

Rebecca L. Lamberth, Ed.D., PmP, RT(R)(MR), CRA, FAHRA

Summary

Experienced healthcare specialist offering a wealth of knowledge and talent in large, complex healthcare organizations. A result-oriented, decisive leader and project manager well versed in processes to meet evolving business needs. Experience in Predictive, Agile, and Scrum methodologies.

Skills

Leadership experience, stakeholder engagement, conflict resolution, negotiation, complex problem solving, effective project and task prioritization, and strong oral and written communication skills.

Professional Experience

SSM Health

September 2022 – Current

Senior Project Manager/ Clinical Governance Portfolio Manager

Oversees the prioritization, selection, resourcing and implementation of enterprise projects relevant to the clinical portfolio. Manage various sized strategic projects and initiatives which can impact the entire organization or specific regions within the organization.

Key Achievements

- Facilitate strategic planning and design of roadmaps regarding project prioritization and implementation within the portfolio.
- Leads and collaborates in setting system-wide standards for program and project management processes, tools, and governance related activities to ensure continued improvement of these tools and practices.
- Provide education to clinical program leaders and shared services on governance process.
- Manage multiple projects concurrently that are medium to high in complexity.
- Responsible for the lifespan of my projects from concept to completion.
- Developed and foster strong working relationships with executives, senior leaders, physicians, peers, and clinical staff.
- Demonstrate the ability to coordinate the efforts of resources from multiple teams within the organization and with vendor groups.

Midwestern State University, Wichita Falls, Texas

January 2009 – Current

Adjunct Professor - Healthcare Administration Graduate Program

Teach various courses for the Health Sciences Program in undergraduate and graduate classes including Management Techniques, Financial Management in Healthcare, Organizational Behavior, Staff Development, and Administration & Supervision.

Key Achievements

- Revise course content for classes each semester.
- Comfortable using D2L, Blackboard, and Canvas platforms.
- Challenge and motivate students through in-depth lectures and discussions.
- Experience with both hybrid and on-line courses.

Baylor, Scott & White, Sunnyvale, Texas

October 2019 – November 2021

Director of Imaging and Cardiovascular Services

Leader for the imaging department and cardiology services, managing a diverse group of employees, with responsibility for CT, Diagnostic Radiology, Ultrasound, Interventional Radiology, Mammography, MRI, Nuclear Medicine, Echo, Vascular Services, and Cath Lab.

Key Achievements

- Responsible for strategic planning and capital decisions related to the department.
- Responsible for business case development, vendor selection, equipment purchase, and installation for a new Bone Density unit and CT scanner for Imaging Services.

- Transitioned busy Imaging and Interventional Services departments to a new interpreting Radiology group.
- Successfully developed and implemented processes to move the department from the 55th percentile in Press Ganey scores in 2019 to the 91st percentile ranking by December 2020. Less than 10% of hospitals nationwide have achieved that level of movement in a single year.
- Eliminated contract labor in the Imaging Department by focusing on building a cohesive and engaged staff.
- Increased Cath Lab volume by 25%.
- Increased coverage hours in specialty modalities without increasing FTEs.
- Transitioned staff to 12-hour shifts, which decreased FTEs in the Imaging Department.
- Developed cross-training criteria for staff promotional opportunities.

South Austin Medical Center, Austin, Texas

September 2016 – November 2019

Director of Imaging Services

Leader for a large imaging department at a Level II Trauma center that included managing 110 FTEs and responsibility for CT, Diagnostic Radiology, Ultrasound, Interventional Radiology, Mammography, MRI, Nuclear Medicine, Transport team, and multiple off-site free standing emergency departments in the Austin area.

Key Achievements

- Responsible for strategic planning and capital decisions related to the department.
- Responsible for business case development, vendor selection, equipment purchase, and installation for two CT scanners for Imaging Services.
- Developed a corporate-wide pharmacy process for Imaging departments.
- Oversight for strategic planning and implementation of imaging departments for new off-site clinics.
- Responsible for transitioning department from CR technology to fully digital.
- Decreased operating expenses by \$500,000 in the 2017 budget.
- Increased coverage hours in specialty modalities without increasing FTEs.
- Developed cross-training criteria for staff promotional opportunities.

Methodist Dallas Medical Center, Dallas, Texas

May 2012 – September 2016

Director of Radiology

Provided leadership for a growing imaging department at a Level I Trauma center that included managing 125 FTEs and taking ownership of capital and operating budgets for the following departments: CT, Diagnostic Radiology, Ultrasound, MRI, Nuclear Medicine, PET, Scheduling, Registrations, and House Transport.

Key Achievements

- Responsible for strategic planning and capital decisions related to department.
- Involved in design and equipment selection for new Trauma and ED Tower that opened in July 2014. Radiology expanded with a new CT area, three trauma rooms with imaging equipment, and two fully digital rooms.
- Reorganized department table of organization and eliminated 4.0 FTE positions.
- Operated within the 50th percentile in Solucient productivity for all modalities.
- Implemented a radiology -based Vascular Access team for the hospital without additional FTEs.
- Implemented a centralized transport team for procedural areas and inpatient units.
- Developed a system-wide annual CEU event for technologists and nurses.
- Functioned as interim director for Endoscopy Services, Cardiology, and Oncology.

The Valley Hospital, Ridgewood, New Jersey

January 2011 – May 2012

Director of Imaging Services

Provided leadership for a busy imaging department spanning two campuses that performed 250,000 procedures annually and staffed with 200 FTEs. Modalities reporting to this position included CT, Diagnostic Radiology, Breast Center, Ultrasound, Vascular, MRI, Nuclear Medicine, PET, Scheduling, Patient Registrations, and School of Radiography.

Key Achievements

- Scrum Master for Diagnostic Imaging for patient throughput process improvement project.
- Reorganized DI leadership structure with a savings of \$250k annually.
- Eliminated call coverage in Ultrasound, Vascular, and MRI departments, which increased physician satisfaction, decreased exam turnaround time, and resulted in savings of \$200k annually.
- Implemented pre-certification team to attract additional outpatient volume. The process generated an additional \$500k annually.
- Received funding for two Breast Tomosynthesis units. First organization in Northern NJ to implement new technology.
- Secured \$10 million in capital funds to replace multiple pieces of equipment including two MRI units, two Nuclear Medicine cameras, and Ultrasound units.
- Developed a bi-annual CEU event for imaging and nursing staff.

HCA/Plaza Medical Center, Fort Worth, Texas

January 2004 – December 2010

Director of Radiology / Radiation Safety Officer

Provided leadership for a growing imaging department that included managing 60 FTEs and operating budgets for CT, Special Procedures, Diagnostic Radiology, Ultrasound, MRI, Nuclear Medicine, and PET.

Responsibilities also included managing the house transport team and actively serving as the facility Radiation Safety Officer. Superuser and trainer for GE Centricity PACS.

Key Achievements

- Responsible for capital decisions and financial planning for department.
- Implemented an in-house, radiology-based Vascular Access team to decrease contract labor expenses.
- Increased annual volume from 35,000 procedures to 70,000 procedures.
- Eliminated contract labor in Radiology, CT, MRI, and Nuclear Medicine by offering cross-training opportunities and education sponsorships to current staff members. This approach decreased contract labor costs in Ultrasound by 85%. Total annual savings in contract labor expenses to the hospital was \$650,000.00.
- Improved employee satisfaction score from 3.00 to a 4.48 on a 5-point scale, surpassing corporate and hospital mean scores.
- Turnover rate for department was less than 2%.
- Co-chaired North Texas Division committee to develop career ladders for ancillary staff of nine campus locations.
- Ancillary team chairperson for ED throughput committee.
- Developed CCTA program in department in 2006.
- Project lead for departmental conversion to digital, PACS and Voice Recognition.

Loris Healthcare System, Loris, South Carolina

January 2003- January 2004

Director of Radiology

Responsible for managing the daily operations of two separate facilities that included the CT, Special Procedures, Diagnostic Radiology, Mammography, Ultrasound, MRI, and Nuclear Medicine.

Key Achievements

- Responsible for 65 FTEs at two separate campuses, including an imaging center located within a critical access hospital.
 - Secured funding for capital purchases including a successful CON proposal to install additional modality capabilities.
 - Improved patient and employee satisfaction.
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Military Experience

U.S. Air Force Veteran – NDI Specialist

Honorable Discharge September 1988

Formal Education

- 2019 Concordia University – Portland
Doctor of Education in Transformational Leadership
- 2014 Loyola University, Chicago, Illinois
Master of Jurisprudence in Healthcare Law
- 2004 Midwestern State University, Wichita Falls, Texas
Master of Science in Healthcare Administration
- 2000 Midwestern State University, Wichita Falls, Texas
Bachelor of Science in Radiology Science
- 1992 Tarrant County Community College, Fort Worth, Texas
Associate degree in Radiology Sciences
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Accomplishments

- 2021 Contributing author for Introduction to Radiologic Sciences and Imaging and Patient Care (8th ed.) published by Elsevier
- 2017 Contributing author for Introduction to Radiologic Sciences and Imaging and Patient Care (7th ed.) published by Elsevier
- 2016 Contributing author for Human Resources textbook (2nd ed.) published by AHRA
- 2015 Published 3-part article series in *Radiology Management: Workplace bullying in healthcare*
- 2012 Received Fellow status from the AHRA
- 2012 Member of the Editorial Review Board for *Radiology Management* for 3 years
- 2011 Published article in *Radiology Management: Staffing challenges in the current healthcare environment*
- 2011 Speaker at the AHRA national conference
- 2010 Published 2-part article in *Radiology Management: Facility wide benefits of vascular access teams*
- 2010 Chairperson for the AHRA design team
- 2010 Speaker at the AHRA national conference
- 2009 Member of the AHRA design team for the 2008 and 2009 conferences
- 2007 Contributing author for Human Resources textbook published by AHRA
- 2006 Speaker at the AHRA national conference
- 2005 Outstanding article 2005 *Radiology Management*
- 2005 Published article in *Radiology Management: Identifying elements of job satisfaction to improve retention rates in healthcare*
- 1992 Outstanding student, TCJC Radiology Technology Program
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Licensure & Certifications

- PmP: Project Management Institute
- A.R.R.T.: MRI registered
- Certified Radiology Administrator (CRA)
- Certified medical radiology technologist with the State of Texas
- BLS and ACLS