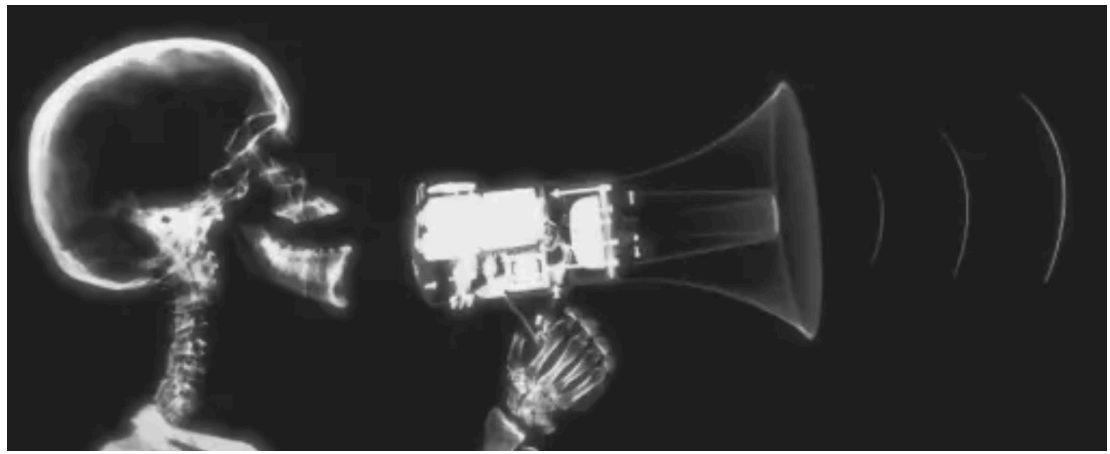




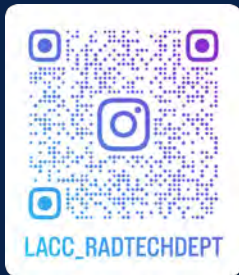
LACC RAD TECH'S NEWSLETTER



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Hello and Welcome to the LACC's Radiologic Technology Newsletter!

Catch Up On Our Rad Tech Program News

- Meet our new FT Tenure-Track Hire: Joyce Obeng
- Full-time RT Faculty goes to the July 2024 AEIRS-JRCERT Conference in Jacksonville, Florida
- New RT Mentor and Mentee program



Upcoming Activities

- Wed., Oct. 23, 2024 LACC Foundation Celebrates the Caregivers Gala 2024 (The Skirball Cultural Center) [Secure your tickets here!](#) If you cannot attend, please consider making a donation to our students.



In this Issue

- RT Spotlight: Dr. Fredrick Lee II
- Alumni news (1960s and Class of 2014's ten year anniversary)



Welcoming Rad Tech's New FT Hire: Joyce Obeng

This year, the Los Angeles City College Radiologic Technology Program proudly welcomes our new full-time tenure-track faculty, Joyce Obeng, who joined us in Spring 2024. Joyce is a distinguished alumna of our program, bringing valuable expertise and commitment to the next generation of radiologic technologists.

A brief Interview with Joyce Obeng, R.T.(R)(F)(M)(CIIP)(CT), CRT, MSHI

"My whole purpose of being here (LACC) is for the students."

Joyce started her journey at Los Angeles City College as a student of the Radiologic Technology Program in 2014. She returned to LACC as a Project Manager to help create a Mammography Program and find clinical partners under a grant offered through LACC Extension. Shortly thereafter, Joyce was hired as an adjunct instructor and part-time Clinical Coordinator in 2022. Then in Spring 2024, Joyce was hired as a Full-Time Faculty



Member, Full-time Clinical Coordinator, and Alternate RSO.

Q: What changes have you seen from when you graduated in 2014 to 2024?

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JO: "There's more resources, more transparency, and there is more growth. When we talk about the number of students in the program, the students are more diverse. We have more marginalized students. The leadership has improved, and there is growth with our clinical sites."



There are 21 imaging centers across Ghana, and only one of the 21 centers is located near the Northern Region. Due to the uneven distribution of imaging centers in Ghana, many patients have traveled, on average, 586 miles to the Greater Accra Region for services. The 2021 Population and Housing Census revealed that the senior population (60 years >) in Ghana has increased significantly over the last six decades, is below the poverty, and lives alone in Savannah Region—586 miles (404 km) away from Greater Accra Region. Moreover, the pregnable transportation system in the Savannah Region has limited transportation for all patients seeking imaging services across all 16 regions, significantly impacting geriatric patients.

Q: I know you're working on a Ghana project. Tell us more about it.

JO: "The whole purpose of the project is to bring awareness of imaging or the lack of imaging in Ghana, Africa to meet the needs of the people. The safety policies does not align with the standards of the International Radiation Safety organization. I think we could do better and we can also promote health through imaging."

Q: As the department's Curriculum representative, Alternate RSO, Clinical Coordinator, Instructor, now you

are working on the Ghana project, that's a lot on your plate. Do you have other future goals?

JO: "Oh my future goals is to start growing our cohorts to approximately 50 students. That's one of my biggest goals. A couple of other goals are to get more clinical sites, more partnerships with other manufacturers for imaging equipment that are willing to donate. I would like to get more administrators to be interested in the program. We also need to advertise or amplify our program to other professional societies and the community about our program."

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Q: A lot of techs in the industry such as yourself work two jobs. How do you manage burnout, stress, and time management?

JO: "So, what I have learned from the experience that I have gained after my 7th year of working as a tech, is to start working smart not hard. I eliminate certain unnecessary steps to avoid the burnout."

Q: What advice would you give students dealing with burnout surviving the program?

JO: "When it comes to surviving the program, number one, it's a huge commitment to make it in the RT program. But staying in the program is the hardest accomplishment. Students must figure out time management and financial management before starting the program. Students need to remember that we do have resources, right? There are loans. I mean no one wants student Loans, but if that's what they need to get then, they must

get it. You know, we all owe the government till the day we die, and that's that's no joke! Students will just have to get the loans. The whole purpose of being in the program is for a better future, so if a student has a couple of loans and end up making \$150,000 a year, the loans will be worth it. Believe in your dream life, just don't be afraid. It only takes time management and prioritize what's important."

Q: What do you do in your free time?

JO: "Oh, my free time? I sleep. Because I am balancing between two jobs."

so what do you like to do for fun?

me:



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Q: Other than sleeping, is there anything else you like to do, like traveling or something along those lines?

JO: "I'm planning on traveling to London very soon. It was on my bucket list, but since I visited there already for my cousin's graduation for his Master's degree, I would absolutely want to visit Barcelona."

Q: Tell us something that students or other faculty don't know about you.

JO: "I'm very introvert. I'm very shy."

Q: So, going back to self-care. What can you tell students who are struggling to balance school, work, and life? How can they apply self-care?

JO: "When I was in the program I didn't even know what self-care was, and as I got older I had to learn how to focus on self-care. For me, what I did was, I would go snowboarding. I started hiking.

I started hanging out with all of my friends. I picked up a hobby."

Q: What hobby?

JO: "Art. I draw and whenever I have downtime, I just sketch stuff it's pretty cool."

Q: How do you deal with that in your profession in education and in the clinical setting?

JO: "I think about the passion and the knowledge that I know and want to share with others. That makes me comfortable to be present and conversate with people."



Q: So after you graduated, you went straight to gaining your bachelor's degree, then your master's degree. Then you continued on from X-ray, Fluorocscopy, Mammography, and now CT. How did you manage all that in such a short period of time?

JO: "Well, like I said, you have to set your goals, and you have to give yourself a timeframe to plan your life out. I told myself I would graduate with my bachelor's degree before I turned 24, and I did my master's degree before 25. You have to be committed. Set your goals and go for it. You have to push those distractions away or take a step back to restructure or replan your whole future plans, and just follow it through."

You have to be committed. Set your goals and go for it.

Q: Are there any personal future goals that you have for yourself, such as going back to school for a doctorate degree?

JO: "That's a conversation I think I have to sit and think to myself about because I'll be taking on more work. I don't think I'm prepared to do that right now, but in the future of course why not?"



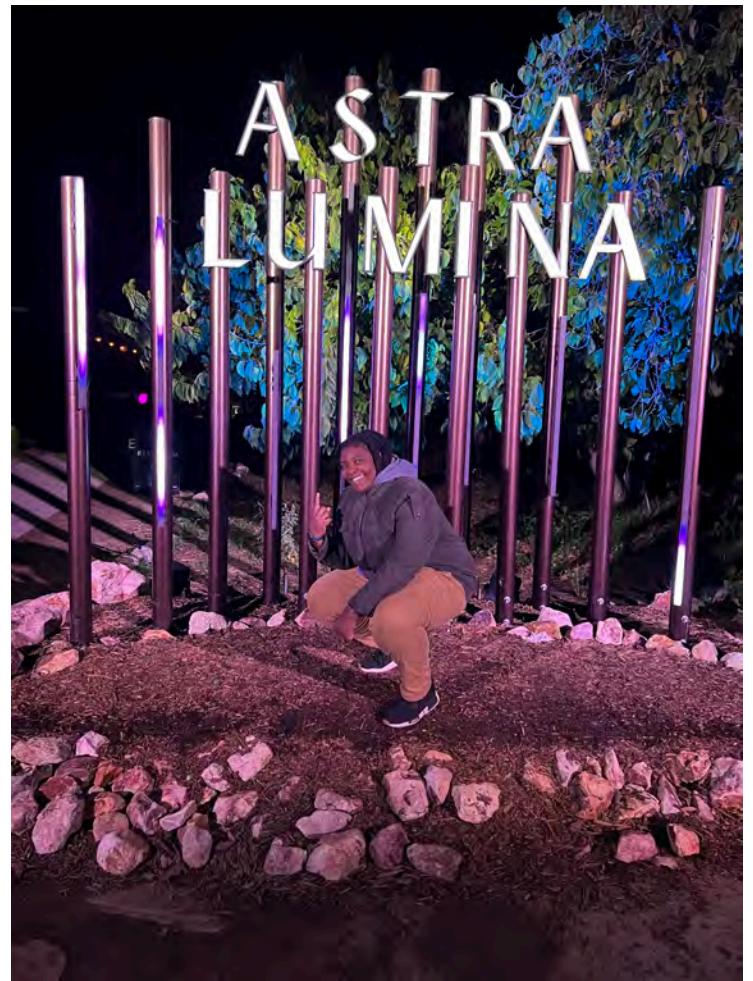
Joyce and Martin Sanchez (Class of 2023)



Q: As a student, you faced many obstacles, where people would give negative feedback. How did you overcome that?

JO: "Well for me, my state of mind was to survive the program. Anything that came along my way I didn't care. My end goal was getting to the program, passing my board exam. Yes, there were negative feedback. But, I was too focused on surviving, so I didn't pay so much attention to it. If you know what your purpose is, just stay on track. That's all that matters."

Q: One last question. What would you change if you could? You know in your past, would you do anything different?



JO: "I am comfortable in life now. I would say, I wouldn't have been worried when I was in program. So if I look back to my young self, I would tell myself, don't worry, you're gonna be fine."

**“She believed
she could so
she did.”**

-R.S. Grey

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Rad Tech's New Mentor/Mentee Program

The faculty has implemented some new strategies to help our new cohort, the Class of 2026 to be successful. Among our ideas was starting a Mentor-Mentee Program by pairing the senior students (Class of 2025) with the junior students.

The purpose of our Mentor and Mentee program for the Radiologic Technology junior and senior cohorts at LACC can serve several key objectives:

Guidance and Support: Senior students can offer guidance to juniors by sharing their experiences, helping them navigate the RT program, and providing tips for academic success and clinical performance.

Professional Development: The RT program encourages juniors to develop professional skills such as communication, time management, and problem-solving through real-life advice from seniors who have

already faced the same challenges.

Workforce Preparation: Mentors can help the juniors understand



the culture of the healthcare environment, deal with different personalities, and provide insights on what to expect in clinical settings, which aligns with workforce readiness.

Fostering Community: Building relationships between cohorts helps create a supportive learning community where juniors feel more connected and seniors have the opportunity to develop leadership skills.

Self-Reflection and Emotional Intelligence: Mentors can assist mentees in reflecting on their learning experiences, encouraging self-awareness and emotional intelligence, critical components for success in healthcare.

Bridging the Gap: The RT program bridges the gap between academic learning and real-world clinical experiences,

helping mentees gain a clearer understanding of expectations from clinical rotations and future job roles.

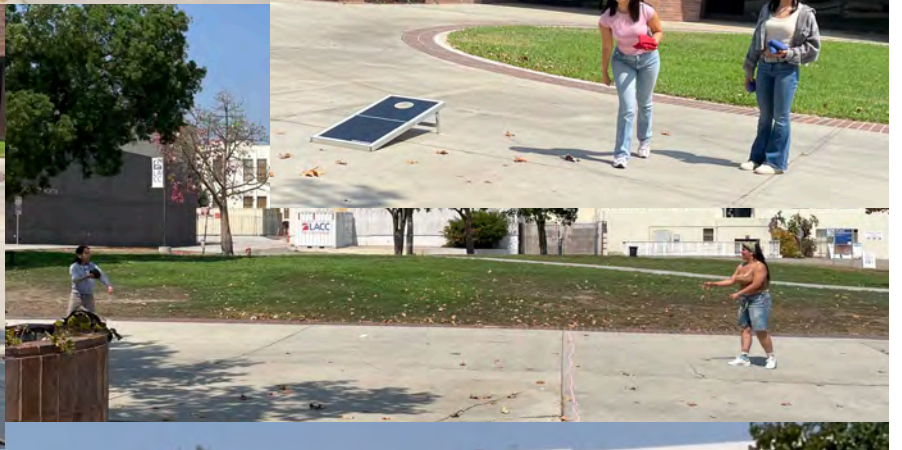
This initiative aligns well with the overall mission of the Radiologic Technology program, fostering collaboration and ensuring the success of students in both their educational journey and future professional careers.



New Mentor/Mentee Program Pics



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Spotlighting Fredrick D. Lee II, MBA, MPA, R.T.(R), CRA, FACHE

Spotlight on Leadership: An Interview with Dr. Fredrick D. Lee II

In the second edition of our newsletter, we are honored to feature Dr. Fredrick D. Lee II, a distinguished healthcare leader and educator. Renowned for his transformative work and unwavering commitment to Diversity, Equity, and Inclusion (DEI), Dr. Lee's career is a testament to the power of leadership in effecting meaningful change.

A Journey of Leadership and Innovation

Dr. Lee's academic journey is as impressive as his professional one. With an MBA in Marketing from the University of Phoenix, an MPA in Executive Healthcare Administration from the University of Texas at Tyler, and a



Doctorate of Education in Organizational Change and Leadership from the University of Southern California, Dr. Lee has cultivated a strong foundation in both business acumen and educational leadership. These qualifications have equipped him to take on significant leadership roles in the healthcare industry.

During his tenure as the Regional Assistant Director of Diagnostic Imaging Operations at Kaiser

Permanente, Dr. Lee was instrumental in driving strategic initiatives that not only improved operational efficiency but also enhanced service delivery. His efforts led to increased imaging capacity, demonstrating his ability to blend operational excellence with patient-centered care. As Chief Policy Officer at Think Neuro, Dr. Lee continues to champion inclusive healthcare policies, leveraging his expertise to forge strategic partnerships that drive policy changes and promote equity in healthcare. Think Neuro is an organization committed to reducing healthcare disparities in opioid abuse treatment by advocating for policy changes, advancing education, and improving technology by empowering future healthcare leaders through professional development and scholarships while expanding telehealth services and addressing barriers to healthcare access across diverse communities.

Educational Milestones and Professional Growth: A Career Built on Learning and Leadership

Dr. Lee's educational journey began with his certification in radiography from Loma Linda University in 2002, followed by a bachelor's degree in 2006. His academic pursuits include:

- **MBA in Marketing (2008):**
University of Phoenix 
- **MPA in Executive Healthcare Administration (2016):**
University of Texas at Tyler
- **Doctorate in Organizational Change and Leadership (2024):**
University of Southern California 





Dr. Lee's career started as an X-ray Technologist, with leadership roles soon following:

- **2007:** Evening Shift Supervisor, Antelope Valley Hospital's Radiology Department
- **Kaiser Permanente:** Transitioned from Evening Shift Supervisor to Regional Assistant Director by 2017
- **Adjunct Professor:** Los Angeles City College, since 2017 committed to student success and the development of future healthcare leaders.

Recognition and Impact

Dr. Lee's contributions to the field have not gone unnoticed. He has received numerous accolades,

including the Distinguished Alum & Alumnus of the Year from Loma Linda University's School of Allied Health Professions in 2020 and the Leader Excellent Achievement Distinction (L.E.A.D.) Awards from Kaiser Permanente in 2017. These awards are a testament to his leadership and commitment to excellence.

Dr. Lee's extensive certifications further underscore his expertise. He is a Prosci® Certified Change Practitioner, a Certified Positive Psychology Health and Well-being Coach, and a Certified Radiology Administrator. As a Fellow of the American College of Healthcare Executives (FACHE), he continues to contribute to the advancement of healthcare leadership.

A Vision for the Future

When asked about his vision for the future of Healthcare, Dr. Lee emphasized the importance of continuing to advocate for

equitable healthcare services and leading compliance and operational excellence programs. His passion for patient advocacy, psychological safety, and inclusive leadership is evident in his professional speaking engagements, where he addresses these critical topics with insight and authority.

Innovating Through Policy and Consulting

In January 2024, Dr. Lee took on the role of Chief Policy Officer at Think Neuro, a nonprofit organization founded by a group of undergraduates primarily from UC Berkeley. This role aligns with his passion for research and policy change, particularly in addressing critical healthcare issues like the rising opioid



mortality rates among people experiencing homelessness. Dr. Lee has been instrumental in conducting a gap analysis on this issue, with the goal of publishing their findings in the American Journal of Public Health.

Additionally, Dr. Lee is the CEO and Change Practitioner at Change Your Life...Coaching & Consulting, a company he started two years ago. As a certified emotional intelligence coach, he focuses on helping individuals and organizations cultivate inclusivity, psychological safety, and emotional intelligence—skills that are increasingly crucial in today's complex work environment.



Speaking and Teaching: A Passion for Knowledge

Dr. Lee's influence extends beyond his direct professional roles. He is a sought-after speaker at conferences and professional societies, including the American Society of Radiologic Technologists (ASRT) and the Association for Medical Imaging Management (AHRA). He has also developed educational modules for the ASRT, offering continuing education credits that allow radiologic technologists to enhance their skills.

A Lifelong Commitment to Growth

When asked about what inspired him to pursue such significant changes in his career, Dr. Lee shared, "I'm not one for being complacent. I like to constantly be challenged. Once I learn something, I turn around and teach it to someone else, then move on to the next challenge. Growth comes second nature



when you're always learning." Dr. Lee's philosophy of continuous learning and teaching has not only propelled his career forward but has also positioned him as a leader who is deeply committed to advancing the fields of healthcare and education

Advice for Aspiring Leaders

When asked about the advice he would give to current students, prospective students, or recent graduates aiming to grow into leadership roles, Dr. Lee emphasized the importance of emotional intelligence. He stressed, "If you know now that you want to grow into a leadership position, then I would say, start

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working on your emotional intelligence. Get to know who you are, learn to be self-aware, and learn to be mindful of yourself."

Dr. Lee highlighted the significance of understanding one's own triggers, learning styles, and reactions.

"Self-awareness is the foundation of a lot, including your connection to other people. It all starts with you, and many people don't realize that" he explained.

He also strongly recommended seeking counseling to aid in this self-discovery process, as it can be instrumental in developing the ability to self-regulate in high-stress situations—a skill that becomes increasingly important as one moves into leadership.

Mentorship and Growth Initiatives

Dr. Lee supports mentorship

programs for new students to navigate workforce culture, manage different personalities, and foster self-reflection. He believes these initiatives are vital for developing self-awareness and preparing for leadership.

A Mantra for Life and Leadership

When asked if he has a model or mantra that guides him, Dr. Lee shared a simple yet profound phrase: "It is what it is." He explained, "The sooner you accept reality, the sooner you find peace and resolution. Fighting reality is



futile. Whatever has happened, has happened. You can't undo it, and you can't go back and redo it. All you can do is move forward." This mindset not only reflects Dr. Lee's approach to life and leadership but also serves as valuable advice for students and professionals alike, reminding them to focus their energy on progress rather than resistance.

Addressing Burnout in Healthcare

When discussing the pressing issue of burnout among students and technologists, Dr. Lee offered thoughtful and practical advice. "If you've reached the level of burnout, the first step is to check in with your health," he advised. Dr. Lee emphasized the importance of recognizing the physical and emotional manifestations of stress, such as gastrointestinal issues or heightened emotions, which are signs that your health may be compromised. "Make sure any

damage that has been done can be reversed," he urged.



The next crucial step, according to Dr. Lee, is to remove yourself from the situation that has led to burnout. "You can't keep doing the same things and expect to no longer be burned out," he pointed out. Identifying what changes are within your control is key to breaking the burnout cycle. Long-term prevention, he explained, involves building a toolkit of self-care practices, whether through therapy, stress management techniques, or simply engaging in hobbies and exercise.

Dr. Lee also touched on the role of leadership in mitigating burnout

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within departments. He stressed the importance of opening up feedback mechanisms to understand what is driving high turnover and absenteeism. "You need to start getting information from the people to understand from their perspective what is going on," he said. While holding employees accountable is necessary, Dr. Lee underscored that organizations must also take responsibility for creating a supportive work environment that aligns with their desired outcomes.

Advice to His Younger Self

Reflecting on his journey, Dr. Lee shared what he would tell his younger self, particularly the version of him just graduating from high school. "I would tell him to go away to college and not wait," he said, recounting how he initially stayed close to home out of fear, only venturing further three years later when he attended Loma Linda University.

e expressed a belief that had he gone away to institutions like Howard or Stanford, his path might have led him towards a different path in healthcare. His message was clear, "The world is big. Explore it."



Follow Dr. Fredrick Lee at:



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[Change Your Life Consulting](#)

LACC Rad Tech's Alumni Page

In this edition of our RT newsletter, we are implementing an alumni page to help build a stronger sense of community among LACC's radiologic technology graduates and ensure ongoing professional growth and engagement.

This newsletter facilitates networking among alumni and current students, fostering mentorship, collaboration, and industry connections. Alumni can be informed about updates to the program, faculty changes, reunions, workshops, conferences, and other alumni-related events, and advancements in radiologic technology.

The LACC program was founded in 1958 and it is still going strong! Please help us identify our graduates. Please share photos for us to share on our newsletters and Instagram page. Let's stay connected!



If you have photos, please share!

Continue >>>

1960s



Good
vibes
only



Alpha Beta Gamma Club 1961



Alpha Beta Gamma Club 1968 - Ms. Pearson



2014 *10 Year Anniversary*



Top L-R: David Del Rosario, Jeremy Callos, Luis Paz, Bryan Henderson, Avetis "Avo" Boyadzhyan, Israel Fonseca (Interim Program Director), Joseph Valencia, Jonathan Deocares, Art Alfaro (RT Instructor), Isaac Iruela, Lawrence Moy.

Middle L-R: Sender Reyes, Douglas Mancía, Jose Garcia, Jennifer Payawal, Vera Hadjiivanova, Remiko Wright, Joyce Obeng, Ryo Oto, Emil Villena, Tuan Duong

Bottom L-R: Jennifer Argueta, Shabana Mayet, Ariana Olveda, Beverly Alfaro, Guadalupe Perez, Julie Washenik, Hyung-Jin Kim, Desiree Cunanan.



2014



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2014

