NMTCB Employment and Salary Survey Results

The Nuclear Medicine Technology Certification Board (NMTCB) conducted an employment and salary survey of NMTCB certificants during the 1992-1993 annual renewal process. Similar data are collected each year during the annual renewal process. Since the type of question asked varied from previous years, it is statistically impossible to compare and correlate the historical data with the current survey (*1*,*2*). The type of data collected during the 1992-1993 survey included: annual salary, full- or part-time employment status, job title, job responsibility, and gender. Although other information was collected, it is beyond the scope of this article to analyze that data.

The 1993 Annual Renewal Statement was sent to 12,758 certificants. This form also contained a survey that examined several questions pertaining to employment. The information collected was used to generate a database for statistical analysis. Only valid responses were considered in the analysis of the data. Although 8,534 people returned the survey, the number of valid responses varied among data fields, so an overall valid response rate could not be tabulated.

Most of the data are displayed in histogram format. The information collected is valid as of May 1993. The third and final mailing to certificants who had not paid their dues went out at the beginning of May 1993, and the data from these responses are not included. The initial data analysis shows that 7,117 full-time and 1,417 part-time technologists responded to the survey. Of the 7,117 full-time certificants, 55% are female and 45% are male. The 1,417 part-time respondents are 71% female and 29% male. Only data from full-time certificants was used to generate this analysis since the nature of employment necessarily dictates responses in other data fields.

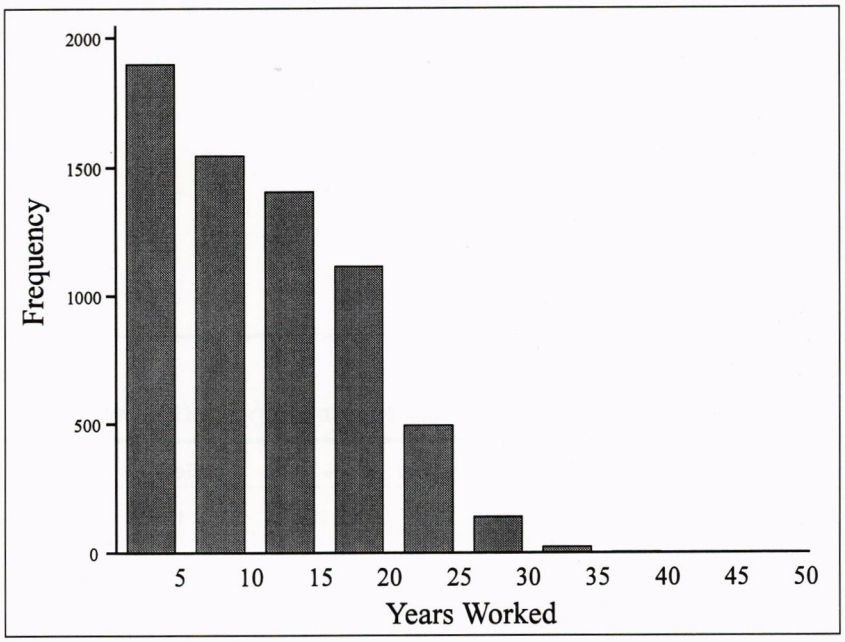

FIG. 1. Years worked in nuclear medicine. (Number of responses of >35 were too small to show on this scale.)

Figure 1 shows the frequency response for years worked in nuclear medicine. The data are divided into five-year intervals with a range of one to fifty years. The histogram clearly shows that a majority of nuclear medicine technologists have worked in the profession for fifteen years or less.

Figure 2 identifies the frequency response in job title as related to gender. Although the absolute number of females and males is approximately equal in the categories of supervisor, chief technologist, and director, Table 1 shows a greater percentage of males than females working in these positions.

Table 2 and Figure 3 indicate that 57% of all technologists work in imaging. It is striking that in management roles, not only is the absolute number of males greater than the absolute number of females, but also the percentage of men in managerial positions is greater than that of women (23% of male technologists are in management while only 15% of females are in management).

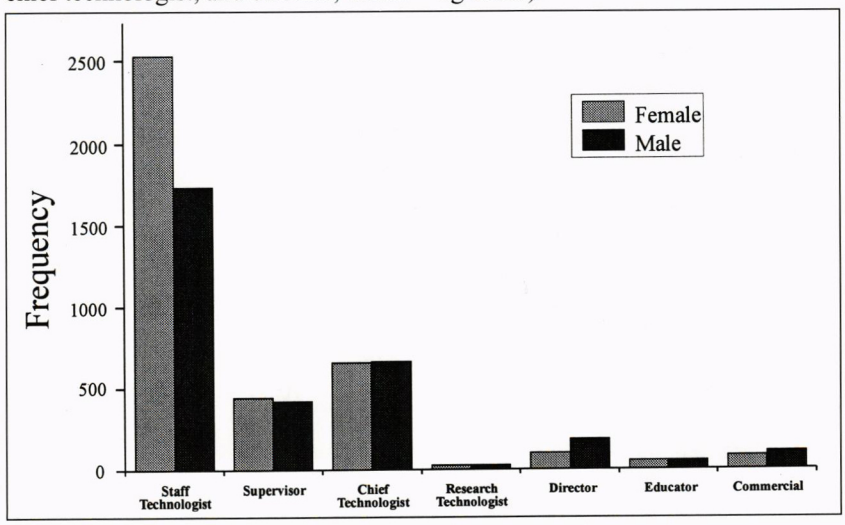

FIG. 2. Title by gender.

TABLE 1. Title According to Gender

Title	Female	Male	% Total	% Female	% Male
Staff Technologist	2527	1737	60	65	54
Supervisor	444	421	12	11	13
Chief Technologist	655	662	19	17	21
Research Technologist	28	28	1	1	1
Director	102	186	4	3	6
Educator	54	53	2	1	2
Commercial	83	107	3	2	3
Total	3893	3194			
Grand Total		7087			

TABLE 2. Job Responsibility According to Gender

Job Responsibility	Female	Male	% Total	% Female	% Male
Management	576	712	18	15	23
Quality Control	109	70	3	3	2
Nuclear Pharmacy	33	32	1	1	1
Nuclear Cardiology	487	399	13	13	13
Medical Technology	52	37	1	1	1
Imaging	2324	1652	57	60	52
RIA	70	23	1	2	1
Education	67	56	2	2	2
Computers	27	42	1	1	1
Research	22	29	1	1	1
Sales/Marketing	47	69	2	1	2
Other Modalities	39	43	1	1	1
Total	3853	3164			
Grand Total		7017			

TABLE 3. Salary Range According to Gender

Code	Salary Range	Female	Male	% Total	% Female	% Male
1	<$16,000	10	4	0	0	0
2	$16,000-$19,999	19	12	0	0	0
3	$20,000-$23,999	74	32	1	2	1
4	$24,000-$27,999	311	176	7	8	5
5	$28,000-$31,999	735	422	16	19	13
6	$32,000-$35,999	1008	649	23	26	20
7	$36,000-$39,999	735	664	20	19	21
8	$40,000-$43,999	500	485	14	13	15
9	$44,000-$47,999	200	244	6	5	8
10	$48,000-$51,999	156	214	5	4	7
11	$52,000-$55,999	81	115	3	2	4
12	$56,000-$59,999	24	46	1	1	1
13	$60,000-$63,999	24	47	1	1	1
14	$64,000-$67,999	7	18	0	0	1
15	$68,000-$71,999	7	20	0	0	1
16	$72,000-$75,999	6	14	0	0	0
17	≥$76,000	8	50	1	0	2
Total		3905	3212			
Grand Total			7117			

Annual salaries for certificants working full-time are presented as gender comparisons in Table 3, which shows the salary code for each $4,000 salary increment. Using this salary code, Figure 4 shows that the most frequent salary range for females is $32,000-$35,999, while for males it is $36,000-$39,999. Since the survey only requested respondents' salary within a range, average salaries could not be determined. The average salary code was 7.4 for men and 6.6 for women. Table 3 shows the percentages (rounded to the nearest integer) of females and males in each salary range. A greater percentage of males than females is represented in salary ranges above $36,000, while females outnumber males in salary ranges below $36,000.

We also divided the U.S. into eleven regions and analyzed the annual salary ranges within each region. All regions except two showed the greatest frequency response in the $32,000-$35,999 range. The far west region (Washington, Oregon, California, Nevada, and Arizona) had more salaries in the $36,000-$39,999 range than any other range. The noncontiguous states and territories region (Alaska, Hawaii, Puerto Rico, and the Virgin Islands) had more variation than other regions due to its small sample number.

Although one might like to reach certain conclusions about the relationship among salary, title, and gender, to do so based on this survey would not be statistically sound. In future surveys, further analysis may give us more insight into our profession and the growth and change within it.

Mark H. Crosthwaite, CNMT
Michael Connor, PhD
Martha W. Pickett, CNMT
NMTCB
Atlanta, Georgia

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1. Cianci ML et al. Human resource survey of nuclear medicine technologists—1984. *J Nucl Med Technol* 1985;13:187-199.
2. Wirrel JJ et al. Nuclear medicine technologist salaries. *J Nucl Med Technol* 1989; 17:103-108.

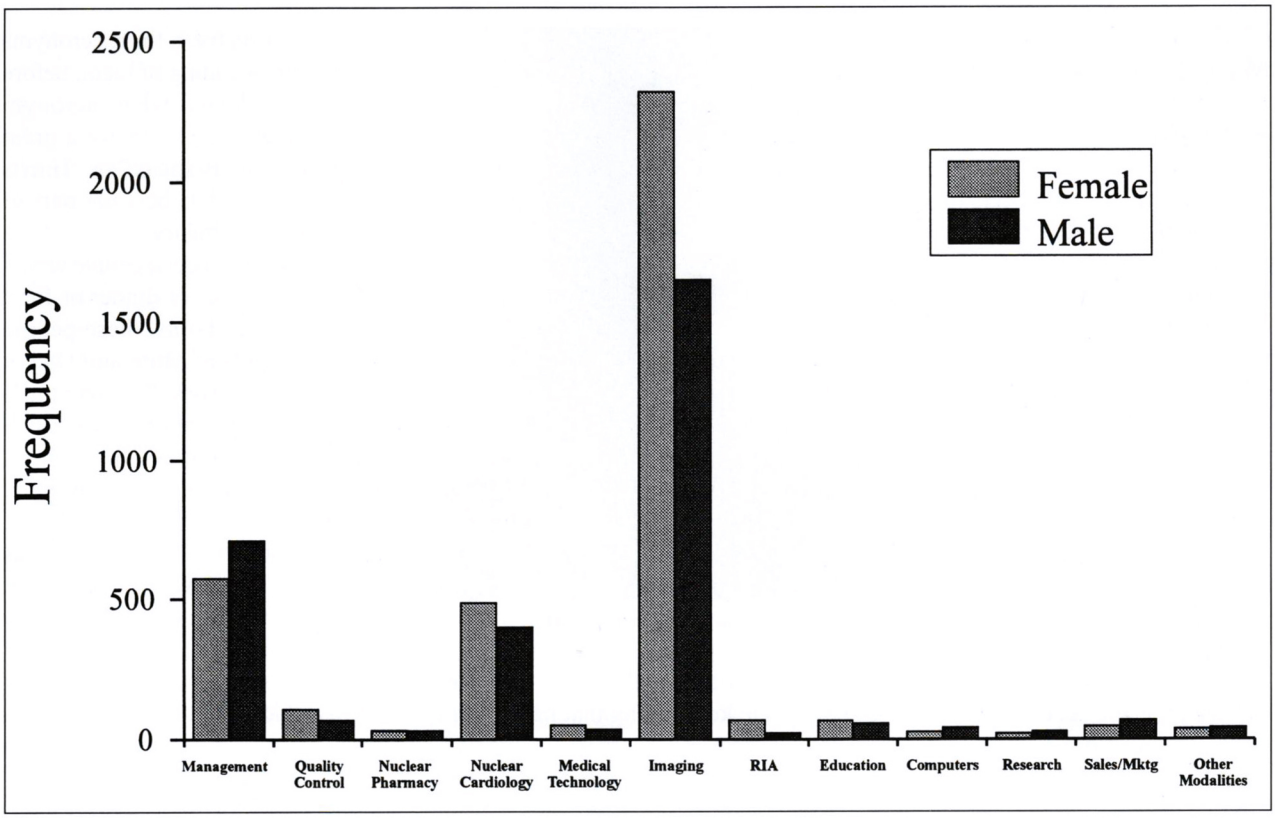

FIG. 3. Job responsibility by gender.

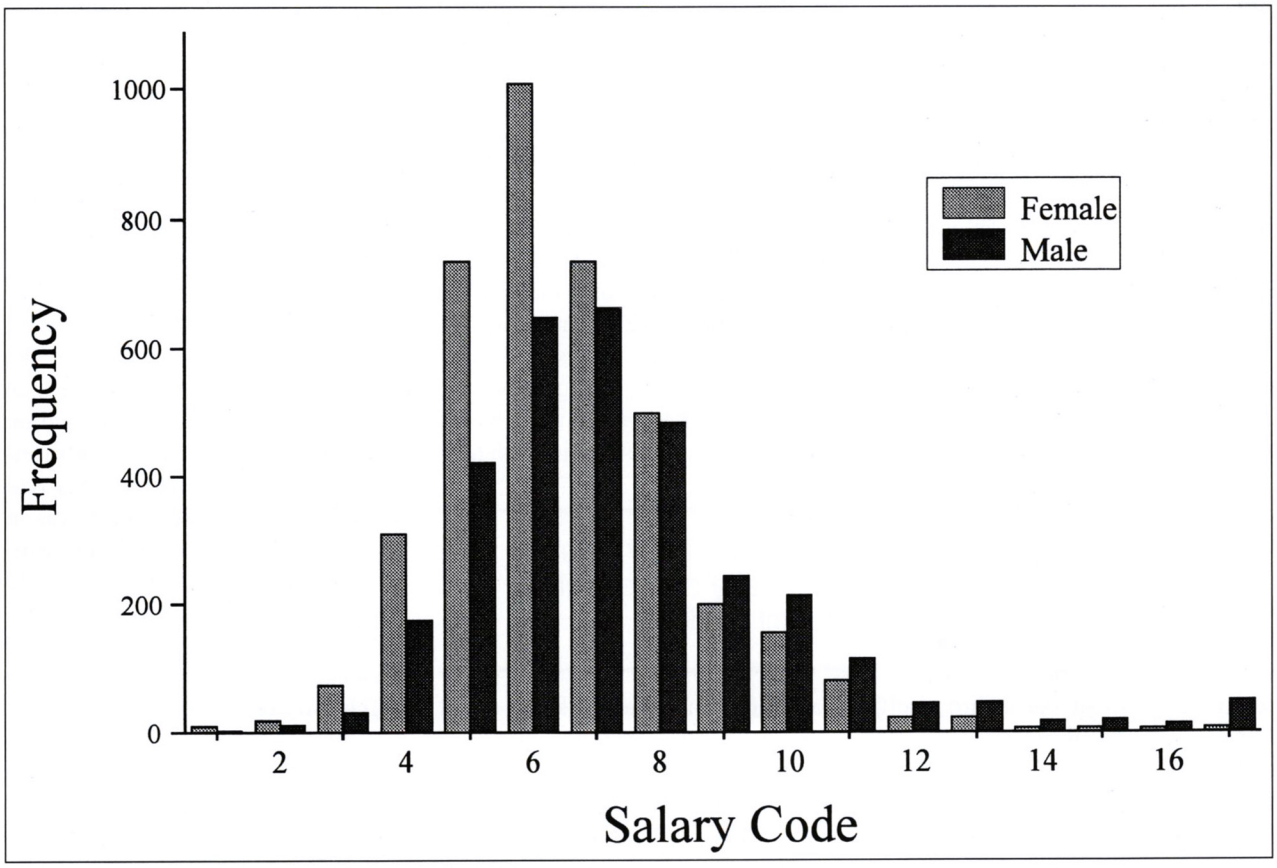

FIG. 4. Salary range by gender. Dollar amount of salary codes is shown in Table 3.

Craig Harris: The Man Behind the Pioneer

A Daughter's Reminiscences

To be honored by your peers for doing that which you love is to have reached a peak on the mountain named Success, but to be honored among people whom you revere and hold in awe, well, that is to have reached the pinnacle of dizzying heights. The Society of Nuclear Medicine took my father, Craig Harris, to that pinnacle in Toronto.

Paul Murphy, MD made it possible for that journey when he asked Dad to accept the Society's highest honor, the Georg Charles de Hevesy Nuclear Medicine Pioneer Award. At first, Dad said he thought Dr. Murphy wanted him to give the lecture and did not think it would be a good idea. But when Dr. Murphy said to him, "Craig, I want you to be the pioneer," Dad was left speechless. In fact, Dr. Murphy thought the connection was broken until Dad blurted out one of his famous "expletives deleted" responses. I don't believe Dad ever thought, in his modesty, that this award was meant for him. His style is, and always has been, to work behind the scenes—to allow others to receive recognition. Besides, as he sees it, he is not a physician or PhD, just a "lowly engineer playing around." However, Dr. Murphy allowed Dad the opportunity to reflect on just how far the Society has come and just how much he had contributed to it.

In the last few years, Dad has received several honors, but when he called to report Dr. Murphy's phone call, we knew right away that this award had gotten his attention. In fact, he called every day for a week with new information about the award—reminiscing about the award itself, how it evolved into what it is today, and previous award winners—and relating tidbits he had forgotten to mention the day before. At least three times, he faxed us pages of information because he was so excited that he

C. Craig Harris, MS

couldn't wait for the mail to deliver them. He kept saying that he couldn't believe he was in the same league with the other award winners and then would recite the winners "Fermi, Curie, Meitner, Bender, Blau..." The fact that he wanted his children to be in Toronto was testament to his respect for the award and his delight at the presentation.

Growing up in Oak Ridge, Tennessee, we never questioned what Dad did for a living—we just innately knew it was important and that whatever the work entailed, Dad was smart enough to do it. He would mention his work at home, so we have memories of strange vocabulary words, including collimator, isotope, and gamma ray; but we didn't know what these words were, how they were important, or how

For all we knew, a lead collimator made a great pencil holder.

Dad used them. For all we knew, a lead collimator made a great pencil holder!

We did not find it odd or out of place that, while other kids had fathers who worked for "normal companies," our dad worked at a place called Y-12, or at another called K-25, or better yet, ORNL. Looking back, these acronyms and our understanding of them, before we actually knew what acronym meant, helped prepare us for a great part of the "Harris speak" or "Harris vernacular" that has become part of our family's vocabulary.

In Oak Ridge, special people would come to the house for dinner or for a game of bridge. To us, these people were just friends of Mom and Dad or Dad's cronies at work. We were totally unaware of the important roles that P.R. Bell, Jack Francis, Bob Rohrer, and Marshall Brucer were playing in the development of nuclear medicine. How could we have known, when, as Dad has said, "they were doing nuclear medicine before there was a nuclear medicine."

The Society for us was a way of life—one that I don't think we children appreciated until much later. To us, the Society was synonomous with vacation, for the family trips always coincided with the SNM Annual Meeting. We always looked forward to these trips for it meant a time to renew friendships and to see America at the same time. Since the Society was a much smaller group back then, the membership took children, and group activities were planned for everyone. Memories of special meetings flood back. We drove to the Estes Park meeting where the guest lecturer was Edward Teller, the children took horseback rides in the Rockies, and the banquet was an outdoor chuck-wagon steak dinner for everyone, including children. We drove to the Dallas meeting, where we spent time on a real working ranch, and the banquet was an outdoor "wild animal" cookout complete with such delicacies as bear, wild boar, rattlesnake, possum, rabbit, squirrel, as well as the more traditional chicken and hamburgers. We drove to the Montreal meeting and did the historical ("hysterical" in Harrisese) thing, on the way up and back—we saw all of the battlefields of the Civil War, visited Niagra Falls (yellow raincoats!) and saw the sights in D.C. We drove to the New Orleans meeting (for

every trip was an educational opportunity) and saw the French Quarter.

So, Toronto was a special time for the Harris family. We children gained a new appreciation and respect for Dad. For while we still may not fully understand exactly what he did for all those years, we know that his efforts have positively affected many people. It was rewarding for us and for Dad to see so many people stop and speak to him with sincere joy for the recognition he was receiving. It was equally rewarding to see him enjoy the moment, even though he would rather not say it out loud. It was truly a special day for Dad—one that he will remember for a long time to come.

Rebecca Harris Moore

■ Notes from the Annual Meeting

The 40th Annual Meeting of The Society of Nuclear Medicine took place this June in Toronto, Ontario, Canada. The mild and comfortable temperatures (75°-80°F) came as a pleasant surprise to meeting participants, many of whom had arrived with sweaters and coats in tow, apparently expecting an arctic climate. Attendance at this year's meeting was a record high of 8,091 participants, which included 1,458 technologists.

Lynne Roy, CNMT, chair of the Scientific and Teaching Committee, noted that the Academic Affairs Committee received 22 student abstracts this year, which set a record for this abstract category. The committee also received 90 abstracts for consideration as scientific papers or exhibits in this year's technologist program and accepted 48 abstracts for oral presentations, 25 as posters, and two as scientific exhibits.

National Council Actions

The National Council conducted its day-long meeting and adopted a number of resolutions, including the following. The Technologist Section will create a committee that will be charged with educating first-time National Council delegates on procedures and what to exepct at the National Council meetings. The committee is discussing the possibility of developing a guidebook or reference manual for new delegates and may organize an informal meeting for the newcomers to be held prior to the National Council meeting.

The National Council will also develop a mechanism to allow members to request that their names not be included on membership mailing lists that are sold by the Society and the Technologist Section to other organizations.

The Council approved the activities planned by the Technologist Section's 25th Anniversary Committee to celebrate and commemorate the Section's 25th anniversary in 1995. Planned activities include a membership drive; sale of a commemorative poster, tee shirt, and mug; lectures by pioneer technologists, and articles in the *Journal of Nuclear Medicine Technology* chronicling the history of the Technologist Section.

VOICE credits will be recorded in a different format: 1.0 continuing education hours (CEH) will be equal to 1 hour of VOICE credit (based on a 50-minute hour). Further, laboratory credits will be recorded so that 1.0 credit hours equals 2 VOICE CEH.

During the National Council meeting, immediate past-president Paul Hanson, CNMT, reported that the task force created by the Academic Affairs Committee to study the restructuring of the Committee on Allied Health Education and Accreditation (CAHEA) has found that many issues regarding the proposed new body to replace CAHEA are unresolved and need further study.

Mr. Hanson also noted that the Du Pont Technologist Advisory Board (TAB) has supported the mailing of an an educational and recruitment packet on the profession of nuclear medicine technology to science teachers at high schools across the U.S. The package includes videos and brochures on a ca-

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Technologist Section Awards

The following were recipients of awards presented during the 40th SNM Annual Meeting in Toronto, Ontario, Canada.

Scientific Papers

First Place

Parathyroid Imaging: An Approach to Protocol Evaluation
J. Yoder, C. Eubig, T.L. Wilson, and J.H. Corley
Medical College of Georgia, Augusta, GA

Second Place

A Policy Concerning the Continuation of Duties of Pregnant Nuclear Medicine Technologists
M.T. Hackett, R. Thompson, and N. Perdikaris
VA Medical Center, Richmond, VA

Third Place

Intravenous Dobutamine with Technetium-99m-Sestamibi SPECT Imaging in Patients with Reactive Airways Disease
D.E. Messinger, A.W. Ahlberg, L.E. Sillaman, H.M. Andromalos, D.J. Cloutier, S.D. Herman, and G.V. Heller
Memorial Hospital, Brown University, Providence, RI

Scientific Poster/Exhibits

First Place

A Blood Labeling System to Minimize Cross-Contamination and Misadministration
D. Walsh, W. Porter, R. Gutkowski, H. Dworkin, and P. Hamilton
William Beaumont Hospital, Royal Oak, MI and Henry Ford Hospital, Detroit, MI

Second Place

Optimizing Patient Positioning for Cardiac PET
M. Gaskill, V. McCormick, R. Ponto, D. Hoffman, T. Kehoe, T. Shafer-Kachel, C. Culver, J. Freitas, J. Juni, and H. Dworkin
William Beaumont Hospital, Royal Oak, MI

Third Place

Tumor Imaging with Thallium-201 or Technetium-99m-Sestamibi in Children: Patient Preparation and Technical Aspects
F. Laliberté, T. Barry, S. Gagnon, and R. Lambert
The Montreal Children's Hospital, Montreal, Quebec, Canada

Student Scientific Paper

Comparison of Methods for Measuring Gastric Emptying Time
B.S. Daniels
University of Virginia Health Sciences Center, Charlottesville, VA

reer in nuclear medicine technology, and it lists the names of nuclear medicine technology program directors and chapter presidents.These names can be used by the teachers and students as resources for further information.

Technologist Section Business Meeting

The Technologist Section Business Meeting was enlivened by a speech by U.S. Air Force Colonel (retired) Mike Mullane. Colonel Mullane is a former U.S. shuttle astronaut who has flown three shuttle missions. He entertained the audience with vivid and humorous anecdotes about his trips into orbit and the mechanics of living and flying in space. After Mr. Mullane's speech, the technologist section awards were presented (see award boxes) and Terri Boyce, CNMT was formally instated as the new Technologist Section president.

Social Events

Various exhibitors sponsored evening parties in their suites or around the town, giving meeting participants ample chance to relax and mingle with their colleagues after tightly scheduled seminar-filled days.

The traditional Technologist Party lived up to its reputation as the meeting's wind-down bash. The party included a live band; music videos projected on a humongous screen during band breaks–which kept everyone dancing while the band rested; and a virtual reality game with participants firing from their podiums, while a video screen recorded the action for onlookers.

Joan Hiam
Managing Editor, *JNMT*

News Briefs

Results of the 1992 JNMT Reader Survey

Responses to the 1992 JNMT Reader Survey indicate that the most widely valued contributions to the *Journal of Nuclear Medicine Technology* (*Journal*) were the Continuing Education articles, Teaching Editorial articles, and Scientific Papers. The variety of articles available allows individuals to pick and choose the scientific articles and news items of particular interest to them. Thus, the *Journal* is able to satisfy a readership with broad and divergent interests. Ironically, when readers were asked what they liked least about the *Journal*, the most frequent response was that there are not enough issues per year. Overwhelmingly, those who responded to the survey were positive about the *Journal*, but indicated a need for more Continuing Education articles.

The response to the survey was relatively small in terms of the total number of Technologist Section members (about 1%). However, the results were consistent with earlier surveys and are likely to reflect the ideas of the Sections's most active members.

The majority of respondents indicated that they shared their copy of the *Journal* with either their coworkers, students, or the physicians at their institutions. Some individuals place their copy of the *Journal* in the library when they have finished reading it.

In response to the request for more issues per year, the Technologist Section Publications Committee will begin to explore the possibility of publishing six issues per year. Since the cost of an issue is fairly high, it will require long-term planning before six issues will become a reality. Members with suggestions on this subject should communicate directly with the Publications Committee.

The Editorial Board of the *Journal* as well as the Continuing Education Committee will use the survey results to determine future Continuing Education tracks and to provide subject ideas for Commentaries and Teaching Editorial articles. Reader response also indicates that articles on radiation safety, PET, SPECT, computers, and monoclonal antibodies would be of significant interest.

Technologist Section Awards

The following were recipients of awards presented during the 40th SNM Annual Meeting in Toronto, Ontario, Canada.

Cardiovascular Council Awards

First Place

Feasibility of Same-Day Intervention/Rest Sestamibi Cardiac Scintigraphy
G.W. Guidry, J.J. Mahmarian, S.D. Obermueller, D.M. Gallik, U.S. Swarna, and M.S. Verani
Baylor College of Medicine, The Methodist Hospital, Houston, TX

Second Place

Standardized Method for Right Ventricular Cine Data Processing
E. Barlow, M. Tulchinsky, D.F. Eggli, and C.E. Chambers
Milton S. Hershey Medical Center, Pennsylvania State University Hospital, Hershey, PA

Third Place

Technetium-99m Tetrofosmin: Evaluation of Redistribution Using Circumferential Profiles Following Stress Injection
M. McMahon, D. Jain, B.L. Zarat, A.J. Sinusal, and F.J.Th. Wackers
Yale University, New Haven, CT

JNMT Best Paper (1992)

The Effect of Cyclosporin Concentration on the Efficiency of In Vitro Technetium-99m Radiolabeling of Red Blood Cells
J.A. Reisdorff, L.D. Trevino, D. Velasquez IV, and M. Jackson
School of Allied Health Professions, University of Nebraska Medical Center, Omaha, NE

Education and Research Foundation's Nuclear Medicine Technologist Paper (1993)

Effective Renal Plasma Flow Determination Using Technetium-99m MAG_3: Comparison of Two Camera Techniques with the Tauxe Method
A. Arroyo
St. Vincent Medical Center, Toledo, OH

President's Outstanding Achievement Award

S. Surrel
Silver Spring, MD

Paul Cole Scholarship Awards Increase in Number

The annual Paul Cole Scholarship Awards were presented at the SNM Annual Meeting in Toronto this June. The awards, sponsored by SNM's Education and Research Foundation (ERF), are given to student technologists who demonstrate financial need and academic excellence. This year, due to a generous increase in contributions from Society members and donations from corporations, the ERF was able to increase the number of awards presented from nine to twelve.

Four scholarships were awarded for each of the three types of nuclear medicine training programs: associate, baccalaureate, and certificate. This year's recipients were Randy Robbins, Triton College, River Grove, IL; Leslie Schultz, Santa Fe Community College, Gainesville, FL; Gordon McLellan, Massachusetts College of Pharmacy, Boston, MA; and Mathew Percy, University of Vermont, Burlington, VT who are all in associate programs; Samar Kiblawi, St. Louis University, St. Louis, MO; Jenel Rogers, University of Arkansas, Little Rock, AR; Laura McLeod, University of Iowa, Iowa City, IA; and Jeffrey Galen, University of Missouri, Columbia, Missouri who are all in baccalaureate programs; Susan Neimic, Rhode Island Hospital School of Nuclear Medicine Technology, Providence, RI; James Williams, Midlands Technical College, Columbia, South Carolina; Vikki Stackhouse, University of New Mexico, Albuquerque, NM; and Helga Walling, Riverview School of Nuclear Medicine Technology, Red Bank, NJ who are all in certificate programs.

The winners were chosen by the Paul Cole Scholarship Committee, whose members are Susan Weiss, CNMT (chair), Sheila Rosenfeld, CNMT, Maria Nagel, PhD, CNMT, Wayne Wcislo, CNMT, and Sally DeNardo, MD. Ms. Weiss said that it was very difficult to make a decision due to the large number of highly qualified candidates. She noted that the committee had recieved a record 95 applications this year and said that the committee would like to present a larger number of these scholarships in the future. She expressed the hope that all Society members would make a contribution to the ERF to support these awards so that the committee can choose more students to receive scholarships.

Correction

In the March 1993 *JNMT Technologist News* section, Table 1 in the State Licensure article should be amended as follows. The following states do require licensure for nuclear medicine technologists: Iowa, Montana, and Texas. Nebraska, which was listed as requiring licensure for technologists, does not.

The winners of the 1992 Nuclear Medicine Week Media Stars Contest: (starting second from left) Julie Moore, CNMT; Nancy Bunton, CNMT; and Mabel Hughes, CNMT. The awards were presented by Monty Fu, Syncor's chairman of the board (far left). Also pictured are Karen Pomnean, Syncor's marketing communications manager (second from right) and Debbie Merton, CNMT, 1992 chair of the SNM-TS Nuclear Medicine Week Subcommittee (far right).

Media Stars Contest Winners Announced

Supporting Nuclear Medicine Week, reinforcing the benefits of nuclear medicine, increasing community awareness, encouraging recruitment, and marketing the nuclear medicine department—these are the objectives of the Media Stars Contest held annually during Nuclear Medicine Week. The contest recognizes individuals for their outstanding public awareness efforts in support of nuclear medicine. Three winners are picked, one from each of three U.S geographic regions: western, central, and eastern.

The winners of the 1992 Media Stars Contest, sponsored by Syncor Pharmacy Services, were announced at the 40th Annual Meeting of The Society of Nuclear Medicine this June in Toronto, Canada. Monty Fu, Syncor's chairman of the board, and Karen Pomnean, a marketing communications manger at Syncor, presented the awards at the Technologist Section business meeting. Each winner received a $250 honorarium and a congratulatory plaque, while the employee's institution received $1,000. The 1992 winners were Julie E. Moore, CNMT, InterCommunity Medical Center, Covina, California (western); Nancy Bunton, CNMT, HCA Greenview Hospital, Bowling Green, Kentucky (central); and Mabel J. Hughes, CNMT, Albany Memorial Hospital, Albany, New York (eastern).

Each program was different in approach and budget constraints; however, each was a winner in that its original objectives were accomplished. InterCommunity Medical Center experienced an increase in patient load and a marked increase in requests for patient information and for continuing education lectures for the Center's medical staff. HCA Greenview Hospital experienced a patient load increase that resulted in an approval from its administration to upgrade its imaging system. Albany Memorial Hospital gained community-wide attention when the nuclear medicine supervisor appeared on the health segment of channel WNYT news.

Budgets may have been limited, but creativity and determination certainly were not. The Media Stars Contest winners' desire to enhance public awareness of the nuclear medicine profession was ably fulfilled.

Anyone interested in participating in the 1993 Media Stars Contest may call the SNM central office for information. Winners are determined based on the level and quality of efforts made to publicize nuclear medicine during Nuclear Medicine Week. The committee that judges the entrants is comprised of three employees of Syncor and three Technologist Section members who are appointed by the SNM Nuclear Medicine Week Subcommittee.