An Inside Look at the Council on Certification

KIM WATSON, CTR | ADMINISTRATOR, NCRA COUNCIL ON CERTIFICATION

As the new Council on Certification Administrator, I’d like to share with you the “inner workings” of the Council. In this first installment, I’ll cover general items such as the Council’s mission and purpose, and the objectives from NCRA’s Strategic Management Plan that pertain to the Council. In upcoming issues, I’ll detail how the work of our committees and task forces allows the Council to complete its mission and objectives. I hope this information will help you better understand how the Council works and possibly spark your interest in running for a Council Representative position.

Council on Certification’s Mission
To create and maintain credentialing processes whereby the public can be assured that individuals certified by NCRA have met a level of competence required to provide accurate information for cancer surveillance and research activities.

- Oversees the development and administration of the professional certification examination for cancer registrars.
- Establishes eligibility criteria for examination candidates.
- Reviews proposed questions and verifies the content of upcoming examinations.
- Responds to questions from examination candidates regarding eligibility status.

Statement of Purpose
The purpose of the Council is to evaluate those individuals requesting certification as Certified Tumor Registrars (CTRs) and other certifications as approved by the Council, and to establish, oversee, and administer the mechanisms to accomplish this purpose. The Council ensures those who successfully obtain the CTR credential are minimally competent to perform the job tasks of a cancer registrar. According to NCRA’s contracted examination service provider, Applied Measurement Professionals (AMP), a “minimally competent” exam candidate possesses the knowledge and skills to perform introductory-level job tasks. We’ll explore what this means in an upcoming issue, when I detail the work of the Item Review & Development Committee and the Exam Review & Construction Committee.

Credentialed CTRs must be able to accurately document cancer data, which informs all cancer-related surveillance and research. The Council establishes exam content and weighting through Job Analysis (JA) surveys conducted either every five to seven years, or when changes in the field are significant enough to warrant a new analysis. The Job Analysis Task Force is responsible for developing and conducting the JA surveys, and the Eligibility Committee ensures candidate eligibility.

NCRA’s Strategic Management Plan includes the following objectives, which are the responsibility of the Council:

- Hold credentialing process to the highest standards of the certifying community
- Ensure exam educational requirements and content are relevant to CTR professional responsibilities by conducting job task analyses
- Re-evaluate the relevance of the CTR nomenclature and take appropriate action
- Promote credentials offered by NCRA with a strong public relations campaign
- Deliver a relevant certification maintenance process

After a thorough vetting process to select a new vendor to provide support for and administration of the CTR exam, the Council recommended—and NCRA contracted with—AMP. AMP is highly respected in the field of psychometrics, and it’s obvious to those of us who have been involved with the individuals at this company that they take their work as seriously as cancer registrars do. (I would challenge anyone to find another group of people as detail-oriented as registrars!) I believe AMP will help us meet our objective of “highest standards in the certifying community.”

As part of holding the credentialing process to the highest standards, the Exam Feedback Committee reviews input from those who have taken the CTR exam. The Nomenclature Task Force is currently undertaking the evaluation of “CTR.” The Marketing Committee continuously works to promote the CTR credential. The Continuing Education Committee is integral to the certification maintenance process. The newly formed Formal Education Task Force works as a liaison between the Council and NCRA’s Formal Education Committee.

The following committed individuals comprise the current NCRA Council on Certification:

Cynthia Boudreaux, LPN, CTR
Danette Clark, BS, RMA, CTR
April Feathers, CTR
Joanne Harris, CTR
Vicki Hawhee, MEd, CTR
Vivian P. Heep, RHIT, CTR
Monika Rivera, RHIT, CTR
Linda Shroyer, CTR

Learn more about the CTR Exam at www.ctreexam.org.
Dear Colleagues,

In most places it is time for bringing out the warmer clothes, preparing for holiday events and realizing another year is coming to an end.

However, looking backwards and forwards, let’s take a moment to note all we have accomplished as a great organization, all the goals met, all the networking done and all the future adventures we are about to share.

The authors have brought us invaluable information in the past, the present and certainly in the future. Thank you so much.

And now we enjoy new excitement in accomplishing the 2015-2016 Presidential Charges (pages 5-6) set forth by NCRA’s President, Leah Kiesow. The charges will enhance our board and committees, strengthen our organization and offer growth in our knowledge as cancer registrars.

It is bitter-sweet that this issue of The Connection will be the last paper issue as we transform into the world of digital. Beginning with the winter 2015-2016 issue, members will receive a link by email to The Connection. You will have the opportunity to print your own copy. This change offers not only financial savings but publishing gains with the ability to do more within any issue of The Connection.

Please take time out of your ever so busy schedule to relish in this packed full, 20 page, extremely informational fall issue that your wonderful authors have provided to help you heighten your amazing career choice.

Wishing all the best,

Sherry Giberti, CTR
Editor, The Connection

The Connection

The Connection is the official newsletter of the National Cancer Registrars Association.

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Correspondence, inquiries, and articles must be sent to NCRA at info@ncra-usa.org.

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Phone: (703) 299-6640
Fax: (703) 299-6620
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http://www.ncra-usa.org

Article Submission Requirements
1. Articles should pertain to newsworthy events affecting members of NCRA, including education, certification and articles of interest to the entire membership of NCRA. Also intended for inclusion are business matters of NCRA. Scientific articles are not appropriate for The Connection and should be submitted to NCRA’s Journal of Registry Management.

2. Articles should be submitted by email to NCRA. ASCII text or any desktop publishing files are allowed. If text is graphics will be included in the publication if possible.

3. The document should be formatted to include any text boxes or graphic art; this will be included in the publication if possible.

4. The NCRA Editorial Advisory Board of The Connection reserves the right to refuse publication of any article that is not appropriate. The NCRA Editorial Advisory Board will review the article and the editor will notify the author of any changes before the publication.

The deadlines for article submission:
November 13, 2015 (Winter Issue)
February 13, 2016 (Spring Issue)
Do you ever pause for a moment to think about your career as a cancer registrar? Whether you’ve been in the profession for a year, 10 years, or longer, have you reflected on where you started, where you are now, and the history in between? Do you think about the people that played a part in the start of your career and those who have had the most impact—or the least? Personally, there are days I feel I’ve forgotten more than I’ve learned and there are days I’m pleasantly surprised when I recall a fact from years ago. There is an abundance of information, knowledge, and education that a registrar acquires as they travel along the timeline of this profession. Looking ahead, the latter is evident, but sometimes I like to take a trip down memory lane and also think about the people that have been an influence along the way.

In the last edition of The Connection I wrote that developing future registry leaders who can provide direction and encouragement during times of transition and change will be crucial to the success of the industry. Some of you probably realize the need for leaders with a strong working knowledge of the profession because it has undergone significant changes. We are working in exciting times of advancing medicine and cancer research, where new demands and requirements exist in many areas of healthcare. Registrars have “risen to the occasion” to meet the needs of the industry.

I’ve spoken to registrars who have stepped into leadership roles because they were looking for a new challenge while others took on a certain position hoping to broaden their people management skills and work experience. Some have taken charge of additional responsibilities, such as lead trainer or coordinator for a particular committee. Others have gone outside of the workforce to volunteer their time in various organizations and provide leadership support. There are registrars who have been in a leadership position for many years but are facing new and different challenges and opportunities. Some registrars have told me that they know a future role in leadership is not in the cards, but they realize that participation in group work or special projects requires a certain amount of individual contribution, and most likely, leadership on some level.

I’ve described a few circumstances that may have led some of us into different positions of leadership. If you’ve been in this type of environment for several years, I imagine there are commonalities among the duties, responsibilities, and tasks completed each day. If you are new to leadership and are still adjusting to your role, you’ve probably come to the realization that your staff, peers, and colleagues view you in a different light. They now look to you to make decisions, coach them, and provide direction. Perhaps you feel that you don’t fall into any of these scenarios or have only temporarily participated in leading a charge or organizing a project for your group or employer. That is okay; we all work together toward a common cause (finding a cure for cancer) and everyone’s time and effort matters. Whatever the level of involvement in a leadership position or activity, one constant holds true: You are also in a position of influence.

At the beginning of the article, I asked if you ever reflect on your registry career and the people that impacted or influenced you along the way. I know the answer is yes for many of you because I’ve heard a lot of stories over the years. Some of the influential people that have been a part of my career have been CEO’s of large health systems, former directors or managers, physician leaders, administrators, well-seasoned colleagues, and peers. It may seem obvious that one would remember leaders with titles of authority and a long list of credentials or those with an endless CV of achievements and education. I do not necessarily remember these people for their titles or accomplishments, but for their behavior, actions, traits, and how they influenced the people around them. I remember how they inspired and motivated people to accomplish goals and successfully transition through challenges. I remember their professional communication style and ability to create a vision for their teams. They encouraged critical thinking, collaboration, and clearly stated their expectations. They listened, encouraged discussion of new ideas, and developed strategies. Some were mentors and trainers who exemplified professional behavior and character.

As we spend our working hours focusing on getting the job done and managing the flow of day-to-day operations, it is also important to think about how we influence the people we work with and or oversee. Take a trip down memory lane and reflect on the leaders and colleagues who positively impacted you. Practical experience gained throughout our careers is a valuable tool that can be used to lead and influence in the future.

Thank you,
Public Health Problem:  
Colorectal cancer is the third-most diagnosed and third-leading cause of cancer death in Georgia. The current colorectal cancer incidence rate for Georgia is 43.3 per 100,000 population. Early diagnosis and treatment leads to a higher probability of survival. The purpose of the study was to determine the capacity of colonoscopy screening in Georgia and to identify potential populations that are in need of targeted colorectal cancer screening.

Use of Surveillance:  
Using Georgia’s Comprehensive Cancer Registry, incidence and mortality rates were analyzed for 2008–2011 among individuals 50–64 years of age. The Georgia Behavioral Risk Factor Surveillance System (BRFSS) was used to determine Georgia’s colorectal cancer screening rate for individuals in that age range. Centers in Georgia that perform colonoscopies or sigmoidoscopies were identified and mapped using Geographic Information System (GIS) software.

Collaboration:  
The project was conducted in collaboration between several offices within the Georgia Department of Public Health: Georgia Comprehensive Cancer Registry, Georgia Comprehensive Cancer Control Program (GCCCP), and the Georgia Colorectal Cancer Screening Program (GCCSP). Both the GCCCP and GCCSP are under the Health Promotion and Disease Prevention Program and the Georgia Vital Records Office and the Office of Health Indicators for Planning.

Public Health Outcome:  
The overall age-adjusted colorectal cancer incidence rate is 43.3 per population. The incidence rate among non-Hispanic black males (68.1 per population) is higher than non-Hispanic white males (46.5). The incidence rate among non-Hispanic black females (47.4 per population) is higher than non-Hispanic white females (32.6). The overall colorectal cancer incidence rate (40.9 per population) for individuals living in metropolitan counties is lower than individuals living in metropolitan counties with between 250,000-1 million people (43.6), metropolitan counties with less than 250,000 people (44.4), metropolitan adjacent counties (42.8) and rural counties (49.6). Sixty-three percent of Georgians 50–64 have received a sigmoidoscopy or colonoscopy, and 16.2% had a blood stool test within the past two years. Individuals whose income is $75,000 and over (73.5%) participated in colorectal cancer screenings more often than individuals whose income is less than $15,000 (47.1%). Individuals with a college degree (74.3%) participated in colorectal cancer screenings more often than individuals with less than a high school education (42.7%). Regardless of race, individuals living in metropolitan counties with between 250,000–1 million people, metropolitan counties with less than 250,000 people, and rural counties have higher colorectal cancer incidence rates than individuals living in metropolitan counties. Individuals with higher income receive screenings more often than individuals with less income. Individuals with more education get screened more often than individuals with less education.

Implications of Cancer Registry Data Usage:  
The results of this study helped identify target areas in Georgia most in need of colorectal cancer screening. The results were also cited in the needs assessment that Georgia used to complete a grant application for the Centers for Disease Control and Prevention entitled “Integrating Colorectal Cancer Screening with Chronic Disease” (CDC-RFA-DP14-1414).

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 (CCRs), and the data are then submitted to the National Program of Cancer Registries (NPCR). Administered by the CDC, NPCR collects data on cancer occurrence (including the type, extent, and location of the cancer) and the type of initial treatment. Today, through NPCR, the CDC supports central cancer registries in 45 states, DC, Puerto Rico, and the US Pacific Island jurisdictions.

You can read more success stories and synopses of important data-driven projects happening across the US on the CDC website at www.cdc.gov/cancernpcr/success/index.htm. If you work at a hospital registry and have a success story to share, please email it to Peggy Meehan at pmehan@ncra-usa.org.
2015-2016 Presidential Charges

Leah Kiesow, MBA, CTR | President

Each year the NCRA president consults with the NCRA staff about their functional area of expertise to develop and implement presidential charges or activities that help NCRA move forward. The NCRA volunteer leadership (committees, liaisons, and task forces) help carry out these charges.

All Board Members
- All Board Members to implement the “Evaluation of Committee Chairs and Liaisons” P&P. Hold one-on-one calls with staff and your entities prior to August 30.

All Volunteer Leadership
- Review the new “Evaluation of Committee Chairs and Liaisons” P&P.

All ATPDs
- Coordinate and host three group conference calls with CoC, AJCC, NAPBC, CAP, NAACCR and Change Management liaisons. (Use previous process and agenda from 2012-13.)

Advance Editorial Advisory Board
- Work with the staff and Board to develop a 2015-2016 editorial schedule. Send a copy of all articles to the President at least three days prior to the deadline for any final edits.

Alternative Methods
- Develop three 15-minute videos (narrated PPT) presentations: “definitive” case finding, quality management, and what is reportable? Audience is new registrars.

Awards Committee
- Author a detailed article on the awards program to help members understand the purpose and scoring, and to increase the number of qualified nominations each year. It would be written as past recipients who are also past presidents. Revise the Awards Committee P&P to include mentoring criteria and scoring.
- With NCRA Annual Educational Conference occurring earlier, increase promotion of the (earlier) deadline and let the membership know that the deadline will not be extended. Increase the promotion of awards and the nomination submission process via social media. Review and recommend edits for repackaging the nomination submission form to include the cover page and the awards introduction text.

Council Administrator
- Develop a report template to share CTR exam data with NCRA-accredited programs.
- Evaluate the guidelines of the CTR credential retirement.
- Determine the viability of requiring a certain number of CEs in a specified educational topic(s).

Education Committee
- Continue to work with staff to identify ways to repurpose existing NCRA educational webinars, materials, recordings, publications, research, and articles into new educational products and develop those products. Focus on making these products available on the CCRE. Implement a detailed marketing plan to promote NCRA’s education and training programs and services. Special emphasis should be placed on showcasing the CCRE. Subcommittee to develop podcasts on TNM topics.

CTR Exam Prep Subcommittee of Education Committee
- Review and update content for the one-day Intensive CTR Exam Prep Open Book Workshop and offer at the 2016 annual conference. Review and update the NCRA Study Guide for the CTR Exam. Review and update the content of the online CTR Exam Practice Test, including expanding the question bank.

Advanced Education Subcommittee of Education Committee
- Prepare the 2015-2016 webinar series agenda to address TNM and SS staging of more difficult sites, such as biliary and head/neck (to be broken out into specific areas), with a focus on LNs (regional), anatomy of the site, histology, and treatments.
- Develop “staging shorts” which are 10-15 minute narrated PPTs to be posted on CCRE as free resources. The content will be more advanced than what is already available from other sources: ambiguous terminology; staging after neoadjuvant treatment; staging benign and borderline tumors; timing: AJCC/TNM cancer history with an addendum on timing in NCI/SS; and use of ‘Blank’ and ‘X.’ Shorts to be grouped by topic areas.
- Develop quizzes for free staging shorts as a way for CTRs to earn CEs for a modest cost. Develop additional Informational Abstracts on the following areas: cervix, ovary endometrium. Develop quizzes for Informational Abstracts as a way for CTRs to earn CEs for a modest cost.

FOA Subcommittee of Education Committee
- Enhance the Fundamentals of Abstracting Workshop to include only as much background/history information as necessary to develop abstracting competencies. Develop practice quizzes for workshop sections.
2015-2016 Presidential Charges continued

Finance Committee
- Update three-year rolling budget.

Interim Formal Education Committee
- Develop a quarterly e-newsletter for formal education program directors. Assist the FEPEC by investigating ways in which students can accumulate their 160 practicum hours. Investigate ways to use the CCRE to offer courses and materials to NCRA’s FE programs. Advise and recruit new institutions to offer CRM programs and NCRA accreditation. Develop a communication/follow-up plan for programs that are developing CRM/CIM programs.

Formal Education Program Review Committee
- Work with other committees (FE, Mentoring) to devise ways in which students can complete the requirements of the 160-hour practicum: on websites, working with mentors, working with remote registry staff, as volunteers in cancer registries, etc.
- Provide information on program curriculum to the Certification Council through the committee liaison (in light of curriculum changes because of CS transition, new treatment therapies, etc.). Develop a required activity for CRM students to become NCRA Student Members.

Informatics Committee Chair
- Seek ways to develop an awareness of cancer informatics among NCRA membership, showcasing how it supports the cancer registry and improves operational efficiencies and data quality. Identify and develop educational products and/or programs based on the four pillars and core competencies identified by the Informatics Committee in early 2015. Engage members of the Committee in social media activities that will help foster discussions and educate NCRA members on the topic of cancer informatics.

Journal of Registry Management
- Write articles for The Connection that highlight the specific content of upcoming JRM issues. Revise the “Call for Papers” and “Information for Authors” sections in the JRM. Determine if increasing the size and placement of information on the website instead of printing in the JRM would still be effective. Enhance relationships with other medical registry groups to expand opportunities for non-cancer registry submissions to the JRM.

Membership Committee
- Review potential new affinity program(s) and research other member benefits to put forth to membership. Implement a new campaign for committee members to welcome new members within the first 60 days. Research options and required tasks to launch an NCRA Membership Appreciation Week. Develop a social media “congratulations” message for use by the Membership Committee chair to congratulate members who have taken new positions or who have been promoted within their organizations. Complete the review of the Member Needs Assessment Survey and develop a recommendation report.

Mentoring Committee
- Continue to include recruitment of mentors and mentees in the updates and published materials. Continue to lobby mentors for photos and bios for the “Meet the Mentors” section of the website. Select a new software product for electronic registering of mentors and mentees. Appoint a formal subcommittee for mentor/mentee matching. Develop a breakout session on mentoring and submit an abstract for the 2016 annual conference. Deliver at least one free webinar on a topic of value to mentors and/or mentees (hosted by a vendor). Contribute at least one Connection article in 2015-2016 on the topic of mentoring.

National Cancer Registrars Week
- Develop marketing plan to enhance NCRW activities, including a more robust section on social media.
- Continue to review other organizations that celebrate a recognition week to find ideas on event promotion and member involvement.

Nominating Committee
- Research and recommend new election voting options and implement. To increase visibility among membership, publish a condensed version (no personal information) of the nominees’ bios and position statements two weeks prior to launch of election.
- Work with NCRA staff to develop strategies to decrease election costs while increasing voter turnout by 2% for 2015-2016 election.

Program Recognition Committee
- Create materials to assist those submitting educational programs for formal recognition, with emphasis on how to write clear and effective learning objectives.

Social Media Committee
- Publish two online newsletters to update members on current social media activities.
- Review the NCRA Social Media Strategic Plan (to be completed by August 2015) and recommend next steps. Repurpose the presentation “How to use social media professionally” for posting on the NCRA website and YouTube channel, and promote.

The Connection
- Increase the role of the EAB in The Connection by holding conference calls at least twice annually for strategic planning. Complete the redesign of The Connection and promote to membership. Plan to either notify membership that the newsletter will no longer be printed and mailed, or research other options to reduce printing costs.

Website Committee
- Search for registrar-related news stories and outlets that can be added to the site (i.e., newsfeed service, Google News Alerts, etc.). Find and post links to external websites that would be useful to members for the Resources section of the website. This would include research of the legality of using information excerpted from standard setters. Collaborate with NCRA CCRE staff to determine what type of information can be gathered and posted in a newsfeed section on the CCRE and NCRA website.
Special Notice: The Connection is Going Digital

The NCRA Board of Directors with the recommendation from The Connection Editorial Advisory Board has approved the conversion of The Connection newsletter from the “print/election format” to an “all-electronic” format. Beginning with the winter 2015-2016 issue, NCRA members will receive a link by email to The Connection. Printed copies will no longer be produced. We will continue to notify members when the latest issue of the newsletter is posted on the NCRA website.
Community Benefit Reporting and Community Needs Assessments...

How do the new Commission on Cancer standards impact your cancer program?

Learn more as CHAMPS Oncology’s Amber Gregg, MSHCPM, and Karen Schmidt, CTR, CoC-trained Consultant explore these industry hot topics in their recently published articles.

A Well-Kept Secret

The cancer registry’s link to community benefit reporting

Gregg explains how a hospital’s cancer registry can be counted as part of a hospital’s community-benefit costs, specifically as a research activity.

The Center of It All

How cancer programs are at the intersection of community needs assessments.

Gregg and Schmidt aim to clarify the role community needs assessments play in helping cancer programs achieve or maintain accreditation while also creating effective programs and outreach strategies.

Read the articles in their entirety at champsoncology.com
Perusing the NCRA Facebook feed in recent months, I’ve seen several discussions that touch on the recruitment and retention of cancer registrars. Questions range from where registrars can find entry-level positions to how to deal with dissatisfaction with management and a lack of a voice in the workplace.

New registrars are well-prepared for the workforce through formal education programs and internships, yet some report difficulty finding a satisfactory position due to lack of practical experience. Some facilities are hesitant to commit the time and expense involved in on-boarding and training a registrar if they can find an experienced person to fill the position and meet the CoC requirement for CTR-only abstracting. This method serves only to shuffle existing registrars around without providing opportunities for new registrars entering the field.

What can you do personally to promote the growth of the field? Consider getting involved in the internship program of a local HIM school to introduce students to cancer registry. If you’re in a position to do so, encourage your organization to consider a new registrar for an entry-level position, then train, mentor, and encourage them to continue in a cancer registry career.

What does our association do for registrars new to the profession? NCRA offers education and professional development resources. Our mentoring program provides new registrars an opportunity to benefit from the experience of their mentor. Please consider joining these volunteers who give their time and energy to advance the cancer registry profession.

Back to the subject of retention and dissatisfaction in the workplace: Some expressed the perception that leadership is not listening, unaware of the valuable knowledge developed by the registrars regarding cancer program requirements and solutions to those needs. The best advice I can offer in this situation is to be clear, consistent and persistent with your message to management. If your organization has not embraced employee engagement, request a meeting with your manager and ask what you can do to assist in efforts to improve patient care and become part of the team. Remember, the success of any organization depends on realizing the full potential of people at all levels.

**Treasurer’s Report**

The Finance Committee met August 1, 2015, in Alexandria, VA, prior to the annual Board of Directors’ orientation. The committee reviewed NCRA's financials and investments. In NCRA’s annual cash flow cycle, most monies are received between September and May—which aligns with dues renewals, CE fees, and annual conference revenues. Therefore, it’s not surprising that financial reports for the period of January 2015–June 2015 reflect strong income over expenses.

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<th>Income/expense report for January–June 2015</th>
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<tr>
<td>Total Income</td>
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<td>Total Expenses</td>
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**Asset Allocations as of June 30, 2015**

- Cash Equivalents: 23%
- Equities: 24%
- Fixed Income: 53%

All investments are allocated per NCRA’s investment policy.

As of June 30, 2015, NCRA’s investment portfolio reflects total account and accrued income of $404,393. The portfolio is managed by BlackRock.

Also, as was reported at the annual business meeting, NCRA’s 2014 annual voluntary audit is complete and all practices and procedures were found to be in order.
The NCRA Education Committee is keenly aware of the training needs required to prepare registrars for the upcoming transition from collaborative stage to directly coded stage that is scheduled to take place January 2016. For the last 18 months, we have worked to develop educational products to help registrars get ready, including producing basic webinars to review the rules of AJCC TNM Stage and NCI Summary Stage and to develop webinars focused on specific sites. To round out our efforts this fall, we organized seven webinars that included AJCC TNM Staging Cancer In Situ: Breast, Bladder, and Colon presented by Melissa Riddle, CTR, and a wonderful set of six, physician-led webinars on AJCC TNM Staging for Head and Neck Cancers and Cancer of Biliary Sites. Those webinars included Head and Neck Cancers presented by Ashish A. Patel, MD, DDS; Pathology of Head and Neck Cancers presented by Raja Seethala, MD; Treatment of Head and Neck Cancers presented by Maen Hussein, MD; Cancer of the Liver and Cancer of the Intrahepatic Bile Ducts, both presented by Michael Kluger, MD, MPH; and Cancer of the Gallbladder presented by Steven Cunningham, MD.

Informational Abstracts

This year, the committee launched a project to help cancer The Committee recently created Informational Abstracts to provide direction to cancer registrars on what text to include in each section of an abstract and where the information can be found in the medical record. The first set included bladder, breast, colon, lung, melanoma, and prostate and can be found under the “Resources” tab on the Center for Cancer Registry Education. The second set will be available December 2015 and will include the cervix, endometrium, and ovary. The abstracts are free to access and share. Registrars may also earn CEs by studying the abstracts and purchasing the CE quiz.

Staging Shorts

In October, the Committee posted a series of Staging Shorts, which are 10-minute narrated PowerPoint presentations on complicated staging issues. The first two to be posted are: Ambiguous Terminology and the Use of “Blank” and “X” for Stage Categories T, N, & M. Learn more at: www.CancerRegistryEducation.org/best-practices.

The Committee is currently putting together the schedule of webinars for Winter/Spring 2016. Information will be sent through the Update, NCRA’s bi-weekly e-newsletter, and will be posted on the Center for Cancer Registry Education. If there is a topic you would like the Education Committee to address in a webinar or via another educational product, please contact Mary Maul, NCRA’s Manager of Education Programs, at mmaul@ncra-usa.org.

Committee Members

The Education Committee members are Eileen Abate, Lorraine Colwell, Carole Eberle, Susanna Mitchell, Jennifer Ruhl, and Cari Vida. Paulette Zinkann is the Education Board Director.

NCRA 2016 Annual Educational Conference Update

Mark your calendars! NCRA will hold its 42nd Annual Educational Conference April 10–13, 2016, at the Westgate Las Vegas Resort Hotel in Las Vegas. The theme is A Winning Combination: Education, Networking, and Professional Development. The call-for-abstracts process began over the summer, and a record number of registrars submitted topics of great interest. Thanks to all who participated—we appreciate the time you invested in this effort!

The 2016 Program Committee met in late September to review the submissions and develop the program. We’ll post the conference program and registration details on the NCRA website in early January. The registration brochure will also be mailed to members the first week of January.

2016 NCRA Program Committee Members
Susan Koering, MEd, RHIA, CTR (Chair)
Sara L. Biese, RHIT CTR
Dianne Cleveland, RHIA, CTR
Leah Kiesow, MBA, CTR
Mary Lewis, CTR
Linda Mulvihill, CTR
Robyn Simon, CTR

The 2016 Program Committee is looking forward to seeing you in Las Vegas! For conference updates, please visit www.ncra-usa.org/conference.
Greetings from the Program Recognition Committee! Seeing all the great educational programs offered by the membership is one of the best aspects of serving on the Committee. To ensure a timely response by the Committee, we recommend the following helpful hints in order to streamline the approval process.

1. Complete all sections of the application. The most common issues the Committee has when reviewing applications is missing information. Everything that is asked for on the application is required. Missing information is typically seen on the Faculty Data and Objectives page of the application.

2. When completing the Faculty Data and Objectives page, provide the following and reference the example for additional details.
   a) Include the title of the presentation.
   b) State objectives in measurable terms. In other words, what will the participant be able to do after completing the session? Begin the objective with an action verb, such as describe, discuss, demonstrate, list, state, identify, illustrate, specify, distinguish, differentiate, analyze, or verbalize. For an hour-long presentation, one or two broad objectives will suffice. It is also helpful to provide an overview of the content just below the objective. (This is especially needed if it is not clearly stated in the title how the presentation will enhance the education of a cancer registrar.)
   c) Include the speaker’s name, followed by the speaker’s degree(s), certifications, address, phone number, email address, and current position. If a person does not have credentials or a degree, please enter “none” in the appropriate location.
   d) Highlight the speaker’s expertise on the stated topic. This item is very important to the Committee’s assessment process and is the most common item missing from the application. Please include a brief statement of their qualifications. If the speaker is not credentialed, prepare a more detailed description outlining their skills, experiences, and expertise.

3. Lastly, each speaker must be listed individually and all fields on the Faculty page must be completed for each speaker. This includes each person serving on a panel and anyone presenting abstracts. The Committee will not grant continuing education (CE) credits for a presentation without all the information for each speaker/presenter listed. Using “To be Determined” as a placeholder will not suffice.

Plan early! This will allow adequate time to get needed information from your speakers and to submit your application several weeks before the event. Missing information delays the review process. Please review the FAQ page in the application for common questions and remember to download the most current application from NCRA’s website at www.ncra-usa.org/pr. This will ensure you have not missed any changes that may have been made to the application. Questions regarding the application or the process can be directed to Programrec@ncra-usa.org.

### Example of Completed Faculty Page

<table>
<thead>
<tr>
<th>Title of Presentation</th>
<th>How to write a Quality Study According to CoC Standards.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Objectives</td>
<td>Describe the key components of a quality study. Presentation will address establishing the study topic, defining criteria for evaluation, conducting the study, preparing summary of the findings, comparing data results with national benchmarks, designing and initiating action plans, establishing follow-up steps, and monitoring effectiveness of action plans.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Speaker Name</th>
<th>Dr. Shirley Jordan Seay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Degree(s)</td>
<td>PhD, MSN, MEd.</td>
</tr>
<tr>
<td>Certifications</td>
<td>CTR, Oncology Certified Nurse</td>
</tr>
<tr>
<td>Address</td>
<td>332 Corning Drive</td>
</tr>
<tr>
<td>City, State, Zip</td>
<td>Bratenahl, Ohio 44108</td>
</tr>
<tr>
<td>Telephone Number</td>
<td>(216) 217-2313</td>
</tr>
<tr>
<td>Email</td>
<td><a href="mailto:DrJordanSeay@gmail.com">DrJordanSeay@gmail.com</a></td>
</tr>
<tr>
<td>Current Position</td>
<td>Cancer Committee Quality Coordinator</td>
</tr>
<tr>
<td>Education (highest degree held)</td>
<td>PhD</td>
</tr>
<tr>
<td>Degree(s)</td>
<td>PhD, MSN, MEd.</td>
</tr>
<tr>
<td>Special Comments Regarding Qualifications</td>
<td>The speaker is a CoC Cancer Program Consultant with extensive experience presenting on CoC standards with a special focus on preparing quality studies. She has a long history of providing education to cancer registrars and other healthcare professionals.</td>
</tr>
</tbody>
</table>
Membership Committee Update

ANGELA RODRIGUEZ, CTR | MEMBERSHIP COMMITTEE CHAIR

At the close of the 2015 fiscal year, NCRA had a total of 5,719 members—surpassing our membership goal! Of that total, 5,313 were renewing members and 401 were new, a record high from the past few years. Congratulations on being a part of our success and for helping NCRA meets its goals.

This fiscal year, the Membership Committee wants to encourage everyone in the industry to self-promote. Have you recently been promoted or are you working on a project that you’re proud of? We want to hear about it—so please post your achievement on our Facebook group! We value your success and want to recognize your achievement.

We want to hear from state associations, too! Please send NCRA (info@ncra-usa.org) details about your state meetings so we can help publicize them on the NCRA website. Also, did you know we can provide you with giveaways for your meeting? We’re happy to contribute a one-year membership that you can award to a non-CTR or someone who hasn’t been an active member for at least three years. This means you can invite students to attend a meeting to get them involved in your state association and then award them with an NCRA membership.

Are you having difficulty paying for CEs because of finances? NCRA is offering a special 2016 annual membership renewal subscription to the Center for Cancer Registry Education (www.CancerRegistryEducation.org) that includes over 50 online learning products for $180. If you were to pay the full retail price, the cost would be $2,125. This special offer is the most cost-effective way to earn all the CEs needed to maintain your CTR credential and to keep up-to-date with changes in the cancer registry profession! The subscription runs from January 5, 2016, through December 31, 2016. Learn more and take advantage of this special offer at www.ncra-usa.org/renew! Questions on this special offer? Call 703-299-6640 (ext. 317) or e-mail ccre@ncra-usa.org.

Membership Appreciation Week

We’re working to formalize plans to launch the first annual Membership Appreciation Week in 2016. The Membership Committee would like to set the last week of October as our time to appreciate our members. If you have suggestions for next year’s celebration launch, please contact me at Angela.Rodriguez@unchealth.unc.edu. We want you to be engaged with NCRA!

Committee Members:

Angela Rodriguez, CTR (Chair)
Charlotte Terbot, CTR
Mary Marshall, CTR
Susan Missey, CTR
Farrah Scodius, BS, CTR

“It helps to immerse yourself in what you potentially want to do, being involved, learning firsthand and observing the craft and absorbing all you can. It makes it easier to define what you want.”

—Giada De Laurentiis
Have You Renewed Your 2016 NCRA Membership Yet?

Renew Today To Ensure Continuation Of Your Member Benefits:

• Discounted registration fees for the annual conference and CTR Exam.

• Up to 20 percent off NCRA’s educational and professional development products, including webinars, publications, learning modules, online courses, and much more. Visit www.CancerRegistryEducation.org to learn more.

• Professional Liability Insurance is a new NCRA member benefit. All NCRA members are eligible to apply and take advantage of the low annual premiums and the 50% discount on the administrative fee. The limits of liability offered are $1,000,000-$6,000,000 per one-policy year. Learn more at www.ncra-usa.org/PLinsurance

• Access the “members-only” NCRA Membership Directory to connect with other cancer registry professionals.

• Complimentary subscriptions that help you stay current: The Update, NCRA’s bi-weekly e-newsletter, The Connection, NCRA’s quarterly newsletter, and the Journal of Registry Management, the only peer-reviewed academic journal dedicated to the cancer registry profession.

• And much more!

The 2016 membership dues remain the same as 2015:
- Active - $105
- Associate - $90
- Inactive - $50
- International - $65
- Student - $40
- Sustaining - $200

Three easy ways to renew:

• Online at www.ncra-usa.org/renew. You will need to log-in to access your account.

• Fax or mail the Membership Dues Invoice (mailed to you early October). Can’t find your copy? Call 703-299-6640, ext. 310 or e-mail member@ncra-usa.org.

• Renew by phone. Call 703-299-6640, ext. 310.

While renewing your membership, please review and update your member profile to ensure that you continue receiving valuable information from NCRA. To update your profile, log-in to the “Members-Only” section of the NCRA website (www.ncra-usa.org) and click the “Edit My Profile” link.

Questions?
Contact member@ncra-usa.org or call 703-299-6640, ext. 310 or 319.
NCRA is offering a special 2016 CTR membership renewal subscription to the Center for Cancer Registry Education (www.CancerRegistryEducation.org) that includes access to more than 50 online learning products for $180. If you were to pay the full retail price, the cost would be $2,125. To see the complete list of trainings, go to www.ncra-usa.org/renew. Please note that the fall 2015 webinar series on AJCC TNM Staging for Head and Neck Cancers and Cancer of Biliary Sites will be archived and added to this 2016 subscription.

This special offer is the most cost-effective way to earn all the CEs you need to maintain your CTR credential and keep up-to-date with changes in the cancer registry profession! The subscription runs January 5, 2016–December 31, 2016. It is a per-person subscription; there is no carryover into 2017. Offer ends December 31, 2015.

You can combine your 2016 membership dues renewal with this subscription offer so that you can pay with just one transaction of $310. The breakdown is as follows: membership dues ($105) + CTR maintenance fee ($25) + subscription ($180) for a total of $310. You can also renew your membership as you always have, and we will include a link in your dues receipt to purchase the subscription separately.

Act soon to take advantage of this opportunity to earn all the CEs you need to maintain your CTR credential for $180! For details or to sign up, go to www.ncra-usa.org/renew! Questions? Call (703) 299-6640 (ext. 317) or email ccre@ncra-usa.org.
Greeting colleagues!

We made it through another sweltering summer in Florida (not unusual). What was unusual was the amount of rainfall we received during the latter half of summer with more than 20 days of consecutive rainfall in July/August. On the bright side, we had more days of sunshine and beautiful weather than rainy ones. Life has similar patterns—often making us feel oversaturated and needing to keep our heads above water. With so many cases to be abstracted and attending to routine work duties, it’s no wonder you may think it too difficult enhancing your professional development activities by authoring an informative article in the Journal of Registry Management. If you’re the kind of person who likes to share their views and ideas, though, I want to hear from you! Wondering what kind of subject you can possibly write about? How about a quality control/assurance metric or maybe some effective and significant knowledge you learned from a cancer registry management perspective. Is there a new or innovative and streamlined work method you discovered and successfully implemented, or have you and your team conducted a study that you’d like to share? Your reflections on the sunset of Collaborative Staging or the sunrise of ICD-10, as well as the transition to AJCC TNM staging are all worthy topics to examine. And as a bonus, by authoring an article for the Journal of Registry Management you not only can share your experience and observations with others, but earn CEs and add the value as a published author to your resume, as well.

The spring 2016 issue of JRM will highlight birth defects registry methods with co-guest editors Dr. Russell Kirby and Dr. Wendy Nembhard, and we are seeking manuscripts to review. Manuscripts will be peer-reviewed and approved under JRM guidelines. Manuscripts should be accompanied by a cover letter including the names, addresses and telephone numbers or email addresses for at least two potential reviewers uninvolved with the current work who might be willing to provide an objective and unbiased review. Manuscripts should have internal clearance, if required for agency submission, and be submitted by Friday, December 18, 2015 to jrm_nbdpn@nbdpn.org. Manuscripts may come from a single program, from multi-state, and/or international collaborative efforts and activities.

We are especially interested in manuscripts focusing on the following areas:

- Use of surveillance data to support public health program assessment, design, and evaluation
- Improved birth defects surveillance methods
- Application of NBDPN surveillance program standards in state surveillance practice
- Cluster investigations
- Statistical techniques, role and/or use of GIS, or meta-analyses
- Quality assurance: general protocols, re-abstraction techniques, assessment methods, and/or evaluation
- Methods for presentation and dissemination of birth defects data
- Program methodology: role of advisory committees, model legislation, methods for planning and evaluation, and/or prenatal and stillbirth surveillance

Potential contributors can contact Dr. Russell Kirby (813-396-2347, rkirby@health.usf.edu) or Dr. Wendy Nembhard (501-364-5001, wnnembhard@uams.edu) for more information or for a consultation on topics under consideration. If your topic is outside the topical areas listed above, or if you would like feedback on your draft abstract, please contact me at Associate Editor, Jody Plantz, BS, CTR at JRMEditor@ncra-usa.org and we will discuss it with you further.

Call for Manuscripts
Themed Issue on Birth Defects Registry Methods, Spring 2016

The National Birth Defects Prevention Network (NBDPN) is pleased to announce that we are continuing our collaboration with the Journal of Registry Management (JRM) to provide a themed issue on birth defects surveillance, with papers focusing on birth defects program methods, approaches to assuring/evaluating data quality and completeness, and innovative approaches to improving the science and practice of birth defects surveillance. The NBDPN annual report will continue to be published in the winter in Birth Defects Research Part A (BDRA) and will focus primarily on birth defects epidemiology and etiologic research. This arrangement with the JRM provides the NBDPN with a venue to advance the field of birth defects surveillance through publications that demonstrate methodological innovations and registry practice enhancements. The most recent JRM birth defects themed issue (Spring 2014) can be accessed at http://www.ncra-usa.org/files/public/JRM41.01.pdf.

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CHRISTINE GIBSON, CTR, CCRP, NCRA CAP LIAISON

As NCRA’s liaison to the College of American Pathologists (CAP) Cancer Committee, I want to report on recent news. Please see details below.

Redesigned CAP Website
CAP has redesigned its website so that the Cancer Protocol link is located on the homepage, making it easier to search site-specific cancer protocols. A link to several new features can be found on the Cancer Protocol page and include: Frequently Asked Questions and a Summary of Changes. This summary has been posted for review starting with the January 2016 release. Visit the new site at www.cap.org.

Ask the Pathologist (ATP) Forum
The Ask the Pathologist (ATP) forum is hosted on the American College of Surgeons Commission on Cancer (ACoS CoC) website in collaboration with the CAP Cancer Committee. The forum provides an area to post inquiries concerning pathologic terms related to neoplasms, both benign and malignant, as well as information on histologic clarification, pathologic disease extension, molecular markers and prognostic pathologic tests that are associated with certain kinds of cancer. It serves as a resource for cancer registrars that telework or have limited access to a staff pathologist as well as cancer registrars working at several different hospitals. Cancer registrars can also ask questions about a pathologic diagnosis that does not fit the current CAP Cancer Protocol.

The ATP is composed of a resident pathologist, an oversight committee, and CAP Cancer Committee experts. The resident can send the question to the oversight committee (which consists of a pathologist and cancer registrars) who either answers the question or forwards it to a CAP Cancer Committee expert or another CAP forum to determine the answer.

The ATP forwards all questions to the CAP Cancer Committee. The data is sorted by sub forum, month, and anatomical site and is used to determine where clarifications of pathologic data are needed, to ascertain educational needs for cancer registrars, and to identify areas that need to be addressed in the next edition of the AJCC Staging Manual. To learn more, go to http://www.facs.org/cancer/ (log in) and review.
Do you have a colleague or know a member who has given back much through their professional service to NCRA and deserves to be recognized for his/her excellence? Now is your opportunity to nominate that person for one of the NCRA awards for excellence!

Each year, NCRA offers a wonderful opportunity to say thank you, acknowledge, and recognize cancer registry professionals for their outstanding contribution to the profession. The following five awards are offered:

- **Distinguished Member Award**
  Given to an NCRA member for outstanding contributions to the profession.

- **Outstanding New Professional Award**
  Given to a new NCRA member for significant involvement in the profession.

- **Literary Award**
  Given to an NCRA member (s) for preparation of important published material related to the Cancer Registry.

- **Educational Achievement Award**
  Given to an NCRA member for significant contributions to Cancer Registry education.

- **Volunteer Excellence Award**
  Given to an NCRA member for significant volunteer contributions to the organization. A new component has been added to recognize outstanding mentors.

Please take a few minutes to review the criteria for each of the awards and take the opportunity to nominate a colleague and/or professional friend. To nominate someone, submit the following by January 31, 2016.

- Completed award nomination form
- Short narrative summary of why the nominee deserves this award
- Resume or curriculum vitae of the nominee

For more details and examples of the judging criteria in each category, or to learn more about the award nominations application process, please visit [www.ncra-usa.org/awards](http://www.ncra-usa.org/awards).

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The Danielle Chufar Memorial Annual Conference Scholarship

The 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. The scholarship provides financial support to help an active NCRA member with no available funding to attend NCRA's Annual Educational Conference.

The scholarship includes the conference registration fee, airfare (up to $600), and hotel for three nights. The number of applicants selected to receive scholarships is determined by the funds available. (The scholarship is funded each year by individual donations, speakers’ returned honoraria, and the annual state basket raffle.) Applicants must complete the application and submit a 500- to 750-word essay on the topic chosen by NCRA’s Governance Planning and Evaluation Committee (GPEC). The 2016 theme is: How Does Education, Networking, and Professional Development Work Together to Create an Exceptional, Well-Rounded CTR Professional?

To be eligible, you must be an active NCRA member who’s been a member for at least one year AND be an active member during the year in which the scholarship is awarded. Associate, inactive, sustaining, student, and international members are not eligible. Members of the NCRA Board of Directors or GPEC are also not eligible. Note: only one person from each institution may apply. (If more than one person wishes to apply, the institution must decide which application to submit.) To download an application and learn more, go to [www.ncra-usa.org/conference](http://www.ncra-usa.org/conference).

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2015 NCRA Awards: Give the Gift of Recognition

**AWARDS COMMITTEE CHAIR**

Do you have a colleague or know a member who has given back much through their professional service to NCRA and deserves to be recognized for his/her excellence? Now is your opportunity to nominate that person for one of the NCRA awards for excellence! Each year, NCRA offers a wonderful opportunity to say thank you, acknowledge, and recognize cancer registry professionals for their outstanding contribution to the profession. The following five awards are offered:

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- Short narrative summary of why the nominee deserves this award
- Resume or curriculum vitae of the nominee

For more details and examples of the judging criteria in each category, or to learn more about the award nominations application process, please visit [www.ncra-usa.org/awards](http://www.ncra-usa.org/awards).
New CTRs

The spring CTR Exam was taken by candidates at testing centers worldwide during the June 20–July 11, 2015 testing window. Sixty-nine (69) candidates passed the exam and formally became Certified Tumor Registrars. NCRA’s Council on Certification proudly congratulates all new CTRs!

Arkansas
Jennifer Johnson Maumelle

California
Joann Feldman Palm Springs
Sherrie Krantz San Diego
Stephanie Manuel Palmdale
Jessica Ross Moreno Valley

Colorado
Taryn Strayer Loveland

Florida
Syrrona Goode Margate
Joshua Johnson Fort Lauderdale
Ismael Rodriguez Miami
Cynthia Walls Coral Springs

Georgia
Monica Heggood Newnan
Sheree Serrian Duluth
Lurica Timmons Leesburg

Hawaii
Elena Hidalgo Wahiawa

Illinois
Catherine Brogdon Quincy
William Gaynor Burbank
Nartanong Harte Hoffman Estates
Jennifer Penke Rockton
Jami Stone Effingham

Indiana
Leann Capps Terre Haute
Melissa Krug Indianapolis
Tracy Paulus Goshen

Kentucky
Sandy Bybee Tompkinsville
Tracy Mausteller Louisville
Heather Patton Louisville

Massachusetts
Sally Croshier Pittsfield

Maryland
Augusta Rollow-St Louis Adelphi
Tammy Vyskocil Baltimore

Michigan
Patti Heitzig Saginaw
Denise Proper Eagle

Minnesota
Sarah Blanco Maple Grove
Jodi Guenther Rochester
Barbara Johnson Chisholm

Montana
Suzanne Loux Kalispell

New Jersey
Jonathan Swartz Annandale

New York
Kyle Meaker Kenmore
Michelle Robinson Southold

North Carolina
Ashley Perkins Lenoir

Ohio
Lisa Boster Franklin
Gloria McIntosh Trenton
Thomas Moore Cincinnati

Oregon
Terri Crandell Oregon City
William Dausel Grants Pass
Kelly Denniston Portland

Pennsylvania
Margaret Cook Downingtown
Mary Ann Reday Bensalem
Pamela Turnbull McKeesport
Deborah Whitmore Kunkletown

Rhode Island
Michelle Shindell North Kingstown

South Carolina
Lisa Seibert Greenville

Tennessee
Tamara Infinger Bartlett
Karmen Kirilova Madison

Texas
Sherylene Agcaoili Round Rock
Cynthia Carlin Friendswood
Giordana De Las Pozas Houston
Sherlonda Flem Houston
Donna Gibson Paris
Nelda Leyraud Leander
Carrie Lopez Round Rock
Rhiannon Soto Austin
Mohammad Talpur Houston
Akshata Vankalapati Cedar Park
Jodi Vasquez Austin

Virginia
Maria Leuchert Alexandria

Washington
Diana Holberg Spokane Valley
Tammy Moran Mukilteo
Laura Noble Tacoma

Wyoming
Amanda Watson Cheyenne

United Arab Emirates
Rajeesha Raveendran Al Ain, Abu Dhabi
Get Ready for the Transition!

NCRA’s Latest Publication Provides Registrars the Opportunity to Practice Assigning AJCC TNM Stage and Coding SEER Summary Stage.

Go to www.ncra-usa.org/casestudies to order!
WELCOME TO THE NEW MEMBERS WHO JOINED JUNE – AUGUST 2015

Subashini P Abeywickrama  West Sacramento, CA  Marijo Klingler  Belleville, IL
Courtney Apanowicz  Carlsbad, CA  Ron Lamie  Springfield, OR
Alison Arnett  Grassy Creek, KY  Victor Maagma  Fresno, CA
Victoria J Ashley  Wesson, MS  Melissa Major  Nassau, Bahamas
Jessa C Ayala-Nieto  Bothell, WA  Julie Mammen  Overland Park, KS
Marjorie Baldo  Eldersburg, MD  Christina Maratos  Yorktown Heights, NY
Rebecca Barker  Azusa, CA  Mary Aures McInnis  The Woodlands, TX
Michael Beckett  Ojai, CA  Kerry A McKim  Albany, NY
Kathryn Benedict  Manchester, MI  Olga P Megale  Garden City, NY
Julie D Bignell  Wylie, TX  Kayla Mitchell  Fort Worth, TX
Jennifer Bowden  Newport, TN  Sreeja Mohanan  Al Ain, Abu Dhabi
April Bowles  Arvonia, VA  Megan M Morrison  Sandy, UT
Krist Bowman  Port Charlotte, FL  Camille T Moss  Staten Island, NY
Karen Leigh Bradshaw  Carlisle, PA  Margaret Nelson  Sanford, MI
Rebecca Brasier  Boise, ID  Vee Ha Nguyen  San Diego, CA
Stephanie A Carmack  Lexington, KY  Ajit Panikulam  Mount Prospect, IL
Christina Chavez  San Jose, CA  Cynthia Parkinson  White Plains, MD
Stacy Chester  Quinlan, TX  Emily Pargueze  Tehachapi, CA
Andrew P Christensen  Evanston, IL  Sarah Reed  Dalton, GA
Kai Conkling  San Bruno, CA  Sara Restrepo  Jamaica Estates, NY
Shirley O Corsey  Sickerville, NJ  Jasmine Ricks  Houston, TX
Laura Coscia  Apex, NC  Pamela Roberts  Inwood, WV
David M Couch  Jonesboro, AR  Kathleen Roche  Norfolk, VA
Cerie Cox  Coos Bay, OR  Deanna Rodriguez  Helotes, TX
Penny Dean  Antioch, TN  Amanda Rosinski  Phoenix, AZ
Lesley Joy Duncan  Warren, NJ  Robert Nader Ross  Woodland Hills, CA
Ronald G Dunson  Aliso Viejo, CA  Nigar Salahuddin  Raleigh, NC
Margo Easter  Alpharetta, GA  Linda Schmidt  Rocklin, CA
Linda Elliott  Plainfield, NJ  Jennifer Scruggs  League City, TX
Christine Evans  Winston Salem, NC  Joanne Segarra  Las Vegas, NV
Diane P Larsen  Missoula, MT  Robert B Seibert  Henry, IL
Alaina Fugo  Decatur, GA  Khaoula T Shaw  Fairfax, VA
Melanie Galinger  Hebron, KY  Maricel Sin  Antioch, CA
Deanna M Gibson  Fountain, CO  Gisela J Smith  Suffolk, VA
Mohan Giridharadas  Santa Clara, CA  Mary Sokolowski  Fort Wayne, IN
Ruth Gonzalez  East Northport, NY  Hanna Starr  Medora, IN
Cathi Grady  Avon, CT  Sue Stivers  Bagdad, KY
Debbie Gray  Birmingham, AL  Tara M Talaski  Elkton, MI
Dawood Guirgis  Rahway, NJ  Britanny Thomas  Omaha, NE
Michelle Guirola  San Diego, CA  Tamara Thornton  Reeds Spring, MO
Rosa Hammer  Middle Island, NY  Pamela Tisher  Cookeville, TN
Kristi Harry  Jackson, WI  Tracy Trujillo  St. Clair, MI
Autumn Herriman  Davidson, MI  Lisa Unger  Chattanooga, TN
Lakesha James-Kerson  Charlotte, NC  Samantha Vandergriff  Monroe, GA
Wendy Johns  Pic Riverview, FL  Tracie Via  Warren, PA
Joyce Jones  Roswell, GA  Heather A Walters  Poyn, TX
LaKisha Jones-Harris  Des Plaines, IL  Aline Watson  Brunswick, GA
Barbara Kaminski  Ft. Smith, AR  Shannon Webb  Hummelstown, PA
Porkodi Kannan  Kingman, AZ  Christina M Wolfgang  Shanghai, China
Victoria Kennedy  St. Cloud, MN  Yaping Yang  Birch Run, MO
Jessica L Klaphake  Belleville, IL  Marijo Klingler  Springfield, OR

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http://www.twitter.com/NCRAnews
http://www.ncra-usa.org/linkedin