

**Leadership Education Requirements
MGH Radiology: Management / Career Paths**

2 Year phased in educational requirement

Position	Educational Expectation: 2005	Educational Expectation: 2006
Directors	<ul style="list-style-type: none"> • Existing Directors without a Masters degree must be enrolled in a Masters Program by September of 2005 • Newly hired Directors must possess a Masters degree or be enrolled in a program. 	<ul style="list-style-type: none"> • Newly hired Directors must possess a Masters degree or be enrolled in a program.
Operations Manager	<ul style="list-style-type: none"> • Existing Operations Managers without a Bachelor's degree must be enrolled in a Bachelor's degree program unless have 5 years or more leadership experience. • Newly hired Operation Managers must possess a Bachelors degree or be enrolled in a Bachelor's program. Master's degree preferred. 	<ul style="list-style-type: none"> • Existing Operations Managers without a Bachelor's degree must be enrolled in a Bachelor's degree program unless have 5 years or more leadership experience. • Newly hired Operation Managers must possess a Bachelors degree or be enrolled in a Bachelor's program. Master's degree preferred.
Technical Manager	<ul style="list-style-type: none"> • Existing Technical Managers without a Bachelor's degree will be grand fathered in to the educational requirement but must be enrolled in a Bachelor's program to apply for an Operations Managers position. • Newly hired Technical Managers must possess a Bachelor's degree or be enrolled in a program. 	<ul style="list-style-type: none"> • Newly hired Technical Managers must possess a Bachelor's degree or be enrolled in a program.

Tech Level III	<ul style="list-style-type: none"> • Must sign a letter of intent to enroll in a Bachelors program within 1 year of accepting the position. 	<ul style="list-style-type: none"> • Newly hired Tech III must possess a Bachelor's degree or be enrolled in a program
Shift Supervisor	<ul style="list-style-type: none"> • Existing Shift Supervisors will be grand fathered into the educational requirement. • Newly hired Shift Supervisors must have an Associate's degree or must be enrolled in a program. 	<ul style="list-style-type: none"> • Newly hired Shift Supervisors must possess an Associates degree or be currently enrolled in a program.
Modality Specialist / Practitioner	<ul style="list-style-type: none"> • Enrolled in Masters IHP Program or equivalent 	<ul style="list-style-type: none"> • Enrolled in Masters IHP Program or equivalent
Radiology Nurse Practitioner	<ul style="list-style-type: none"> • Newly hired Nurse Practitioners must possess a Masters degree. 	<ul style="list-style-type: none"> • Newly hired Nurse Practitioners must possess a Masters degree.
Clinical Support Services Supervisors	<ul style="list-style-type: none"> • Newly hired Shift Supervisors must possess an Associates degree or be currently enrolled in a program. 	<ul style="list-style-type: none"> • Newly hired Shift Supervisors must possess an Associates degree.
Finance Manager	<ul style="list-style-type: none"> • Newly hired Finance Managers must possess a Masters Degree or be enrolled in a program 	<ul style="list-style-type: none"> • Newly hired Finance Managers must possess a Masters Degree or be enrolled in a program
QME Senior Project Manager	<ul style="list-style-type: none"> • Newly hired QME Manager must possess a Masters Degree or enrolled in a program. 	<ul style="list-style-type: none"> • Newly hired QME Manager must possess a Masters Degree or be enrolled in a program.
Nurse Manager	<ul style="list-style-type: none"> • Newly hired Nurse Manager must possess a Masters Degree or enrolled in a program. 	<ul style="list-style-type: none"> • Newly hired Nurse Manager must possess a Masters Degree or be enrolled in a program.

A two year phased in approach to raising educational standards for clinical, clinical support and management leadership positions would allow for existing staff to understand the changed expectations while giving them the needed time to prepare and enroll in programs as appropriate. IT educational requirements are specifically outlined in the individual job descriptions. Very specific requirements define each IT position and therefore are not included in this document.