NCRA Celebrates its 40th Anniversary at the Annual Conference

NCRA commemorated its 40th anniversary at the Annual Educational Conference with an opening session that highlighted the association’s key milestones and accomplishments over the years.

The celebration kicked off with a video showing President Richard Nixon’s remarks and his signing of the National Cancer Act in 1971. NCRA President Shirley Jordan Seay acknowledged the many important events that helped NCRA grow from a 110-member association in 1974 to one with more than 5,500 members today. She recognized founding member Linda McBride; Shirley Foret, a CTR from the first class of CTR candidates in 1983; and Kay Covington, a NCRA founding member and key member of the Name Change Task Force, which worked to change the association’s name from the National Tumor Registrars Association to the National Cancer Registrars Association in 1992.

Dr. Jordan Seay also acknowledged Connie Grace, along with others, for her efforts to launch the Journal of Registry Management, and Herman Menck and Carol Hutchison for spearheading efforts to publish Cancer Registry Management: Principles and Practices, the premier textbook for the cancer registry profession.

Linda Mulvihill and Lori Swain addressed the audience about NCRA’s critical organizational move in 2001 to self-management, and Gayle Clutter said a few words about the importance of the Council on Certification. Dr. Jordan Seay introduced Donna Weber, Donna Gress, and Sue Koering to acknowledge the significance of the establishment of the NCRA Education Foundation in 2005. To showcase how NCRA continues its focus on the future, Dr. Jordan Seay recognized Denise Hansen, the recipient of NCRA’s 2013 Outstanding New Professional Award, and Amy Arnold, a new member in NCRA’s 40th year and a first-time conference attendee.

NCRA’S 40th Anniversary Gift to Members
Earn 40+ CEs for $100!
The gift is a special subscription available through NCRA’s Center for Cancer Registry Education. It provides access to all learning modules, online courses, and JRM quizzes.

Learn more and register at www.CancerRegistryEducation.org/NCRA-Subscriptions.

Deadline to purchase the subscription has been extended to August 22, 2014. Access to the products ends December 31, 2014. Note: The subscription is per person and cannot be shared.

Questions? Call (703) 299-6640 ext. 317 or email ccre@ncra-usa.org.

Share Your Story
Let us know why joining the national association representing over 5,500 cancer registrars has been important to you and your career. Use the online form at www.ncra-usa.org/NCRAat40 to share your experience.
Dear Colleagues:

It is with such pleasure and honor that I represent NCRA as your new Editor of The Connection. I have been very fortunate to have been in the cancer registry field for over 30 years, seeing many changes in the way we receive our education as well as the amazing opportunities we have in the cancer registry world. NCRA has always provided great resources.

I would like to give special thanks to Terry Vallerand for persuading me to be part of her Editorial Advisory Board four years ago and to Leah Kiesow for offering me to stay on another two years. Both shared their abundance of knowledge and genuine support.

In this edition of The Connection we start with our success as an organization growing over the last 40 years in membership from 110 to 5,500 members, how outstanding is that!

Our new President of NCRA, Terri Richardson highlights several of her initiatives and projects for the coming year (Pg 3). Check out the Recruitment and Retention article situating the latest survey results and the Membership Committee Update noting membership benefits (Pg 4). The Educational Conference Program Co-Chairs are busy planning the 2015 Conference in San Antonio, Texas (Pg 6). Take time to see all the new CTRs listed on (Pg 15). The Nominating Committee has announced the newly elected leaders; congratulations to them all (Pg 19).

Please take time to enjoy the many articles provided in this summer issue of The Connection. Have you ever wondered the name of the person you’ve said hello to many times, but never stopped to ask? Or perhaps, what does that person look like whom you’ve only spoken to through emails? The Connection will now include more pictures of authors with their articles!

Enjoy your summer,
Sherry
President’s Message

TERRI RICHARDSON, CTR | PRESIDENT

Thank you for giving me this opportunity to serve as president of NCRA. I’m proud to be a Certified Tumor Registrar and to work in this profession.

For those of you who don’t know me, I’d like to introduce myself and tell you a little about my cancer registry background.

My entire career as a cancer registrar has been in a hospital-based registry. I spent 18 months at Ogden Regional Medical Center in Ogden, Utah, and then moved to the Atlanta area in 1998. I was hired as an abstractor at DeKalb Medical in Decatur, Georgia, and later as the manager of cancer data services. I recently celebrated my 15th anniversary at DeKalb.

Both of these registries are SEER registries, and DeKalb Medical is also a CoC and NAPBC accredited facility. I’ve been through five CoC surveys and one NAPBC survey, so I have quite a bit of experience with the accreditation process and cancer program standards. Our cancer program recently received the Outstanding Achievement Award for the third time.

Over the last 10 years, I’ve focused on automating many processes in our registry. I’ve worked with my software vendor and central registry to come up with ideas for automating case finding and follow-up.

- DeKalb Medical was the first hospital in Georgia to utilize electronic path reporting. We’ve been doing this for approximately 10 years now.
- 85-90% of our case finding and follow-up is also automated. We stopped mailing follow-up letters about five years ago and now use a contract service to track lost-to-follow-up patients.

Automating these manual processes resulted in a huge savings and allows our registry staff to focus their time and energy on abstracting and other work more worthy of their specialized training.

Our registry was also the first registry to submit data to the Rapid Quality Reporting System (RQRS). If you work at a CoC accredited facility and you’re not participating in RQRS, I encourage you to get on board. Want to get your hospital administrators excited? This is the tool for you! Administrators and physicians love quality measures.

Now I’d like to address volunteerism. I’m a big believer in giving back to our profession. It was at the 2003 conference in Nashville when I first volunteered with NCRA! Joan Phillips, my good friend and mentor, was program chair. She encouraged me to volunteer at the conference. My job was to make sure everybody got a chocolate bar in their gift bag. My other volunteer duty was to count votes at the business meeting. These simple volunteer tasks were enough to get me started on the path of volunteerism with NCRA—but while I was sitting around stuffing candy bars into tote bags, I never dreamed that I’d come back to Nashville to be installed as president.

Since that first visit to Nashville with NCRA, I’ve served on the Nominating Committee and on the Board of Directors, first as ATPD East, then Treasurer Junior, Treasurer Senior, and, most recently, President-elect/Secretary. Volunteering with NCRA has not only provided an opportunity to give back to our profession, it has also helped me grow professionally. That was important, as I was already holding the top registry position at my hospital.

I’m very excited about this upcoming year. NCRA has several major projects or key initiatives currently underway. Some of these include:

- continuing to pursue a registrar-specific Standard Occupational Code at the US Department of Labor;
- increasing our visibility within standard-setting organizations through appointments of liaisons to serve on committees and task forces;
- working in collaboration with standard setters to develop strategies around educational initiatives related to directly coded AJCC Stage and SEER Summary Stage; and
- shifting our focus from Special Interest Groups to social media in an effort to reach potential cancer registrars and communicate with our members.

I’m confident that my experience as a hospital registrar and serving on the NCRA Board during the past five years has given me the knowledge and experience needed to lead our profession as we undertake these and many other projects.

I would like to thank you for providing me the opportunity to serve as president. I’d also like to thank Dr. Shirley Jordan Seay for mentoring me over the past year, in preparation for the year to come; Mary Lewis for conducting my installation ceremony; and my employer and my staff, who not only encouraged me to run for president, but have also enabled me to carve out time to perform my volunteer duties. Many friends and mentors encouraged and supported me along the way: Sarah Burton, Melanie Rogan, Inez Inman, Linda Mulvihill, Sally Kruse, Kim DeWolfe and Mildred Jones. And, of course, a special thanks goes to my husband Floyd and my kids for their love, support, and encouragement.
Should I Stay or Should I Go?

LINDA CORRIGAN, MHE, RHIT, CTR | RECRUITMENT & RETENTION DIRECTOR

According to the latest NCRA Former Member Survey, nearly 49% of all members who did not renew their membership had stopped working in the cancer registry field or their professional interests changed. Twenty percent of those members who did not renew were only in the field five years or less, and 44 percent said their reason for joining was to gain and/or keep their certification.

These results indicate that there is enthusiasm about joining the cancer registry workforce and earning the CTR credential, but something happens around the fifth year that causes registrars to leave the profession. There are many reasons why retaining new CTRs is difficult—a lack of positions in areas they want to live, securing employment with their limited job experience, and realizing the profession may not be right for them.

To future CTRs, I offer this advice: research the field and its many responsibilities. Many positions are broader than just abstracting, so be sure all required tasks are a good fit with your personality and skillset. If you're planning to live in a specific geographical region, research the job prospects in that area. Yes, there is a nationwide shortage of CTRs, but many facilities have very little turnover. Finally, it's true that employers frequently want experience—a difficult hurdle to overcome—so perseverance is a must. You need to be flexible and willing early on, to accept part-time or temp work to become the experienced registrar that employers are looking for. Remember that most other young professionals face this same challenge in their chosen field and that many seasoned cancer registrars were in the same position you are currently in when we started our careers. It's an important and fulfilling career, so keep fighting for it if this is what you want to do!

Membership Committee Update

LORI LINDSEY, CTR | MEMBERSHIP COMMITTEE CHAIR

Annual membership dues help support NCRA’s efforts to provide the highest quality benefits and services possible. Over the past few years, NCRA has greatly enhanced its membership benefits, including:

• The launch of the Center for Cancer Registry Education, providing high-quality training to prepare cancer registrars for changes in standards and technologies. Go to www.CancerRegistryEducation.org to learn more.
• The NCRA/NPCR Workload and Time Management Study: Guidelines for Central Cancer Registry Programs, which provides central cancer registries with national workload and time management data they can use to compare to their own registry.
• NCRA’s website, which recently underwent a major redesign in order to offer you more streamlined access to the information you need. According to a recent survey, 92.3% of members surveyed stated they use the NCRA website to find information.
• The NCRA Mentoring Program, launched in 2012, supporting prospective registrars as well as new and experienced CTRs. The successful program currently has 125 mentees and 48 mentors, and it’s continuing to grow.

The Membership Committee had a very busy season, working diligently to engage members and plan activities for NCRA's 40th Annual Educational Conference in Nashville, TN. We’re optimistic that we’ll meet our 3% growth goal for 2014 and reach a milestone of 5,500 members. There is strength in numbers!

We held the first annual New Member & First-Time Attendees Welcome Reception at the annual conference. This was an excellent opportunity for members to meet each other and volunteer leaders, gain valuable conference tips and learn about the benefits of membership. We were pleased to hear that, through a connection made at the event with a volunteer leader, one new member found a mentor who lives close to her home.

If you attended the annual conference, we hope you had a chance to stop by the NCRA exhibit booth. We gained invaluable insight from the member benefits survey completed by 174 conference attendees: 89% of responders rated NCRA as “doing a good to amazing job with its member benefits offerings,” but only 68% identified themselves as “occasional to frequent users of the member benefits” offered.

Other survey takeaways include:

• The most frequently used benefits are: 1) discounts on the annual conference and webinar fees; 2) earning and maintaining certification; and 3) improving professional knowledge through other educational opportunities.
• 70% of responders would like free or bundled webinars and CEUs.
• 59.8% want discounted multi-year memberships.
• 35.9% stated they’d like a shopping loyalty program.

The committee plans to survey the general membership to gather additional data to make sure that NCRA has an invaluable member benefits package.

If you're unsure about your benefits, please visit www.ncra-usa.org/benefits. Learn how to access your benefits and better understand the opportunities that can help you maximize your involvement in NCRA and further your career. If you have comments and suggestions that would allow the NCRA Membership Committee to better serve you, please contact me at Loraine.Lindsey@piedmont.org.
Registrars in Action

NPCR PROGRAM: ALABAMA STATEWIDE CANCER REGISTRY

Initiative
Effective use of Web Plus in streamlining cancer reporting from small and rural hospitals

Time Frame
2008-2013

Public Health Issue
The vitality of cancer research relies on the data collected from all providers, but with staff shortages and budget cuts, obtaining this information from rural and smaller hospitals is an ever-increasing challenge. The Alabama Statewide Cancer Registry (ASCR) strives to collect complete and accurate data in a timely manner. There are about 50 small and/or rural hospitals in the state, and collecting data from these facilities has been difficult for ASCR. These hospitals usually do not have dedicated staff for cancer reporting, and the small number of cases combined with the high staff turnover rate, makes it almost impossible for hospital staff to be trained and stay current on changes in cancer reporting.

How Cancer Registry Data Were Used
Beginning in September 2007, ASCR started utilizing Web Plus to collect cancer data from those hospitals. This process involves two steps for the small and rural hospitals. First, the hospitals identify reportable cancer cases and send the pathology reports, disease index, and any other available information to ASCR within three to six months of the date of diagnosis. ASCR staff will then review all case finding materials and return a list of reportable cases to the hospitals within one month after receiving the information. Second, the hospital staff enters the reportable cases into Web Plus. The display type for their accounts is customized so they can enter demographic information, minimal coding information, and detailed text information. This allows ASCR to continue to collect quality cancer data with only minimal training of the small and rural hospital staff. When the cases are released to ASCR, the ASCR staff completes the abstracts. Occasionally, ASCR staff will contact hospitals for additional information if needed.

ASCR has two databases to track this process. One database records detailed information concerning the case finding process. It tracks data on reportable cases, such as when the documentation is received and how many cases were found to be reportable. It allows ASCR staff to make a reportable patient list to send back to hospitals. The staff also updates the status on those patients until the cases are abstracted and loaded into the ASCR main database.

The second database directly links to Web Plus, creating the ability to generate a real-time report to monitor the number of cases from each hospital. Utilizing both databases, ASCR is able to identify any significant changes in the number of cases being reported by the facility.

Implications of Cancer Registry Data Usage
The hospitals have responded well to this process. Almost all of the hospitals adopted this process in 2008. Although not every hospital has reportable cases each year, an average of 40 hospitals reported more than 1,100 cases each year between 2008 and 2012.

If there is a significant decrease in the number of cases identified at a hospital, or if a hospital is delinquent in reporting cases to ASCR, ASCR staff will go to the site to perform an audit and/or abstract cases. However, since implementing this process, ASCR has eliminated most of the trips to those hospitals, saving at least $10,000 each year in travel costs. The process has also led to faster reporting from these small and rural hospitals.

The Registrars in Action column highlights the impact cancer registrars have on public health. Cancer registrars collect standardized data on a daily basis to submit to Central Cancer Registries, and this data is then submitted to the National Program of Cancer Registries (NPCR). CDC funds 45 states, the District of Columbia, and two U.S. territories. The CDC’s Cancer Surveillance Branch is home to NPCR, which was established by the Cancer Registries Amendment Act, a law Congress enacted in 1992. As a result, cancer is the only reportable chronic disease, therefore allowing CDC to disseminate accurate national incidence data. By understanding the burden of cancer, public health organizations, including CDC, can create programs and interventions for prevention and early detection.

CDC highlights the difference data is making by publishing success stories on its website, www.cdc.gov/cancer/npcr/success/index.htm. There you’ll find synopses of important data-driven projects happening across the United States. If you work at a hospital registry and have a success story to share, please send it to Peggy Meehan at pmeehan@ncra-usa.org.
You Can Learn from Your Mentees

MARIA RAMSEY, CTR | MENTORING COMMITTEE

I'm a CTR in a cancer registry program in Beaufort, South Carolina. Over the years, I've had the good fortune to benefit from mentors who recognized my potential, and to mentor others for success.

I strongly encourage you to consider becoming a mentor. NCRA has designed its Mentoring Program to help match mentors with the most appropriate mentee based on shared backgrounds, interests, and career goals. Those interested in becoming a mentor or mentee can learn more and register online at www.ncra-usa.org/mentoring.

Mentoring has been a rewarding experience for me. Below are some highlights from my involvement.

Paula came to me to fill a part-time position to help me catch up on outstanding issues in the registry. She had a desire to contribute to advancing the success of all cancer patients in their recovery due to the fact that her daughter was a cancer patient. Her eagerness to learn all she could was motivating to me and gave me a renewed focus. Today, Paula is a new CTR and works as a cancer registry coordinator in her hometown.

My sister Alicia is now an “empty nester” and ready to pursue the career she never had. Together, we’ve developed a plan to reach her goal. Already I’m learning from her, as her simple approach helps us break big steps into easily achievable tasks, ensuring success in reaching her goal.

Chad came to me highly recommended by a co-worker. I’d consider Chad to be a “millennium mentee.” His background in biology gave him insight into the human body, and we leveraged his up-to-date knowledge in many ways throughout the registry. As a male in a female work environment, Chad’s approach to solving tasks shed light on new ways to find information in areas that I was struggling with. Today, Chad is a new CTR with a program of his own to manage.

Ruth currently has a successful healthcare career as an RN, OCN, and CCRP. She’s continuing to learn so that she can leverage her options in her upcoming retirement. When Ruth needs more explanation about a topic in her AHIMA courses, I guide her to the correct resource and confirm to her that I’m giving her the tools to be independent. I continue to learn that communication, in whatever manner that works best for the individual, is the key to mentoring.

I encourage you to lend your expertise to someone with the desire to work in the cancer registry. You might be surprised at how much they can teach you as you mentor them to be successful. In the end, you’ll both certainly benefit from the experience.

Maria Silvia Ramsey is a certified cancer registrar, mentor, and independent contractor living in Beaufort, South Carolina. Feel free to contact her at silviaramsey@rocketmail.com.

NCRA 2015 Annual Educational Conference Update

DIANNE CLEVELAND, RHIA, CTR, AND KIMBERLY WILLIS, CTR | PROGRAM CO-CHAIRS

The Program Committee is excited to announce that the 2015 Annual Educational Conference will be held in San Antonio, Texas aka Alamo City. The theme for the 2015 conference is On a Mission - Education for a Changing Environment. Important dates are approaching quickly! In July, NCRA announced the call for abstracts. Please also be on the watch for the request for nominations for the 2016 Program Committee Chair. This position is appointed by the NCRA Board of Directors.

We wish to extend our gratitude to the NCRA staff and the Program Committee members for their commitment to making the 2015 Annual Educational Conference an insightful and meaningful experience. The 2015 Program Committee members are Donna Weber, MS, CTR, 2014 Program Chair; Therese Richardson, RHIA, CTR, NCRA President; Mary Lewis, CTR, CDC-NPCR; Valerie Vesich, RHIT, CTR, Local Committee Chair; and Sue Koering, MEd, RHIA, CTR, NCRA Education Foundation Chair.

Please mark your calendars now and plan to join us May 20-23, 2015, at the Marriott Rivercenter in San Antonio.
NCRA is Celebrating Its 40th Anniversary With a Special Gift to Our Members!

$100 Subscription to NCRA’s Center for Cancer Registry Education

The $100 subscription includes all Learning Modules, Journal of Registry Management quizzes, and the online immunity course. That’s over 40 CEs!

Details: Deadline to Purchase the $100 subscription has been extended to August 22, 2014. Access to the products ends December 31, 2014.

Get Started: Go to www.CancerRegistryEducation.org/NCRA-subscriptions

Questions: E-mail ccre@ncra-usa.org or call 703-299-6640 (ext. 317)

Not a Member? Go to www.ncra-usa.org/join or call 703-299-6640 (ext. 319 or 310) to join and earn access to this special member benefit.
The NCRA Education Foundation Update

SUSAN M. KOERING, MED, RHIA, CTR | FOUNDATION BOARD CHAIR

The NCRA Education Foundation is a non-profit organization with the mission of supporting the advancement of the cancer registry profession through education and research.

NCRA Education Foundation Leadership

The NCRA Board approved the membership renewal of the following NCRA Education Foundation Board Directors on May 15, 2014:

• Eileen Abate, CTR, New York—Term to end May 2017
• Sara Biese, RHIT, CTR, Wisconsin—Term to end May 2017 (Vice Chair)
• Joe Holcomb, MBA, Oklahoma—Term to end May 2017

Continuing their service on the board are:

• Cathy Busch, BA, CTR, Illinois—Term to end May 2015
• Shannon Hart, CTR, Colorado—Term to end May 2015 (Secretary)
• Susan Koering, MEd, RHIA, CTR, Minnesota—Term to end May 2015 (Chair)
• Betty Gentry, BS, CTR, Georgia—Term to end April 2016
• Tiffany Johnson, CTR, Wisconsin—Term to end April 2016
• Lori Travers, RHIT, CTR, Idaho—Term to end April 2016 (Treasurer)
• Lori Swain, MS, Virginia—NCRA Executive Director

Terri Richardson, RHIA, CTR, Georgia, became an ex-officio member through her new role as NCRA president. A thank you to Shirley Jordan Seay, PhD, OCN, CTR, Ohio, for your year of service as an ex-officio member. Your time and shared knowledge is much appreciated.

Recruitment into the Registry Field

The Foundation team has completed several projects in the last few months that help promote our registry recruitment and retention efforts:

1. We sent a survey to health information management (HIM) schools asking about their usage of our Introduction to the Cancer Registry CD, which includes 12 recorded presentations, an Instructor’s Guide, fact sheets, and student handouts outlining the cancer registry profession. Thirty-six responses (10% of the more than 300 sent) were returned, indicating that instructors have used the program in their curriculum to date. All thirty-six respondents said they liked the program and would use it again. We’ll share these results—and ideas for future use—at upcoming Assembly on Education Symposium (AOE)/AHIMA conferences. Another survey will be conducted next year.

2. We also regularly post information about the cancer registry profession on websites available to high school students. The certified tumor registrar (CTR) profession is now listed on the Wisconsin AHEC Health Careers Information Center website, http://wihealthcareers.org/Career_occ_toc2.cfm.

3. We are developing a best practice model for telecommuting for hospital registrars. This will provide hospitals with templates and/or best practices for contracts, budgeting, benefits, and hardware and software needs, as well as answers to FAQs. Please watch for a survey about your experiences, insights, and comments on how to best encourage employers to support telecommuting for the registrar.

Presentations

In keeping with our mission of supporting the advancement of the cancer registry profession through education and research, we’ll be making two presentations this summer and fall.

Susan Koering, NCRA Education Foundation Chair, will present at the AOE Symposium in Chicago in July. Her talk, Portrayal of a Cancer Registrar, includes sections of the 12 educational modules for an audience of HIM instructors. She’ll also share the results of a survey completed by HIM educators who have used the modules in the past year.

AOE membership includes instructors and administrators of colleges offering the AHIMA health information management (HIM) programs, and this summer’s symposium offers an opportunity to encourage them to include cancer information management (CIM) courses in their curriculum.

At the September 2014 AHIMA 86th Convention and Exhibit in San Diego, CA, The World Health Organization will present Cancer Registry: Moving Forward Embracing Change. The presentation will provide updates to the cancer registry profession and showcase the training tools for HIM schools. The format will also include a roundtable discussion.

NCRA will host exhibit booths at both the AOE and AHIMA meetings, and will hand out our Introduction to the Cancer Registry CD.

State Baskets

The Foundation assisted again this year with the state basket raffle at the NCRA Annual Educational Conference in Nashville, TN. Joyce and Dave Jones, who were unable to attend in 2013, returned as our key leaders for this annual project. Funding from the raffle goes back to participating states and is also used to support Education Foundation projects. Thank you to all the states and many organizations that donated a basket—and congratulations to the winners! The baskets bring a lot of excitement and joy to the exhibit area.

Learn More About the Foundation

Visit the Foundation’s website at www.ncraeducationfoundation.org to learn more about our mission and purpose as well as the responsibilities of our committees.

Acknowledgment Someone Special

There is a distinctive way to memorialize or honor someone special. Donations to the Education Foundation can be made in memory of someone you have lost or in honor of someone who is living. This can be an excellent tribute to family, co-workers, mentors, and others who have special meaning in our lives.

The Connection | Summer | 2014
Formal Education Committee Update

LINDA SHROYER, CTR | FORMAL EDUCATION COMMITTEE CHAIR

The Formal Education Committee works to bring attention to the Cancer Registry Management (CRM) program. We recently sent letters to schools with health information management programs to educate them about incorporating a CRM program. In the letter, we directed them to NCRA's website to review the specifications and qualifications for the program.

We could use your help! Do you know of a college or university that might be interested in starting a CRM program? If so, please contact Mary Maul at the NCRA office (mmaul@ncra-usa.org) or me at lshroyer@embarqmail.com, and we’ll take it from there. Or, if you’re a speaker at colleges or universities, please mention the CRM program and let your contacts know they can learn more on the Education section of the NCRA website.

In closing, we recently lost a committee member and would like to replace her. If you’re interested in volunteering or learning more about the committee goals and duties, please let me know.

2014 Award Winners

Congratulations to all the winners who were honored at the 2014 NCRA Annual Educational Conference in Nashville, TN.

Outstanding New Professional Award
Denise Hansen, BA, CTR (pictured below on the right)

James A. Bradley Scholarship
Conference Scholarship
Barbara A. Hagedal, AS, BS, RDMS, CTR

NCRA Danielle Chufar Memorial Annual Conference Scholarship
Lisa L. Connor, CTR (pictured below on the left)

Elekta Impac Award for Journal of Registry Management: Best Paper of the Year 2013
“The Impact of The Benign Brain Tumor Cancer Registries Amendment Act (Public Law 107-260) On Non-Malignant Brain And Central Nervous System Tumor Incidence Trends”
Authors: Bridget J. McCarthy, PhD; Carol Kruchko; Therese A. Dolecek, PhD

Elekta Impac Award for Journal of Registry Management: Best Paper of the Year 2013: Honorable Mention
“An Automated Algorithm For Consolidating Dates Of Diagnosis From Multiple Sources”
Authors: Xiuling Zhang, PhD; Amy R. Kahn, MS, CTR; Francis P. Boscoe, PhD; Paul M. Buckley, CTR

Colleen Sherman, RHIA, CTR (pictured below on the left) accepts on behalf of the authors.
How Has the Cancer Registry Profession Evolved and What Does the Future Hold

LISA L. CONNOR, CTR, RECIPIENT OF THE 2014 DANIELLE CHUFAR MEMORIAL ANNUAL CONFERENCE SCHOLARSHIP

NCRA's Danielle Chufar Memorial Annual Conference Scholarship was named in memory of the NCRA staff member who passed away in February 2004 from cancer. Danielle was a new RHIT professional who was preparing to take her CTR exam. NCRA's Governance Planning and Evaluation Committee (GPEC) determines the essay theme each year and evaluates submissions. The 2014 theme was How Has the Cancer Registry Profession Evolved and What Does the Future Hold. The recipient of the 2014 scholarship was Lisa L. Connor, CTR, of Thomaston, GA. Her winning essay is below.

The evolution of this important profession is definitely something I have personally witnessed, just in the few years since I have been in the cancer registry field. Cancer registrars must be ready for change, accept it, learn from it, and be ready for the next transformation to come along, because it will.

I hear seasoned CTRs talk of their “paper abstracts” and the CTR exam being a “written exam”. Today, we can use various software systems and EMRs, rather than paper files. These changes enable CTRs to work remotely and for companies headquartered out of state. Just amazing! We can also go to a testing center to take an electronic version of the CTR exam.

When I first started, in 2008, Collaborative Stage was about to change. I was new, so I did not know the difference, but I recall hearing grumbling and moans-and-groans as the experienced CTRs geared up to face the challenge of the change and the new codes. I was learning it then, so it was all I knew. Now, we are looking to the transition to AJCC TNM staging and Summary Stage and we will lose some of our CS fields. I have to be ready for change in this area; it is my turn now.

Registries went from having one or two registrars to full Oncology Data Centers, staffed with supervisors, casefinders, abstractors, a quality coordinator, and cancer conference coordinator. Registries that were small in caseload and number of employees have evolved into large registries, which are part of Cancer Programs known nationwide.

I, too, have had a similar professional evolution. I worked for a very small facility—my comfort zone—where I worked alone. I managed my own workflow, processes, reports, abstracts, casefinding, follow-up, treatment information, cancer conference, and cancer committee. My caseload was 210 per year. I was the only CTR in the facility and managed it alone. I had ownership of the registry and a true emotional bond to it, since I had worked hard to improve it, revising processes and systems to become a registry that our facility, physicians, and community could be proud of. To leave would be bittersweet. I loved it, but I needed to grow, mature, and learn. I have a passion for this field and it is one you can learn something new each day of your working life. I could not grow without being willing to move from my comfort zone. I had to evolve. A career change is a life-altering decision and one that needs thoughtful consideration.

I asked myself: Do I really want to learn new EMR programs, registry software, and processes as well as leave everything I have always known and loved. YES! I was sure that it was the best decision for me. During the first few weeks of the transition, the learning process was overwhelming. It was a professional culture shock. Getting used to the large amounts of emails, multitasking, meetings, education requirements, and navigating multiple new software programs, all the while trying to maintain required productivity, was daunting. My abstracting productivity looked like I had never abstracted before in my life. My meticulous text and abstracting method, all I have ever known, needed to change to meet guidelines of the new facility. What was I thinking? I went from a small village to New York City! I went from my quiet office made for one, my planned agenda for each day, to this! How can I do this?

One day, everything “just clicked” and I said to myself “I ABSOLUTELY LOVE THIS JOB!” I started to briskly navigate in the new registry software and the multiple EMRs, as well as the new abstracting techniques, and enjoyed it all. But most of all, I loved that I was learning, growing, and maturing as a CTR. I am part of a great team, where I will continue to grow and learn. I work at a wonderful facility where I can evolve. An unforeseen bonus is that I continue to work part-time at my former registry, where I can apply my new found techniques and lessons learned, helping to make that registry better than ever.

As in the past, cancer registrars have to be willing to evolve as the diagnosis and treatment of cancer evolves. It is our responsibility as cancer registrars to provide quality data and assist with finding a cure for this deadly disease. In order to do this, we must be ready to change. Embrace the evolution!
The new edition has been revised to reflect the updates to the 2014 exam. Five case studies have been added with answers and rationales provided. Companion CD contains additional study resources. NCRA member price: $85; non-member price: $105. Go to www.ncra-usa.org/CTRPrep to order.

Special Compilation of Collaborative Stage Data Collection System Coding Instructions (For 2014 CTR Exam Candidates Only)
NCRA has compiled the sections from the Collaborative Stage Data Collection System Coding Instructions (Version 02.04) that can be used in the open-book portion of the 2014 CTR Exam. This easy-to-use special edition includes Part 1: Sections 1&2 and the five specific sites: bladder, breast, colon, lung, and prostate. NCRA member price: $65; non-member price: $85. Go to www.ncra-usa.org/CTRPrep to order.

Fall 2014 CTR Exam Prep Online Workshop
NCRA has created a CTR Exam Prep Online Workshop consisting of nine, 90-minute live webinars on critical exam topics. Workshop member price: $365; non-member price: $485. Individual webinars can be purchased separately. Member price: $45; non-member price: $60. Go to the “CTR Prep” tab of the CCRE at www.CancerRegistryEducation.org to learn more about the content, presenters, dates, and to register.

Online CTR Exam Practice Test
NCRA offers a 125-question online CTR Exam Practice Test through its Center for Cancer Registry Education (CCRE). Designed to provide candidates with a tool to assess understanding and determine where further study is needed. Pricing options: One-time access: NCRA member - $65; non-member - $105. Unlimited access for 60 days: NCRA member - $180; non-member - $220. Go to the “CTR Prep” tab of the CCRE at www.CancerRegistryEducation.org for more detailed information on the online test.

2014 CTR Exam
The CTR Credential is nationally recognized in the recruitment and retention of cancer registry personnel.
LAST TESTING DATE IN 2014!
October 18 - November 8, 2014
Application deadline: September 19
Learn more about the CTR Exam and download the 2014 CTR Exam Candidate’s Handbook at www.CTRExam.org.
Scenes from the 2014 Annual Conference

Linda Mulvihill, RHIT, CTR; Sue Koering, MEd, RHIA, CTR; Dr. Shirley Jordan Seay, PhD, OCN, CTR; Linda C. McBride, CTR; and Donna Weber, MS, CTR, cut the ceremonious ribbon at the Grand Opening of the Exhibit Hall.

Buzzing with activity, attendees gather in the Exhibit Hall to visit vendors showcasing the newest products and services.

Otis W. Brawley, MD, FACP, chief medical officer for the American Cancer Society delivered the keynote address about the current state of cancer research and the important role of the cancer registrar and cancer data.
Membership Matters...
NCRA benefits are designed to support your career and ensure your success as a cancer registry professional.

- **Get and Stay Certified**
  Use NCRA Educational Products to Earn and Maintain the CTR
- **Keep Current**
  Gain Access to Professional Resources
- **Support the Profession**
  There is Strength in Numbers! NCRA represents members’ collective voice with standard setters, national organizations, and federal agencies.
- **Make Connections and Network**
  Meet Colleagues at Live Events and Through NCRA’s Online Communities
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  Develop Leadership and Management Skills
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Website: [www.ncra-usa.org/membership](http://www.ncra-usa.org/membership)  Phone: 703-299-6640 Ext. 319  E-mail: member@ncra-usa.org.

**NOW AVAILABLE!**

NCRA’s 2014 Annual Conference Encore Sessions DVD

If you missed the 2014 annual conference or want to share key sessions with colleagues, order the Encore Sessions DVD today. It contains high-quality audio and visuals of key presentations. CE credits can be earned by completing the Viewing Form included on the DVD. Earn up to 20+ CEs. (Additional fees are required to purchase CEs.)

Go to [www.ncra-usa.org/store](http://www.ncra-usa.org/store) to order.
Finding Your Dream Job is Just a Click Away

Visit NCRA's Job Bank at www.ncra-usa.org/job!

**View Jobs**
Access the newest jobs available to cancer registrars seeking employment.

**Post an Anonymous Resume**
Whether you are actively seeking work or curious about what is available, your online resume is your ticket to great job offers!

**Design a Personal Job Alert**
Create job alerts and never let a matching job opportunity pass you by!
New jobs that match your search criteria will be e-mailed directly to you.

**Create a Free Job Seeker Account**
Your personal job seeker account will allow you to find jobs, manage your resume, and set-up job alerts. Get started today!

**Need a Clinical Placement Site?**
NCRA's Job Bank also includes sites where students can complete their clinical hours and search for mentors.
New CTRs

The Spring 2014 CTR Exam was taken by candidates at testing centers worldwide during the March testing window. One hundred and one (101) candidates passed the exam and formally became Certified Tumor Registrars. NCRA’s Council on Certification proudly congratulates all new CTRs!

<table>
<thead>
<tr>
<th>State</th>
<th>Candidates</th>
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<tbody>
<tr>
<td>Arizona</td>
<td>Marcelo E. Saculles, <em>Goodyear</em>&lt;br&gt;Juliet R. Wilkins, <em>Scottsdale</em></td>
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<tr>
<td>Arkansas</td>
<td>Heather L. Morris, <em>Conway</em></td>
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<td>California</td>
<td>Joanna Akers, <em>Palm Desert</em>&lt;br&gt;Cheryl Lynn Brady, <em>Garden Grove</em>&lt;br&gt;Sharon A. Inase, <em>South San Francisco</em>&lt;br&gt;Elizabeth Grace Osborne, <em>Soquel</em></td>
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<td>Florida</td>
<td>Monica Arvizu, <em>Deland</em>&lt;br&gt;Angela L. Filmore-Swilley, <em>Brandon</em>&lt;br&gt;Monica Marie Gomez, <em>Miami</em>&lt;br&gt;Mirian Lopez Pottkin, <em>Dade City</em>&lt;br&gt;Antonio Santana, <em>Lake Placid</em></td>
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<tr>
<td>Georgia</td>
<td>Lana G. Thomas, <em>Decatur</em></td>
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<td>Hawaii</td>
<td>Jennifer Kimiko Daday, <em>Waipahu</em></td>
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<td>Iowa</td>
<td>Bryce Jay Hansen, <em>Sheldon</em></td>
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<td>Louisiana</td>
<td>Amy E. Wall, <em>Baton Rouge</em>&lt;br&gt;Lakerisha C. Winn, <em>Zachary</em></td>
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<td>Maine</td>
<td>Bethaney M. Hartford, <em>Lewiston</em></td>
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<td>Maryland</td>
<td>Megan Anne Humphrey, <em>Timonium</em>&lt;br&gt;Nancy Cunningham Opiela, <em>Rockville</em>&lt;br&gt;Pamela D. Trombero, <em>Baltimore</em></td>
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<td>Massachusetts</td>
<td>Marilyn N. Gurney, <em>Uxbridge</em>&lt;br&gt;Megan A. Pilling, <em>Auburn</em>&lt;br&gt;Linda M. Silva, <em>Taunton</em></td>
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<td>New Mexico</td>
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<td>Cynthia P. Mills, <em>Pageland</em>&lt;br&gt;Heidi S. Suarez, <em>Mount Pleasant</em></td>
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<td>Washington</td>
<td>Lorraine T. Colwell, <em>Vancouver</em>&lt;br&gt;Arleen Enid Melvin, <em>Port Orchard</em>&lt;br&gt;Monica Hae Yi, <em>Kent</em></td>
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<tr>
<td>West Virginia</td>
<td>Marsha Lynne Crowder, <em>Gay</em></td>
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- Nebraska
- New Jersey
- New Mexico
- New York
- North Carolina
- Ohio
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Virginia
- Washington
- West Virginia
Promoting the Cancer Registry Profession from Home: Six Tips to Staying Connected

LORETTA (LORI) TRAVERS, RHIT, CTR | NCRA EDUCATION FOUNDATION TREASURER

If you’ve been in the cancer registry field for at least a decade, there’s a good chance your current workspace is much different than it was when you started. Though our careers have traditionally taken place within the walls of a hospital, today’s cancer registrars are increasingly working from home. Faced with a CTR workforce shortage, healthcare leaders have embraced this trend in order to retain valuable resources and widen the available talent pool. At the same time, the widespread adoption of electronic health records, which employees can access from anywhere, has enabled this shift to occur more easily.

Workplace flexibility clearly has its advantages; however, there’s no denying that conducting business from the home office has brought with it a new set of challenges. In a field that’s sometimes relegated to the sidelines, the shift from hospital to home office can make it even more challenging for CTRs to promote and advance the cancer registry profession. Without intentional effort, the physical absence of CTRs in hospital corridors could easily lead physicians, nurses, administrators, and other members of the cancer care team to adopt a collective “out of sight, out of mind” mentality regarding the cancer registry. Today, it’s more important than ever to recognize that our role as CTRs is more than just ensuring that the cancer registry is populated with high-quality data; we must also promote the value and importance of our profession.

One of the most important things registrars can do to promote the profession is to stay connected, regardless of office location. Registrars who are intentionally engaged are recognized as assets to the organizations they serve, and their leaders are more likely to recognize the importance and true value of the cancer registry. Here are six tips for making it happen:

1. **Make an effort to understand your manager’s expectations.** When you work off-site, you sometimes miss the day-to-day discussions that may have previously shaped your understanding of your responsibilities. Be proactive and set up regular check-ins with your manager to share what projects your cancer registry is currently involved in.

2. **Be a key player to your cancer committee.** Discussions and meetings with cancer committee are no time to develop stage fright. Your role is crucial and you must ensure you are a valuable resource to the committee. In particular, make sure you are a key player to the cancer liaison physician and the cancer committee chair. Your expertise contributes to their effectiveness.

3. **Recognize that staying connected reaches beyond your supervisor.** Be sure to stay in contact with your cancer care team and others within the hospital. Confirm that they have your contact information and encourage them to touch base with you at any time.

4. **Spend some time getting to know your team.** Phone calls, email, and social media are all acceptable ways of getting to know more about your co-workers. Building these connections is important because it promotes openness and sharing of best practices, and provides you with a group of people you can rely on for advice.

5. **Remember that old-fashioned etiquette will make a difference.** Sending hand-written thank you notes and thoughtfully selected birthday cards will help you build relationships with the people you don’t see in person every day. Acknowledging your colleagues’ accomplishments with a card and personal note will make you stand out.

6. **Make occasional site visits.** Regardless of your careful efforts to stay connected while working remotely, there is nothing that can replace the value of a face-to-face interaction. If at all possible, make site visits at least four times each year.

As more and more cancer registrars embrace the home office, it’s important to remember that no one else is going to promote our profession. It’s up to us to make sure our role is understood and appreciated by physicians, nurses, administrators, and the entire cancer committee. Staying connected and proactively engaged not only helps us carry out our jobs effectively, it ensures we’re promoting the cancer registry profession.

Lori Travers is a certified cancer registrar, coach and Client Service Manager for CHAMPS Oncology living in Boise, Idaho. Your comments are welcomed by email to lori.travers@chanet.org.

**James A. Bradley Annual Conference Scholarship**

MedPartners HIM offers a scholarship to allow an active NCRA member to attend NCRA’s Annual Educational Conference. The scholarship was created in memory of James A. Bradley, the father of MedPartners HIM President Mr. Bob Bradley. Barbara Hagedal, BS, CTR, of Schaumburg, IL, was this year’s recipient, attending the 2014 annual conference in Nashville. MedPartners HIM salutes Barbara’s good work and all cancer registrars for the critical role they play in helping to improve the effectiveness of cancer treatment and prevention programs.
CAP Cancer Committee Update

CHRISTINE GIBSON, CTR, CCRP/NCRA CAP LIAISON

The College of American Pathologists (CAP) Cancer Protocols are essential to the standardization of pathology diagnoses. Now the CAP Cancer Committee is actively working on standardizing molecular marker reports, which will be a huge help to data collectors.

The CAP Cancer Committee also helps registrars better understand pathologic diagnoses via an online forum called ATP (short for “Ask the Pathologist”). ATP is accessed through the CAnswer forum on the Commission on Cancer (CoC) website, www.facs.org/cancer.

Especially helpful to cancer registrars who telework, cover many hospitals, or otherwise have limited access to staff pathologists, the ATP forum answers questions registrars may have about pathologic diagnoses that don’t fit current CAP Cancer Protocols. Forum experts include a resident pathologist, an oversight committee, and CAP Cancer Committee members.

Once a question is posted online, the resident pathologist sends it to the oversight committee, consisting of a pathologist and cancer registrars. The oversight committee can answer the question directly or forward it to a CAP Cancer Committee expert or to another forum altogether. The ATP reports the questions to the CAP Cancer Committee by sub-forum, month, and anatomical site.

In addition to clarifying pathologic data, the forum is expected to help identify educational opportunities for cancer registrars and pinpoint areas that need to be addressed in future editions of the American Joint Committee on Cancer Staging manual.

Help is there if you ask, so please visit the ATP forum when you have questions!

Special thanks to the CAP Cancer Committee and to Dr. Philp Foulis for his presentation, Improving the Pathological Diagnoses in Cancer Registries, given May 29, 2014, at the Association of Clinical Scientists annual meeting.

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M.O.K.A.
Regional Cancer Registrars Meeting

Join registrars from Missouri, Oklahoma, Kansas and Arkansas
September 24 – 26, 2014
Hilton Convention Center in Branson, MO.

For more information visit the MoSTRA website (mostra-ctr.org)
Click on Annual Meeting.
Registrations accepted August 1 on an as-available basis.
CE credits available!
NAPBC Liaison Update

JOANN ZELLER, MBA, CTR, RTT | NCRA LIAISON TO NAPBC

The National Accreditation Program for Breast Centers (NAPBC) holds three board meetings a year, the most recent of which was February 1, 2014. These are held in conjunction with NAPBC committee meetings. I currently sit on the Standards and Accreditation Committee and Strategic Planning Committee.

Strategic Planning

This is shaping up to be an exciting year for the NAPBC board, as we held our first strategic planning retreat to focus on where we’re headed. At the retreat, which included one representative from each discipline, we identified goals that will provide real value to those achieving accreditation by the NAPBC. Chief among these goals is to utilize NCDB data to generate comparison data over and above what is provided by CP3R and RQRS. Another goal, which should generate much interest, is to offer Best Practices meetings. The NAPBC wants to share best practices identified by surveyors in a conference setting to accredited centers (at a discount) and to those seeking accreditation.

Data analysis is key to our ability to add value to accreditation. It’s clear that, even though we plan to work more closely with CoC staff, we’ll need to add additional staff ourselves. You’ll soon see some new faces at NAPBC and also some familiar faces leaving. Cindy Burgin, who has been a key figure at NAPBC since its inception, has chosen to take another path. She’ll assist with new staff transition and hopefully continue to be involved in some fashion as we move forward.

Board Meeting Highlights

Here are some key take-aways from the February board meeting:

- We now have 525 accredited centers, 239 scheduled for survey, and 183 in process.
- The number of initial accreditations (40 a year) is dropping, and reaccreditations are increasing (60-70).
- New Ohio state law (effective this past March) requires surgeons to use patient navigation consistent with NAPBC standards. Patients must be informed if they are a candidate for reconstruction and must have had referral to a plastic surgeon.
- An independent group, the Women’s Choice Awards, identifies the best products and services for women. They are using NAPBC accreditation as one of three criteria they use to evaluate breast care. Earning their seal of approval does not cost anything, and your center will benefit from additional publicity.
- NAPBC is going international! While our focus remains on domestic breast programs, we’ve had interest from pilot sites in Canada, London (American centers), United Arab Emirates, and Mexico. Most of these sites have programs similar to ours and are reaching out to see how we compare. We plan to move forward using remote access technology such as Skype. This remains in the developmental phase.

Standards

The board also reviewed the following standards at the meeting. As a general rule, each standard is reviewed once every three years.

Standard 2.1: Multidisciplinary care. No changes.

Standard 2.3: The board discussed the 50% breast conserving surgery (BCS) rate, noting that National Quality Measures for Breast Centers data show that 10% of centers have a rate less than 50% and the median is 67%. The real question is whether the decision took into account multidisciplinary input. A recommendation will be brought back to the board for changes to this standard from the committee.

Standard 2.8: Diagnostic imaging. Minor revisions will be made to reflect the addition of tomosynthesis and the deletion of the reference of Mammography Quality Standards Act (MQSA)-certified physicians.

Standard 2.12: Radiation oncology. Revisions will be made to reflect the deletion of the Performance Assessment for the Advancement of Radiation Oncology Treatment (PAAROT) requirements for radiation oncologists. Other requirements for CMEs may be introduced.

Standard 2.14: Nursing. No changes were recommended, but the Oncology Nursing Society (ONS) nurse representative on the board will review this standard.
2013 – 2014 Election Results

JANICE N. WHITE, EDM, RHIA, CMRS, CPC, CTR | NCRA NOMINATING COMMITTEE CHAIR

The Nominating Committee is pleased to announce the results of the 2013 – 2014 Board Directors, Nominating Committee, and Council on Certification elections. Congratulations to all NCRA’s newly elected leaders!

Board of Directors
President-Elect/Secretary
Leah Kiesow, MBA, CTR

Treasurer Junior
Kathleen M. Hess, RHIT

Professional Development Board Director
Sharmen A. Dye, CTR

Public Relations Board Director
Kyle L. Ziegler, CTR

Council on Certification
Council on Certification Representatives
Cynthia Boudreaux, LPN, CTR
April L. Feathers, CTR
Joanne Harris, CTR
Kimberly L. Watson, CTR

Nominating Committee
East Region
Karen Coyne, MSc, RN, CTR
Inez Evans Inman, BS, RHIT, CTR

Midwest Region
Christine S. Lapina, RHIA, CTR
Beverly A. Shackelford, CTR

West Region
Daniel J. Curran, MS, CTR
Loretta E. Travers, RHIT, CTR

Now is Your Time to Shine: Run for an Elected NCRA Position

JANICE N. WHITE, EDM, RHIA, CMRS, CPC, CTR | NOMINATING COMMITTEE CHAIR

As the cancer registry profession grows and changes, NCRA’s efforts to support our members continue to expand, as well! There has never been a better time to become involved in NCRA as an elected officer—so please consider running for an office. You’ll find more information, including position descriptions and online submission forms, at www.ncra-usa.org/nominations.

The following Board of Director positions are open for nominations for 2014-15:
• President-Elect/Secretary (one-year term with rollup to President for a year, and then a one-year term as Immediate Past President)
• Treasurer Junior (one-year term with rollup to Treasurer Senior)
• Education Board Director (two-year term)
• Retention & Recruitment Board Director (two-year term)
• Advocacy and Technical Practice Board Director East (two-year term)
• Advocacy and Technical Practice Board Director Midwest (two-year term)
• Advocacy and Technical Practice Board Director West (two-year term)

Prospective Board candidates should visit www.ncra-usa.org/BoDPresentations to learn about the duties and time required for each position.

2015 nomination submission forms available at www.ncra-usa.org/nominations.
Deadline: September 30, 2014

Other open elected offices are:
• Council on Certification Administrator (three-year term)
• Council on Certification Representatives (four positions, each with a two-year term)
• Nominating Committee Members – East, Midwest, and West regions (two positions for each region, each with a one-year term)

Serving as a volunteer for NCRA is a rewarding experience. You’ll be helping to strengthen the influence of the profession and NCRA, increase NCRA’s value to its members and the profession, and effectively govern and lead the association while growing your career. You’ll interact with peers around the country who can help you in the future as colleagues, friends, and mentors.

If you're unable to serve NCRA this coming year in this capacity, please consider nominating another member with great leadership skills (with her/his permission) for an office. Either way, you’ll get a feeling of accomplishment knowing that you’re serving NCRA—and yourself.
WELCOME TO THE NEW MEMBERS WHO JOINED FEBRUARY - APRIL 2014

Gretchen Agha  Sacramento, CA
Alyson Almond  Charlotte, NC
Jennifer Anand-Doyle  New York, NY
Laura Asman  Salt Lake City, UT
Summer A. Ayers  Salt Lake City
Cindy Carlin  Largo, FL
Robin H. Bovard  Boulder, CO
Cathy Brotgon  Quincy, IL
Miriam J. Buckley  Bangor, ME
Jolonda C. Bullock  Fort Worth, TX
Angela E. Burleson  Valdosta, GA
Karla Cannizzaro  Bullhead City, AZ
Cindy Carlin  Friendswood, TX
Sherry E. Carlisle  Athens, GA
Krystina D. Carlton  Birmingham, AL
Jennifer L. Caswell  Lompoc, CA
Linda Catlin  Cheyenne, WY
Antoinette R. Cato  Fort Smith, AR
Kara Cheezan  Mooresville, NC
Susan Cheng  Taipei, TW
Tammy L. Clark  Nashville, TN
Gaylen M. Crooks  La Jolla, CA
Ray A. Daugherty  Chandler, AZ
Amber Davis  Opelika, AL
Marie DeGrosso  Stuart, FL
Yvonne Duhart  Cincinnati, OH
Penny A. Dumas  Plattsburgh, NY
Christina Edmonds  Lawrence, KS
Kelly Ellis  Chattanooga, TN
Desiree Evans  Columbus, GA
Ruth C. Finch  Port Royal, SC
Elsa Fischbach  Bellevue, NJ
Alexa R. Gilliland  Fostoria, OH
Simone A. Gordon  Charlotte, NC
Trevis D. Hawkins  Opelika, AL
Bernice Hector  Athens, GA
Carolyn A. Hemesath  Ossian, IA
Bridgette L. Henderson  Berkeley, CA
Dana Herman  Moline, IL
Racheal Hernandez-Gayles  Cleveland, OH
Asika Hill  Berkeley, CA
Marta Indhu  Sacramento, CA
Claire Ivers  Jackson, MS
Latina Iverson-Simmons  Chicago, IL
Teresa Kase  Columbia, MO
Nadia Kennedy  Anaheim, CA
Molly P. Kivus  Rockport, ME
Mary A. Klisiewicz  Allentown, PA
Elizabeth Ledwell S.  Weymouth, MA
Ling-Chu Lin  Hualien, TW
Shiu-Ling Lin  Taipei, TW
Jamie Loggains  Pemberton, NJ
Lynnea C. Malatinsky  Owosso, MI
Lori Massa  Coral Springs, FL
Jena McComas  Prince George, VA
Dauphne P. McGavic  Nashville, TN
Brianna E. McKenzie  Indianapolis, IN
Teresa Merkel  Iowa City, IA
Katie Mims  Paris, TX
Pamela Neal  Bloomington, IN
Lakeisha Nedwards  Fountain Inn, SC
Janelle Noad  Sacramento, CA
Carol L. Paolillo  Freehold, NJ
Ashley R. Perkins  Valdese, NC
Stacie Perkins  Nashville, TN
Wendy L. Petit  Bennington, VT
James E. Ponder  Rockford, IL
Cindy Poole  Martinsville, VA
Rebecca M. Prillaman  Oak Park, IL
Clomene Prophete  White House, TN
Amy L. Quillin  Canton, OH
Lisa M. Reale  El Paso, TX
Sherri L. Reneau  Oxnard, CA
Deborah Reyes  Madison, WI
Stacey Rieu  Omaha, NE
Antonio Rowles  Kansas City, MO
Ray A. Daugherty  Duarte, CA
Mireya M. Sanchez  Seattle, WA
Kathy Scholz  Odenton, MD
Patricia Seitz  Brenton Shaw  Montrose, CO
Pamela M. Sherwood  Philadelphia, PA
Hollie Shuler  Plano, TX
Amanda Simpson-Hensley  Fairfield, OH
Kimberly M. Smither  Cape Girardeau, MO
Leimomi Song  Loma Linda, CA
Laura A. Stephenson  Madison, WI
Ann Marie Szymula  New Britain, CT
Caprice A. Taylor  Converse, TX
Ted Tenczynski  Houston, TX
Luan Tosun  Hackensack, NJ
Yvonne Tovar  Harlingen, TX
Alia Treshak  Round Lake, IL
Cindi Wals  Coral Springs, FL
Susan Walton  Athens, GA
Mary Warri  Roanoke, VA
Amanda Watson  Cheyenne, WY
Barbara S. Weiss  Cheyenne, WY
Teflani Wellman  Joliet, IL
Barbara Whitehead  Topeka, KS
Aleisha Williams  Oklahoma City, OK
Jeanie Williams  New Castle, PA
Michelle Windsor  Palm Bay, FL
Daniel Winn  Denver, CO
Katherine Wolfson  Harvest, AL
Courtney Womac  Hixon, TN
Elaine Wooden  Montgomery, AL
Tao Zhou  Toronto, ON