You want me to do WHAT?

Keitt Mobile, MS, CMD, RT(R)(T)
Past President AAMD

Have you noticed a trend over the last couple of days?
We have talked quite a bit the need for volunteers when we are up here

Disclosure

- I am an employee of .decimal
- This talk will have nothing to do with .decimal
- I am the Past President of the AAMD (for the second time! Yes I am nuts!)
- This talk will have lots to do with the AAMD! (Yes I am passionate about the AAMD)
Volunteer Opportunities

- Pet shelters
- Hospitals, nursing homes
- Habitat for Humanity
- Religious organizations
- Political campaigns
- Museums
- Schools
- National parks
- Libraries
- Professional organization
How large do you think the AAMD office building is?

- 1. 19,000 sq ft
- 2. 10,000 sq ft
- 3. 5,000 sq ft
- 4. 400 sq ft
- 5. Stacey’s house

How many people does the AAMD employ?

- 1. 15
- 2. 10
- 3. 5
- 4. 3
Our Staff

What my Husband thinks about me and the AAMD!

I VOLUNTEER!!
About me and my journey to volunteerism

- Started in X-ray 1986
- Started in Radiation Therapy in 1988
- Started in Medical Dosimetry in 1993
- Became CMD in 2002
- Joined the AAMD in 2001
- Helped at the Sturgeon Bay meeting in ?
- I saw some things I did not like (Good old boys club)
- Realized I could either complain or be part of the solution
- Was then contacted by Jennifer Buskerud as she was not going to run again for Region III Director and asked if I would run

My journey in the AAMD

- Surprise- I won!
- Did that for 3 years- (2008-2011)
- I also served as Nominations and Volunteer Co-Chair, Served on Annual Conference Committee during this time
- After this I ran and served the Presidential cycle- President-elect, President, Past President (2011-2014)
- I then stepped back and served as the Secretary, Junior Co-Chair and Senior Co-Chair of the Annual Conference Committee (2014-2016)
- I am now serving my second Presidential (and last!) cycle
- I will finish July 31, 2019
- I am a member of the Continuing Education Committee
- I serve as the liaison to the AAMD Education and Research Foundation (AAMDERF)
- When I leave the AAMD Board of Directors I will start to serve as a Trustee on the AAMDERF (shhhhh- my husband doesn’t know yet!)
Very Brief History of AAMD

- Founded 9/12/1975
- Wide variety of backgrounds and training
- Entirely volunteer organization
- First “gathering” held March, 1976 in Denver
- Second Annual Meeting also held in Denver in February 1977
- First exam was offered in 1985 by AAMD Certification Committee
- In 1988 the MDCB was “created/incorporated” as separate from the AAMD
- All this was done by volunteers

So why should you volunteer?
Volunteer

- **Definition**
  - **Noun**
    - A person who freely offers to take part in an enterprise or undertake a task
    - “each volunteer was tested three times”
  - **Verb**
    - Freely offer to do something
    - “he volunteered for the job”

Volunteering

- In 2015 one in four adults volunteered
- 62.6 million Americans volunteered 7.8 billion hours
- Over the past 14 years Americans have volunteered 113 billion hours

Corporation for National & Community Service
Basic Statistics on Volunteering

- According to a 2015 study done by the BLS
  - 21.8% of men volunteer
  - 27.8% of women volunteer
  - The age groups of 35-44 and 45-54 are most likely to volunteer (28.9% & 28% respectively)
  - The age group of 20-24 is least likely to volunteer- 18.4%
  - Volunteers spend a median of 52 hours annually on volunteer activities

Value of Volunteers Nationally

Independent Sector Releases New Value of Volunteer Time of $25.43 Per Hour

Independent Sector
Value of Volunteers Nationally

- In 2018 American contributed $203.4 billion to our nation in volunteerism through non profits of all types.
- According to Dan Cardinalli, President & CEO of Independent Sector
  - "Volunteerism has been a driving force in the strength and power of our civil society since this country's founding. We know that giving of our time, talent, and effort transforms organizations, communities, and our nation, and also has profound effects on the individuals giving their time. The Value of Volunteer Time gives us just one concrete measure to illustrate the power of individuals to transform communities."

The Value of Volunteers have gone up

![Historic Dollar Value of a Volunteer Hour: 2002-2018](chart-graph)
Value to you as members

- At any given time we have 100+ active volunteers
- According to Networkforgood.org the average volunteer puts in 3.5 hours per week
- That is a savings of $462,826 done just by work done volunteers (and that is being VERY conservative!!)

(Some) Barriers to Volunteering

- Not being asked
- Not enough time
- Scared to do it
- Lack of feeling connected to the community
- Not enough time
- Lack of knowledge of the opportunities
- Uncertainties of the benefits of volunteering
- Not enough time
Volunteering makes you Healthier and Happier

- A report done by the Corporation for National and Community Services titled “The Health Benefits of Volunteering: A Review of Recent Research” found that those who volunteered had:
  - Lower mortality rates
  - Greater functional ability
  - Lower rates of depression later in life
  - Those that volunteer 100+ hours show the greatest benefit

Corporation for National & Community Service

Volunteering is Good for You

- 76% of people who volunteered in the past 12 months said that volunteering made them feel better
- 94% of the people who volunteered in the past 12 months said that volunteering improves their mood
- 96% say that volunteering enriches their sense of purpose in life

Job Journey
Volunteering is Good for You

- 95% say they are helping to make their community a better place
- 80% of the people who have volunteered in the past 12 months said they have control over their health
- 78% of the people who have volunteered in the past 12 months say that volunteering lowers their stress levels
- About a quarter of the people who volunteered in the last 12 months say that volunteering has helped them manage a chronic illness

Job Journey

Leadership Skills Developed by Volunteering

- Get out of your comfort zone
- Develop your soft skills
- Develop writing skills by writing about your experience
- Every chance you volunteer is an opportunity to learn
- Build a network
- Patience
Leadership Skills Developed by Volunteering

- Be passionate about giving
  - Time
  - Talent
- Experiment
  - Try new things
  - Situations
- Teamwork
- Time management
- Professionalism
- Critical Thinking & Problem Solving

Volunteering is Good for Employers

- Nationally over half employees have volunteered
- 49% of people new to volunteering said that volunteering has helped with their career in the paid job market
- 56% of new volunteers felt that volunteering would help their careers
- 64% of employees who currently volunteer say that volunteering with colleagues has strengthened their relationships

JobJourney
Volunteering is Good for Employers

- 81% of employed volunteers who volunteered through their workplace agreed volunteering together strengthens relationships among colleagues
- 87% of people who said that volunteering helped their career responded that volunteering has developed their people and teamwork skills
- More than three quarters of people who volunteered and said that it helped in their careers said that it helped their time management skills

JobJourney

“Volunteering has not only professionally allowed me to grow but is also personally rewarding. The best feeling is when my kids want to volunteer on their own with me. Building a strong foundation for either my employees or children is important to keep the team engaged in what you are trying to accomplish”

Karline Peal, MBA, RT(T)
Director of Operations,
Cancer Services North Market,
Northwestern Medicine
I am a big advocate for volunteering. Helping others reminds us that we are part of larger community. It is very easy to feel isolated in our work and personal life. Volunteering expands our experiences and reminds me that we are all part of something bigger. That is why I also encourage my patients to volunteer. Many cannot work during treatment or their work situation changes and they find themselves home alone. Volunteering reminds us that we have more to offer than our money or resources. It provides perspective that other people face challenges and we all can help in one way or another. Plus, you always meet the most interesting people when you volunteer. You never know where those connections will take you!

Noelle Mack, MSSW, LCSW, ACM-SW, OSW-C, ACHP-SW
Oncology Social Worker/Outreach Coordinator
NM Grayslake Cancer Center

Volunteering for the AAMD keeps me inspired and motivated in a field of ever changing treatments and technologies. It has created a resource of connections that I consider valued friendships.

As an RTT, I feel my involvement here has made me a better therapist since there is an ever growing divide between the job of the dosimetrist and the therapist. I am constantly learning the considerations taken during planning and it keeps me sharper in the treatment room.

Patti Chapin RT(T)
Senior Radiation Therapist
Roswell Park Cancer Institute
The Obvious- To Help People

- Helping others in an industry we care about
- Contributing to an industry we care about
- Furthering a mission we care about

To me there were countless-

........... Self-satisfaction of helping others or an organization. You want things to be better or improve or you want to see your profession grow. So volunteering your time allows you to feel as if you have been part of that change/improvement. It’s great to see how your participation has impacted others such as other members in the organization.

Nishele Lenards Ph.D., CMD, R.T.(R)(T), FAAMD
Director, Medical Dosimetry Program
Clinical Associate Professor
University of Wisconsin – La Crosse
"As for giving back to the professional community, volunteering for the Medical Dosimetrist Certification Board (MDCB) was a way that I could give back to a community that at one point in the start of my career, believed in me, gave me a chance and mentored me into who I am today. Being part of an organized professional society like MDCB, the chair of the advisory committee to Bellevue College’s Medical Dosimetry Program and a clinical preceptor gives me a chance to believe in people who are pursuing a career in the radiologic technology field like my previous clinical mentors. Volunteering is also full of self-enrichment, a way to further a person’s professional development, and feel beautiful about life in general."

Bobby Inshetski, BS, CMD, RT(R)(T)
President Elect MDCB

Make Business Connections or Friends in the Industry

- One of the best ways to become “connected” in industry is to become professionally connected through professional organization. Volunteering is a quick and easy way to meet new people
- If you are having an issue with a plan or question on how to treat a patient you have a wealth of knowledge at your finger tips
Where do I start?? Besides meeting great people who motivate me to be the best I can be I would have to say I volunteer because it gives me the opportunity to learn more about my field and from people who know a lot more than I do. I didn’t realize that I would also make lifelong friends in the process. Volunteering with medical dosimetrists for medical dosimetrists is the perfect way to give back to your profession. You are not only helping yourself but you are also helping others in the process. That’s a win-win situation. I like those. I hope to keep getting myself into these win-win situations. I will volunteer for the AAMD for as long as the AAMD will have me.

Rick Scherer CMD

Volunteering for the AAMD has allowed me to not only give back to this great profession, but it has enabled me to network and make lasting relationships. It has also helped me to enhance my leadership and management skills.

Ryan M. Moroose B.A, CMD, R.T. (R)(T)
Clinical Quality Manager
CAMC Cancer Center
Volunteers Commit to Saving Lives

- Now you are stretching it
- By helping to further our education and learn new technology
- Being available to each other
- Sharing of ideas
- Putting on of meetings
- Participation in Task Groups
  - Safety is No Accident

I have made lifelong friends and have met so many dosimetrists, physicists, and doctors from all over the world. If I am stuck on a plan, at a moment’s notice, I can contact at least 100 other dosimetrists (that I actually know personally) and get their feedback and ideas. I no longer feel like I’m lost in the “Wonderful World of Dosimetry.” If I could give some advice to my fellow colleagues who are not involved in the organization it would be to “Get off of the sidelines and get in the game” Quit being an armchair quarterback. Quit complaining about things and actually do something to get things changed.

Kristi Smith CMD
Member At Large AAMD
Be a Part of Something Bigger

- Associations are known for not only in their industries but in the world at large. They are part of local, national and international movements.
- We can help make public policy about our profession
- We can make a powerful impact
- Be a voice for the professional community
  - Don’t be part of the problem
  - Be part of the solution

If you're not at the table voicing the desires and views of your membership, then someone else is ... and then it usually isn’t in your best interest!

Personally, the value in volunteering far outweighs the time and effort that goes into the work. The contacts become necessary to you and some (like you!) become amazing friends. Friends = those people that you can count on, that share a common view, that provide encouragement and strength when it's needed most. As you’ve heard me say, everyone wants to be accepted. That’s what volunteering can offer to you. The deterrent to taking the risk of "putting yourself out there" is that you open your self up to ridicule. So, how do you accept others without fear of ridicule to them? Volunteer and I'll guarantee you'll figure that out!

Chris Gainer CMD RT(R)(T)
Networking-Friendships-Be the voice YOU matter

My voice- I believe its so important to be involved in professional organizations. Your voice becomes bigger than yourself because you are not only representing your day to day work in the clinic but you are representing your whole professional community. Why stand on the sidelines when you can be the voice and make a difference?

Madison Fletcher, BS CMD RT (T)

Volunteering with the AAMD has exposed me to all the benefits the organization offers, allowed me to network with more peers, and given me the opportunity to give back to an amazing organization which has helped shape me into a better dosimetrist.

Mark Littell, CMD
Incoming Member At Large AAMD
Volunteering for the AAMD has brought me happiness and satisfaction in knowing that I am giving back to my medical dosimetry community - a community that has given me so much. I am humbled every day by the hard work and dedication of all the other volunteers in this organization - both past and present. I’ve been enriched with new leadership skills, a greater sense of gratitude, and a network of medical dosimetry friends and colleagues whom I will always treasure. What a privilege it’s been to volunteer my time and energy on behalf my fellow medical dosimetrists.

Rachel Hackett, CMD
Roswell Park
Secretary AAMD

Volunteering for the MDCB has given me the opportunity to learn from others in the field, be part of a decision making process that helps in creating a forward thinking and ever evolving exam.
AND I’ve made friends that will last a lifetime

Allison Paige Dalton, MS RT(T), CMD
Past President MDCB
Build out their Resume (or step outside your box and try something new)

- Volunteering is a great way to gain experience and to take on a leadership role
  - Hiring managers want candidates who know what they’re doing
- Task group leaders
- Committee Chairs
- Board positions

In a 2013 study done by the Corporation for National & Community Service volunteering is associated with 27% higher odds of employment than not having volunteering on resume.

Corporation for National & Community Service
For me personally, I am in a position with NO GROWTH professionally. I felt very ‘trapped’ in a way and felt I was hitting my head on the ceiling at work. The AAMD gave me even more than I ever imagined!!! It gave me personal and professional growth and satisfaction. Also, a sense of ‘community’ if you will. Growing up in a town of 650 people and graduating with 21 kids from High School does not start you out with a high level of confidence.

I never had aspirations of being on the board of directors. I felt that was reserved for the dosimetrists that were at major universities and bigger facilities. . . . not some solo dosimetrist from podunk South Dakota!! But here I am . . . on the board of directors actually feeling like I am contributing to our profession.

So volunteering with the AAMD has given me so much personal and professional growth and satisfaction it is hard to put into words.

Lori Kasuske CMD RT (R)(T)
Member at Large AAMD

For myself, one of the biggest things I have gotten back from volunteering is a sense of belonging to the profession of Medical Dosimetry. I have gained so much knowledge of how to do things better, how to improve upon things that were already doing well. On a personal level, being a volunteer has increased my confidence and made me step outside the box and think more strategically. I have learned to become a better leader by leading important projects. Both of those items has helped me be more successful at my job and my role as a manager.

There is no end to what being a volunteer can do or accomplish. The opportunities abound, you start slow, learn the ropes and the next thing you know you can be President of the AAMD.

Cara Sullivan, BS CMD RT (R)(T)
President Elect AAMD
As a hiring manager, when I review resumes and see AAMD volunteer experience I move that candidate to the top of the stack. This volunteer experience shows dedication to the field and a desire to improve the profession.

Brian Napolitano, CMD
Director of Medical Dosimetry
Massachusetts General Hospital
Treasurer AAMD

Become the Teacher you never thought you could be

- Bring new ideas to the organization
- Explore old ideas and how to revitalize them
- Share your expertise with others
- With a career as unique as ours attend job fairs
I have had the opportunity to speak with students in an informal setting about medical dosimetry. Most of the students had not had any exposure to radiation therapy let alone medical dosimetry. To help educate students to maybe take a look into the radiation therapy field as a possible future can be gratifying. Some, like I was, knew the medical field was a great opportunity to be in, but didn’t have a direction within the health care field.

Mary Ann Hagio BS CMD

Challenges your thinking

- Do you ever wonder why an association/organization does something a particular way?
- Learn to read contracts
- Why there is no bacon at breakfast at the annual meeting
- Bylaws
- Volunteering helps you meet new people and breaks down barriers of misunderstanding, mistrust and fear
- We want to hear from membership
I learn when I have to answer questions from others about things I have not yet encountered. I get to validate or challenge my beliefs and assumptions in a variety of situations.

Dr. Lois Jordan
Transformation Technologies

One of the most unexpected answers

Most of all I have gotten over my fear of flying. I have seen and experienced so many things all because I have been willing to sacrifice a little of my time.

Cory Neill MS CMD RT (R)(T)
Editor Medical Dosimetry Journal
Now that I have told you all the benefits...........

AAMD & MDCB Volunteering

- AAMD Board of Directors
  - Three (3) year terms
  - Must be an AAMD member in good standing
  - Must be a CMD
  - Must be an active practicing CMD
  - Meet twice a year
  - Monthly calls
AAMD & MDCB Volunteering

- AAMD Regional Representative
  - Six Regions
  - Three (3) year terms
  - Must be an AAMD member in good standing
  - Must be a CMD
  - Must be an active practicing CMD

AAMD & MDCB Volunteering

- Journal Editors
- Task Groups
- Eight standing committees for the AAMD
  - Annual Conference Committee
  - Career Services Committee
  - Communications Committee
  - Continuing Education Committee
  - Directed Journal Readings Committee
  - Formal Education Committee
  - Membership Committee
  - Nominations & Volunteers Committee
AAMD & MDCB Volunteering

- Most committee's have monthly calls
- There may be different tasks you are asked to perform
  - For example in the CEC- find volunteers to give webinars
- We are always looking for volunteers
  - Students are welcome to volunteer
- Fill out an application online
  - On the AAMD website
  - You will be contacted to see where you are best fit

AAMD & MDCB Volunteering

- MDCB Board of Directors
  - Be a CMD for a minimum of three (3) years
  - Have a minimum of a BS degree
  - Be a current practicing dosimetrist
  - Board terms are five (5) years
  - Meets for two days three times a year
  - Each member serves on one or more committees
  - Must submit three exam items for each board meeting
AAMD Education and Research Foundation - AAMDERF

Volunteering for the AAMD Foundation

We are looking for volunteers to assist with:

- Fundraising
- Marketing & Social Media
- Support and mentorship groups
- Organizing strategic initiatives

To volunteer please send an email to tmkwiat@aamdfoundation.org

JRCERT- Joint Review Committee on Education in Radiologic Technology

- Is looking for Site Visitors for Medical Dosimetry programs
- They currently have 4 or 5
- Need 10-15
- This is a volunteer position
- Involvement with a JRCERT accredited program or recognized clinical setting
- [https://www.jrcert.org/visitors/become-a-site-visitor/](https://www.jrcert.org/visitors/become-a-site-visitor/)
Want to Thank Some Volunteers

- Patty Sponseller, Mellissa Nolet, Rick Scherer and the rest of the ACC for putting on this wonderful meeting
- AAMD Board of Directors
- AAMD Committee Co-Chairs and Committee volunteers
- AAMDERF Board of Trustees
- MDCB Board of Directors
- JRCERT Board of Directors

We have sign up sheets for all the committees available here at the meeting. Please be sure to sign up or ask a Board member if you have any questions
Any Questions, Comments, Thoughts, Ideas?

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