



# **Workforce Challenges: An Academic Medical Center Perspective**

**Ann S. Fulcher, MD**  
**Chair & Professor**  
**VCU/MCV Department of Radiology**



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# A Call to Action for the ACR

- **# of Diagnostic Radiologists in the US has increased only 1% since 2017** despite proliferation of imaging & an aging population
- **2010-2020: 34% increase in adults 65 & older while the number of DR trainees increased by 2.5%**
- **56.4% of radiologists are age 55 & older and are retiring earlier**
- **60% of radiologists report burnout** with contributing factors being
  - Long work hours
  - Non-rads (administrators) showing lack of respect for the specialty
  - Concern that administrators value productivity more than quality



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# 2025 National Radiology Stats

- **Radiology ranks 3<sup>rd</sup> among the 10 physician specialties with intent to leave current position (AMA, June 2025)**
  - 39% with moderate or definite intent to leave current role within two years
  - Exceeded only by Anesthesiology (40.6%) & Vascular Surgery (40.5%)
- **Resources needed to stay (AMA, June 2025)**
  - #1 Enhanced workflow efficiency
  - #2 Higher compensation
  - #5 Consistent staffing



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# Challenges of an AMC

## *Multiple Missions*

- **Clinical**
  - Significant & growing demand for rapid imaging performance & interpretation
  - Complex, high-acuity patient populations
  - Highly-customized exams/procedures
  - Multidisciplinary conferences



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# Challenges of an AMC

## *Multiple Missions*

- **Education**
  - Privilege & responsibility of training the next generation of radiologists
  - Requires time & resources
- **Research**
  - Less time due to clinical demands
  - Increasingly-complex rules & regs
- **Administrative Duties**



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# VCU Approach to Workforce Shortage

## *Local Impact*

- **Creating Remote Reading Opportunities (FY24-25)**
  - Complicated, multi-step process requiring a business license in each state, malpractice in the state in which studies are interpreted, etc.
  - PACS infrastructure to address remote issues
  - Intense legal review
  - Knowledge of states desirable for business arrangements
  - Focused strategy



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# **VCU Approach to Workforce Shortage**

## ***Local Impact***

- **Use of Extenders**
  - RAs
  - PAs & NPs
- **AI**



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# VCU Approach to Workforce Shortage

## *National Impact*

- **Establishing an ABR Alternate Pathway**
  - Complicated, multi-step process requiring funding for positions and faculty dedicated to the Pathway participants
  - Advantages
    - Increases number of practicing radiologists
    - Potentially provides route for subspecialty training in areas of dire need (e.g., Pediatric Radiology)
    - Allows Pathway participants to be hired as faculty



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