, MRI, Nuclear Medicine, Mammography or Cardiovascular Interventional Technology. The addition of the career ladder was designed to promote the value of diagnostic radiologic technology as a viable profession in and of itself.

As the process of development began, it became apparent that the

term "career ladder" did not reflect the true goals and intent of the program. The name was changed to "Radiology Recruitment and Retention Program" and then was shortened to "RRR" in order to be more user-friendly.

The RRR program was designed to evolve over the course of 5 years. There are three tiers through which a technologist progresses. Each tier requires more effort but results in a higher hourly monetary compensation. A technologist must apply and be accepted into the program. Once they are accepted, they have a year to achieve a certain number of points. Points are awarded for professional activities such as belonging to the ASRT and MSRT, participating in a hospital committee or developing a new procedure that is beneficial to the radiology department and /or hospital. The technologist must document each activity in which he or she participates as well as submit a résumé, two exemplars (papers) with specific topics, references and proof of current ARRT status. More points are required as the technologist progresses though the program each year.



After nearly five years of existence, Shawn's vision has grown in popularity and credibility with the technologists. The program is unique to the Springfield area as it was designed specifically for radiology. In researching career ladders across the United States, few—if any—were

found to have a direct connection to a radiology department. This program has proven to inspire technologists to fulfill the goals that it was designed for. As a direct result, many have joined the ASRT and MSRT. Others have created an ASRT-approved Category A CE lecture. Most have participated in a radiology or hospital committee as well as participated in a health-care related volunteer activity. Nearly every participant has written letters to their legislators promoting the CARE Bill. In short, the program is considered a success and is being considered for a broader application in the radiology department.

For more information about the CoxHealth RRR program, contact Sandy Shawgo at sandy.shawgo@coxhealth.com

The Missouri Society of Radiologic Technologists

Application for Membership

January 1, 2009 — December 31, 2009

Please complete ALL sections and return to MSRT with your payment

New Applicant _____ Renewal _____ (other name membership under) _____

ARRT Number _____

First Name _____ M.I. _____ Last Name _____

Mailing Address _____ E-mail _____

City/State/Zip _____

Home Phone () _____ Work Phone () _____

Present Employer _____

Business Address _____

Certified in: (check all that apply)

- | | | |
|--|--|--|
| <input type="checkbox"/> Radiography | <input type="checkbox"/> Cardiovascular-Interventional | <input type="checkbox"/> ASRT member |
| <input type="checkbox"/> Nuclear Medicine | <input type="checkbox"/> Mammography | <input type="checkbox"/> MSRT member |
| <input type="checkbox"/> Radiation Therapy | <input type="checkbox"/> MRI | <input type="checkbox"/> District member |
| <input type="checkbox"/> Sonography | <input type="checkbox"/> CT | 1 2 3 4 5 6 7 8 |

ACTIVE MEMBER: Radiologic Technologist registered by and in good standing with a nationally recognized certifying body. () \$40

SUPPORTING MEMBER: Those persons interested in Radiologic Technology but not having qualifications for other categories. () \$40

STUDENT MEMBER: Non-registered students enrolled in an ARRT-recognized Radiation Science Education Program. This is a 2-year membership which expires Dec. 31 the year of graduation. () \$20

GRADUATE BRIDGE MEMBER: Members who are registered by the ARRT (or its equivalent) and are within the first 12 months following their initial graduation. () \$20

Name of School _____ Graduation Date _____

Make your check payable to: M.S.R.T. and submit to:
Donita Shipman, MSRT Treasurer • 34266 Highway KK • Mora, MO 65345

Recommended for membership by: _____

Go to www.mosrt.org for district news and announcements!

ASRT Memorial Resolution Honors Deceased

The following is an excerpt from the American Society of Radiologic Technologists House of Delegates 2008 Memorial Resolution:

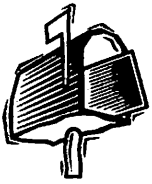
Whereas, all the members of the American Society of Radiologic Technologists are of immeasurable value within our organization, and invaluable as members of the health team in the field of medicine, we present the names of members who have died since our last House of Delegates meeting:

Seth E. Mohr	Shell Knob, MO
Laraine Orwan	Carthage, MO
Clair Vincent (Past President, Life Member, MSRT)	Denver, CO
Joe Helterbrand	Springfield, MO
Charles Matthews	Columbia, MO

Be it resolved, that the American Society of Radiologic Technologists expresses its sorrow over the passing of these members since our 2007 House of Delegates meeting in Albuquerque, NM.

- The MSRT Board of Directors is now offering discounts on multi-year memberships. Two-year memberships will be \$70 and three-year memberships will be \$100. One-year memberships will remain \$40. Membership dues are effective for 2009.

See membership application form at left!



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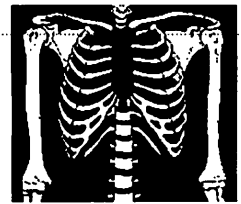
GRANITE CITY, IL 62040-4236



Missouri Society of Radiologic Technologists



We X-ray People!



WANTED:

The MSRT banner was taken
at the April 2008 conference at Lake Ozark.
Please return the banner and no questions will be asked.