



# Workforce Pipeline & Lifelong Learning

Ensuring SNMMI will continue to innovate and collaborate to retain and expand the diverse pool of qualified professionals working in the field, making the society the epicenter of all things related to nuclear medicine.

## Meeting Agenda

- (10:00-10:02am) Welcome and Overview of Meeting Purpose, **Christopher Palestro, MD, FSNMMI, FACNM**
- (10:02-10:05am) Introductions, **Domain Working Group Chairs**
- (10:05-10:07am) Recap of Discussion from VIIA Meeting @ AM, **Christopher Palestro, MD, FSNMMI, FACNM**
- (10:07-10:20am) Key Initiatives Since June 2022
- Workforce Survey Creation, **Christopher Palestro, MD, FSNMMI, FACNM**
  - Ambassador Program, **Paige Bennett, MD**
  - NM-University Education, **Katherine Zukotynski, MD, PhD, PEng, FSNMMI**
  - Technologist Activities, **Dmitry Beyder, MPA, CNMT and Kelli Schlarbaum, MBA, CNMT, PET, CT**
  - Other Initiatives, **Christopher Palestro, MD, FSNMMI, FACNM**
- (10:20-10:35am) Pipeline Strategic Plan DRAFT, **Hyewon Hyun, MD**
- (10:35-10:55am) Discussion and Open Forum
- (10:55-10:59am) Closing Remarks, **Christopher Palestro, MD, FSNMMI, FACNM**
- (10:59-11:00am) Adjournment

## Pipeline Domain Working Group Chairs

1. Erin Grady – Physician Working Group & Program Directors Committee
2. Jon Baldwin - Physician Working Group
3. Pat Zanzonico – Scientist Working Group
4. Dmitry Beyder – Technologist Working Group
5. Kelli Schlarbaum - Technologist Working Group
6. Katherine Zukotynski – NM-University Working Group
7. Hyewon Hyun – Tapas Program Working Group & Pipeline Strategic Plan
8. Thomas Ng – Tapas Program Working Group
9. Paige Bennett – Ambassador Working Group
10. Marques Bradshaw - Medical Student & STEM Working Group
11. Tracy Yarbrough – Medical Student & STEM Working Group



## Re-Cap of VIA Meeting from 2022 SNMMI Annual Meeting

1. **There is a HUGE pipeline issue within Nuclear Medicine and Molecular Imaging.**
2. **There is no current data on workforce needs and future demands. There is an urgent need to get this data.**
3. **NM and Radiology has consistently struggled with lack of diversification within personnel. COVID has exasperated this with fewer international trainees and women leaving the workforce at a much higher rate than their male colleagues.**
4. **Compensation is too low within Nuclear Medicine (physicians, technologists, pharmacists, etc.) which causes an issue in recruiting individuals into the field – NM/MI can't compete with other salaries and loses qualified candidates.**

## Key Initiatives – Since June 2022

- **Workforce Survey Creation**
- **Ambassador Program**
- **NM-University Education**
- **Section Chief Outreach**
- **Technologist Activities**
- **Other Initiatives**

Ensure a sufficient # of professionals (physicians/scientists/technologists) qualified to practice all aspects of nuclear medicine/molecular imaging now and in the future.

## NM Workforce Data – Current & Future Trends



### Nuclear Medicine Market Outlook Executive Summary

*SNMMI has partnered with IMV - a recognized leader in market research and online publishing for the medical imaging and clinical diagnostic instruments markets - to complete a comprehensive Nuclear Medicine Workforce Study.*



#### Factors Affecting Future Outlook for NM Departments

The number one factor affecting the future outlook for Nuclear Medicine is “our current NM capacity is sufficient to meet anticipated patient volumes over the next 2-3 years.”

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## Equity in the Pipeline – Ambassador & Recruitment



### Current Working Projects:

- Physician Outreach Recruitment Presentation
- Ambassador Program Overview
- Medical Student Pathway Flyer
- Resident Pathway Flyer
- Ambassador and Recruitment Website

**- Question for Consideration -**

**Are There Resources Our VIIA Partners Have that May Be Helpful with this Initiative?**

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## Develop Educational Content/ Curriculum for Residents

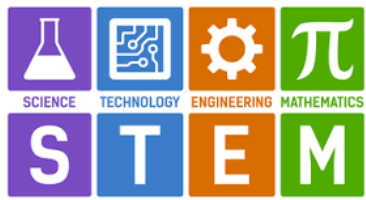
### Nuclear Medicine University (NM-U)

- Develop educational content for residents; (1) radiopharmaceutical therapies and (2) diagnostic procedures.
- Working Group Members:
  - Katherine Zukotynski - Chair
  - Chris Palestro – (Chair, Workforce Pipeline)
  - Erin Grady – (Chair, NM Program Directors)
  - Kathryn Darras – Program Director from Canada
  - Lisa Bodei - ABNM
  - Hossein Jadvar – (Therapy Center of Excellence Vice-President)
  - John Baldwin (Co-Chair Physician Working Group)
  - Janis O'Malley
  - Carlos Uribe-Munoz
  - Ashwin Singh Parihar (In-Training)
  - Emily Ehlderling (In-Training)
  - Justin Peacock (ECP)
  - Tom Anderson (ECP)

**- Question for Consideration -**

**Would Other NM Professionals  
(Non-Residents) Benefit from this  
Type of Education?**



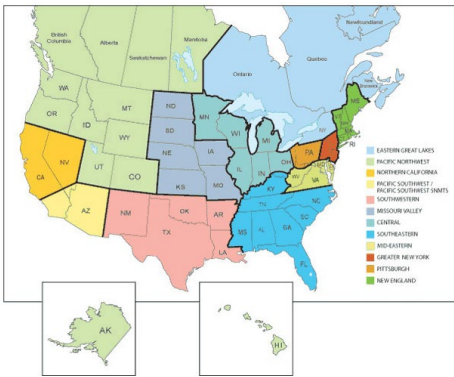


Increase awareness of nuclear medicine/molecular imaging as an appealing and rewarding field for students interested in STEM (Science, Technology, Engineering and Mathematics) careers.

# Technologist Pipeline

## Chapter Collaboration

- Panel on Workforce Challenges
- How to Solve Challenges w/ Regional Focus
- Share Best Practices



## Career Pathways

- Showcase different career options for technologists
- Including, how subject got to where they are today and what was needed to get there
- 4-5min Video + Social Media – Available Fall 2022



## Program Directors

- Survey to Program Directors (Current & From Recently Closed Schools)
- Determine Why Programs are Closing
- Identify Institutions that Can Collaborate to Train Cross Country



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## Other Initiatives

### Nuclear Medicine Curriculum Review

\*NEW\* Review the ACGME NM Curriculum (for residency) and determine if additional therapy needs to be added. Identify potential gaps in the curriculum related to therapy. Work w/ the NM-University Working Group to ensure educational resources are being created to fill gaps.

### Outreach and Exhibits

- American Medical Association (AMA) – June 10-14, 2023 (Chicago, IL)
- American Medical Student Association (AMSA) – April 7-9, 2023 (Crystal City, VA)
- Association of University Radiologists (AUR) – April 25-28, 2023 (Austin, TX)
- Future HOSA International Leadership Conference (HOSA) – June 21-24, 2023 (Dallas, TX)
- Society of Physics Students (SPS) - October 2023 (TBD)



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## Other Initiatives

### Program Director Summit @ 2023 Mid-Winter Meeting

\*NEW\* Nuclear Medicine Program Directors will be invited to attend a Summit during the 2023 SNMMI Mid-Winter Meeting focusing on the following topics; curriculum development, therapy education, intersection with radiology programs (dual-boarding), recruitment, visibility of NM w/n medical student programs and outreach.

### Tapas Program

\*NEW\* Bite-sized, responsibly curated and updated, resources. Dynamic interactive content, with multimedia lessons presented via a combination of text, video, audio, diagrams and real patient cases. Will also include pre, intra and post lesson quizzes/tests to keep lessons interactive and track learning progress.

## **\*\*NEW\*\*** SNMMI Pipeline Strategic Plan – DRAFT Goals/Objectives

**DRAFT Goal: Sustain and grow a qualified workforce that is prepared for the current and future demands for diagnostic and therapeutic nuclear medicine.**

- 1. DRAFT Objective #1: Continuous analysis and assessment of the workforce needs, and the needs of NM/MI professionals.**
- 2. DRAFT Objective #2: Develop a comprehensive and equitable outreach strategy to showcase Nuclear Medicine and Molecular Imaging as an important and thriving career path.**
- 3. DRAFT Objective #3: Foster the growth, value, and diversity of early career nuclear medicine and molecular imaging professionals.**
- 4. DRAFT Objective #4: Ensure NM/MI programs have the necessary resources needed to meet the demands of growing diagnostic and therapeutic nuclear medicine.**

**- Question for Consideration -**

**What are we missing?  
Does this include everything?**

# Discussion and Open Forum

## Questions for Discussion/Consideration:

- 1. What are industry partners doing to attract professionals within their own company?**
- 2. How does your company/organization determine an equitable salary?**
- 3. What are industry partners doing to ensure diversity in their company?**

# Closing Remarks