President’s Post

What a Ride!

By Luann Culbreth, M Ed, MBA, RT(R)(MR)(QM), CRA, FSMRT, FAHRA

No way can Universal Studios, Walt Disney World, or SeaWorld offer a more exhilarating experience than serving as your AHRA President for the past year. I’ve had the very fortunate opportunity to immerse myself in the many themes of AHRA. It has been more magical than Harry Potter and more thrilling than Spider Man!

However, it is a small world we all work in. Our needs as individual members continue to determine and drive the resources AHRA provides for us. Many of you have volunteered your precious time, thoughts, and energy to enhance and sustain this organization. Throughout this past year I’ve introduced you to each board member. Nonetheless, the many committee and liaison volunteers are what keep the momentum of AHRA moving forward. Please join me in thanking the committee chairs who have led team efforts throughout this past year:

Angie McDonald – 2012 Annual Meeting Design Team Chair. Members play an integral role in planning, preparing, and overseeing operations of the annual meeting.

Brenda DeBastiani - Web Development Committee Chair. Members contribute to and advise on the development of AHRA’s web-related projects and online tools.

Brenda Rinehart - Membership Campaign National Chair. Members help in AHRA’s effort to keep its current membership invigorated and engage the next generation of imaging leaders.

Cheryl Poretti - Member Recognition Team Chair. Members recommend nominees for the Gold Award, review Fellow applicants, and select recipients of the Award for Excellence and the Osborn and Broadley Scholarships.

Dana Allison - 2012 Spring Conference Design Team Chair. Members play an integral role in planning, preparing, and overseeing operations of the spring meeting.

Debi Farnham – 2011 Fall Conference Design Team Chair. Members play an integral role in planning, preparing, and overseeing operations of the fall meeting.

Ernie Cerdena – Education Foundation Chair. Members obtain and provide resources to enhance the effectiveness of imaging and health care disciplines.

Jim Lipcamon - Editor-in-Chief, Editorial Review Board. Members contribute to the publication of the association’s journal, Radiology Management, by reviewing, writing, and soliciting articles.

Kimlyn Queen - Radiology Administration Certification Commission Chair. Members are a separate and autonomous functional body within the AHRA responsible for the examination and certification of radiology administrators.

Paul Dubiel - Product Development Committee Chair. Members contribute to and advise on the creation or updating of new and existing AHRA publications and products.

Robbie Edge - Curriculum Committee Chair. Members provide oversight to educational programs that are repeated on a regular basis (eg, Leadership Institute, CRA Exam Workshop) to ensure consistent quality educational content for
Roland Rhynus - Nominations Committee Chair.
Members provide a slate of qualified nominees for the elected offices of president-elect and the elected directors.

All of the many volunteer committee members, liaisons, teams, and task forces are to be applauded and recognized for their giving spirits to help AHRA reach for our Big Audacious Goal: be the indispensable source of professional support, information and shared knowledge for medical imaging leaders. Our outcome oriented goals under quality, professionalism, and collaboration have provided the constitution for our success and sustainability as an organization. It takes a village, it takes a Holy being, it takes AHRA members.

In addition to the many volunteer leaders, the AHRA staff members are rock stars! Ed, Deb, Sarah, Mike, Jillian, Kathryn, Ryan, Kerri, Meghan, Suzee, and Renee, thank you for working for AHRA. Thank you for your talents you provide and your support for the membership. You’re great!

AHRA is like no other. As we gather this month in Orlando to share and celebrate at our 40th Annual Meeting, enjoy the opportunity to spend time with those who understand you in a way no one else can. Know that you are not alone in your daily leadership challenges and successes. Receive it and give back to it. You will be rewarded.

I have been honored to serve as your AHRA President. Thank you for an experience of a lifetime!

Luann

Luann Culbreth, M Ed, MBA, RT(R)(MR)(QM), CRA, FSMRT, FAHRA is president of the 2011-2012 AHRA Board of Directors. She is executive director of cardiology, medical imaging, radiation oncology at Saint Thomas Health in Nashville, TN and can be reached at Luann.Culbreth@stthomas.org.

Regulatory Review

CMS Issues 2013 Proposed Physician Fee Schedule

By Adrienne Dresvic, Esq. and Carey F. Kalmowitz, Esq.

The Centers for Medicare & Medicaid Services (CMS) displayed the 2013 Medicare Proposed Physician Fee Schedule (the “PPFS”) on July 6, 2012 (the PPFS was published July 30, 2012 in the Federal Register). The PPFS implements the fourth and final year of transition to new practice expense relative units based on the American Medical Association’s Physician Practice Information Survey (PPIS) data. The PPFS updates payment policies and rates for services furnished to beneficiaries under the Medicare physician fee schedule and proposes other policy changes relating to Medicare Part B payments. This article will highlight some of the changes impacting imaging services. Overall, the PPFS will increase payments to primary care specialists and will decrease payments to select other specialties.

Multiple Procedure Reduction Payment Policy

CMS proposes to expand the Multiple Procedure Reduction Payment Policy (MPPR) to apply to the technical component (TC) of several services. For cardiovascular diagnostic services, CMS reviewed the code/pair combinations with the highest utilization (codes 75600 – 75893, 78414 – 78496, and 93000 – 93990). In regards to nuclear medicine, due to a technical error, the MPPR is not currently applied to CPT code 78306 (bone imaging; whole body) when followed by CPT code 78320 (bone imaging; SPECT). The MPPR will be applied to these codes beginning January 1, 2013.

Group Practices and the MPPR PC Expansion

For group practices, CMS proposes to apply the MPPR to the professional component (PC) and TC of the second and subsequent advanced imaging procedures furnished to the same patient in the same session by a single physician or physicians in the same practice groups. CMS’s reasoning for this expansion of the MPPR is that it believes there are certain efficiencies that exist when performing subsequent images on the same patient. Full payment is made for the TC of the highest paid procedure, and payment is subsequently reduced by 50% for each additional procedure when the MPPR applies. Likewise with the PC, the highest PC payment would continue to be paid in full while the PC for subsequent advanced imaging services will be reduced by 25%.

As many imaging providers may recall, this expanded MPPR rule was to originally be applied in calendar year (CY) 2012; however, due to certain operation limitations CMS was unable to apply it. CMS received severe criticism over this proposed change in CY 2011 prior to retracting its application for CY 2013. The MPPR was applied to individual physicians who furnished second and subsequent advanced imaging procedures in the same session during CY 2012. The operational limitations that CMS was experiencing have been resolved, and the MPPR will be applied to the PC and TC effective January 1, 2013.

Portable X-Ray Services

CMS proposes to expand the types of medical professionals who can order portable x-rays (and allow the portable x-ray supplier to receive payment). Due to regulations that were established in the late 1960s, CMS is currently only required to only reimburse portable x-rays suppliers for services ordered by MDs or DOs. The proposed change would expand the regulation to allow ordering by nurse practitioners, clinical nurse
sensitivities, physician assistants, certified nurse-midwives, doctors of optometry, doctors of dental surgery, doctors of dental medicine, doctors of podiatric medicine, clinical psychologists, and clinical social workers. This update recognizes the fact that non-physician practitioners have become an increasingly important part of providing medical services.

This proposed expansion was initiated, in part, from provider feedback associated with a December 2011 Office of the Inspector General report which found that CMS was already paying millions of dollars a year in reimbursement for portable x-rays that were ordered by non-physicians. CMS has requested comments from the public regarding this change.

**Interest Rates**

CMS is proposing to use a “sliding scale” approach to interest rates used in the practice expense (PE) methodology. Interest rate assumptions will change from the current 11 percent to a range between 5.5 and 8 percent. CMS will update the interest rate assumption annually in its rulemaking based on the Prime rate or changes to the Small Business Administration’s formula determining maximum allowed interest rates. As a result of the lower interest rate assumption in the PE calculation, capital-intensive specialties are expected to decrease.

**Potentially Misvalued Codes**

For the first time this year, CMS is considering potentially misvalued codes that it received through the new public nomination process. CMS received public nominations for 36 CPT codes following the release of the 2012 Physician Fee Schedule Final Rule. One of the codes nominated is CPT code 77336: Continuing medical physics consultation, including assessment of treatment parameters, quality assurance of dose delivery, and review of patient treatment documentation in support of the radiation oncologist, reported per week of therapy. CMS has proposed to review this code and is seeking recommendations from public commenters relating to the direct PE inputs and physician work relative value units (RVUs). CMS is also seeking input on direct PE inputs for other services within this family of CPT codes.

CMS also proposes to review Harvard-valued services with allowed Medicare charges exceeding $10 million per year. Particular codes of interest are CPT code 36215 and CPT code 36245. CMS is requesting comments from the public on these as well as other codes listed in the PPFS.

Additionally, CMS is proposing changes related to the payment rates for intensity-modulated radiation treatment (IMRT) and stereotactic body radiation therapy (SBRT). CMS proposes that IMRT delivery (CPT code 77418) will have its time assumption adjusted from 60 minutes to 30 minutes. As a result, reimbursement for IMRT delivery will decrease by 40% in 2013. CMS also proposes to cut SBRT delivery (CPT code 77373) from 90 minutes to 60 minutes and reimbursement will decrease by 28% in 2013.

**Physician Reporting**

A change that was prompted by the Affordable Care Act is the requirement that CMS set up a physician compare website no later than January 1, 2013. The website will be designed to make information about physician performance publicly available. CMS is seeking comments on a number of aspects about this website.

Another physician reporting system, the Physician Quality Reporting System (PQRS), gives physicians incentives to provide information regarding quality measures for professional services. In CYs 2013 and 2014, CMS proposes using 264 individual measures and 26 group measures that eligible professionals can choose from. In 2013 and 2014, physicians will be paid for satisfactorily reporting data. Beginning in 2015, eligible professionals who do not satisfactorily report data will receive a payment adjustment.

**Electronic Prescribing**

The PPFS proposes changes to the electronic prescribing incentive program. Eligible professionals and group practices will receive incentive payments for successfully using the program through 2013. For physicians who do not use the program from 2012 through 2014, the program applies a payment adjustment. For groups of 2-24 eligible professionals, new criteria are being proposed in order to be considered a successful electronic prescriber. CMS also proposes new hardship exemptions to this rule for 2013 and 2014. Additionally, CMS proposes to establish an informal review process for this program.

CMS is accepting comments related to the proposal until September 4, 2012. The Medicare Physician Fee Schedule Final Rule is scheduled to be issued on or about November 1, 2012.

Adrienne Dresovic, Esq. graduated Magna Cum Laude from Wayne State University Law School. Practicing healthcare law, she concentrates in Stark and fraud/abuse, representing various diagnostic imaging providers, eg, IDTFs, mobile leasing entities, and radiology and multi-specialty group practices.

Carey F. Kalmowitz, Esq. graduated from NYU Law School. Practicing healthcare law, he concentrates on corporate and financial aspects, eg, structuring physician group practice transactions; diagnostic imaging and ancillary services, IDTFs, provider acquisitions, CON, compliance, and Stark and fraud/abuse.

The authors are founding members of The Health Law Partners, P.C. and may be reached at (248) 996-8510 or (212) 734-0128, or at www.thehlp.com.
2012 Annual Meeting Session Preview

By AHRA Staff

This August, Lawrence R. Muroff, MD, FACR of University of Florida, University of South Florida and Imaging Consultants, Inc., of Tampa, FL will present “Productivity Measurement and Management: Should You Step on the 3rd Rail of Radiology?” The session will address metrics for evaluating radiologist productivity and review a variety of published benchmarks. It will also describe the advantages and disadvantages of addressing differential productivity, examine the limitations of using clinical productivity metrics, and discuss possible models for practices considering rewarding or penalizing physicians based on clinical productivity and non-clinical administrative and practice-building activities.

Link managing editor, Kerri Hart-Morris, recently spoke to the presenter to get a feel for what attendees can expect from the presentation.

**Link:** What inspired you to present on this topic?

**LM:** This topic is of major importance to radiology groups throughout the country. The issue of productivity measurement and management has been the subject of intense (and at times heated) debate in many groups; it has been a topic discussed at major national imaging meetings; and it has been a topic of importance in the peer reviewed literature.

**Link:** Why is your topic relevant to our members?

**LM:** Many radiology practices are concerned about declining reimbursement and other trends impacting the specialty. One means of coping with declining income is to increase productivity. Often practices fail to recognize the importance of non-RVU producing activities such as consulting, attending conferences, educating technologists and referring physicians, and serving on hospital committees. This talk will discuss why groups might or might not choose to measure productivity, and if so, how to manage it.

**Link:** How might your presentation impact an attendee’s job and/or organization?

**LM:** Understanding the implications of productivity measurement and management can save practices from embarking on a project that, if done incorrectly, could rend the very fabric of the practice.

**Link:** What five words would you use to describe your presentation?

**LM:** Invaluable information for radiology practices.

**Link:** How can attendees prepare for your session in order to get the most out of it?

**LM:** The best preparation would be to attend with an open mind. For those who wish to read more on the topic, I would suggest the following two articles:


**Link:** What do you think attendees will be most surprised to learn from your presentation?

**LM:** That a radiologist, under the appropriate circumstances, could make more money for his/her practice not reading studies (pursuing new business opportunities, negotiating hospital contracts and 3rd party payer contracts, and practice building) than he/she could by just focusing on the production of RVU’s.

**Link:** If attendees were to remember one thing about your presentation, what would you most like it to be?

**LM:** That they left with practical information that they could immediately implement into their practices.

What Would You Do?

By AHRA Staff

Every month, a hypothetical management situation is posted. You are encouraged to share your thoughts (in the comment box at: http://link.ahraonline.org) on how you would address the issue. Here is this month's question:

**Does your organization have a Facebook page or Twitter account? Who manages it? Do you have a policy for employees who access Facebook and/or Twitter and post comments during business hours?**

Be sure to check out others’ responses and join the discussion.
Vendor Spotlight: Annual Meeting Sponsors

By AHRA Staff

We would like to use this month’s vendor spotlight to recognize and thank all of the sponsors who have helped to make the upcoming 40th Annual Meeting & Exposition possible. Thanks are also extended to all of the vendors who are going to be exhibiting at this year’s meeting. Please make sure you stop by their booths and show your support!

2012 Annual Meeting Sponsors:

Platinum Sponsors:
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Philips Healthcare
Physicians Business Network
Premier Inc
RadCare
RAD-Planning
RadRx
Regents Health Resources, Inc.
SG&A Services LLC
University of Alabama at Birmingham School of Medicine
Virtual Radiologic (vRad)

Developing a New Perspective on Asset Management

By Ron J. Barak, BS, CRA, FAHRA, MBA

I began my career as an x-ray technologist. In rad tech school I learned how to operate the equipment that we utilize on a daily basis. Over time, I learned how to do basic trouble shooting to ensure that my equipment functioned properly. I also learned, through experience, when service was needed on the equipment. What I did not learn as a rad tech was how to determine when it was time to replace rather than repair the equipment I used. This is one of the many things that were important for me to learn during my transition from staff to management.

As a technologist, I always felt that management did not bother to consider replacing equipment until it was broken and could not be repaired. As a director, I have learned that this usually is not the case. Very often, the department management team believes that the equipment needs to be replaced, but sometimes our administrators may not agree with our opinions and sometimes they do not understand why it is a priority to replace this equipment. It is our job as radiology directors to be able to put forth a convincing justification to help administrators make the right decision.
The CRA exam is made up of five performance domains, one of which is asset resource management. In this performance domain there are six tasks; the first one is “acquire necessary capital equipment by developing business plans to address forecasted growth of current and/or new demands.” Part of acquiring capital is determining when it is time to be replaced. It is important to be able to make that determination and back it up with facts that are convincing enough and solid enough to justify the expenditure. It is most often our justification statements and data that convince administration that it is time to replace the equipment. The second task is “select capital equipment by conducting an evaluation in collaboration with organization stakeholders (physicians, finance, materials management, etc) to provide optimal technology.” This competency ensures that all stakeholders have their say and opinion heard when selecting capital for the department. It ensures fairness to all, including the vendors. When consensus is reached in equipment selection it is easier to justify the purchase.

Mastering these competencies is part of our learning process as directors and will help us to be successful in our careers. It is imperative that the department managers know how to properly justify the replacement of our assets, as well as selecting those replacements.

Having the CRA credential shows the human resource staff and “C” level administrators that the person they are hiring as their radiology director has the necessary knowledge to make these recommendations. It also shows you have been able to bring together what you learned in modality training, work experience, business school classes, CRA preparation, and life experience as a manager.

If you are interviewing for a job, bring a copy of the CRA performance domains and tasks to your prospective employer. This will show your competence and help you sell yourself. You should also bring these to your current HR director and/or your direct supervisor to request that they add “CRA preferred” to your job description.

Ron J. Barak, BS, CRA, FAHRA, MBA is the senior director of imaging services at Mercy Hospital in Miami, FL. He can be reached at ron.barak@hcahealthcare.com.

AHRA News

AHRAdata Lynx at the Annual Meeting

By AHRA Staff

Have you been meaning to try out AHRAdata Lynx, but you aren’t quite sure where to start? If you’re going to the Annual Meeting, take some time to head over to the booth by the registration area, where there will be live demos to help guide you through using this exciting new tool. Drop by whenever you have some free time.

Prior to the annual meeting, three short webinars have been scheduled. No need to register, just click on one of the dates below for details:

Thursday, August 2nd at 3:00 pm CST: http://e2.ma/click/quhec/e9gaod/mn1p3 Wednesday, August 8th at 3:00 pm CST: http://e2.ma/click/quhec/e9gaod/2f2p3 Thursday, August 9th at 10:00 am CST: http://e2.ma/click/quhec/e9gaod/i82p3

Or attend the educational session at the Annual Meeting on Monday, August 13th 4:00 pm.

During each of these educational sessions, you will learn:
- AHRAdata Lynx usage best practices and how to use the tool
- Insights and trends communicated by the current data
- Answers to the most common use and data privacy questions
- Access options and pricing
Announcing AHRA 2012-2013 Board of Directors

By AHRA Staff

AHRA recently held an online election for its Board of Directors, which closed on Friday, June 30, 2012. The president-elect and five new directors were chosen by AHRA membership to serve the 2012-2013 term year. They will be formally installed during the closing session at the 2012 AHRA Annual Meeting on Wednesday, August 15, 2012.

2012-2013 President-Elect:

Ed Yoder, CRA, FAHRA
Ed joined AHRA in 2000. He achieved Fellow status in 2009 and earned his CRA soon thereafter in 2010. Ed’s contributions to the association and its membership have been numerous, including serving on the AH RA Board of Directors (2006-present), the Radiology Management Editorial Review Board (2007-2009), the Finance Committee (2007-2011), and the strategic planning committee (2009-2011); and serving as chair of the Webinar Committee (2007-2009), and as co-chair of the Benchmark Task Force (2011-present). Sharing his valuable knowledge with the AHRA membership, Ed has written a recurring column for Radiology Management since 2005, authored a Link article (2009), and chapters in the Communication & Information Management in Radiology and Human Resource Management in Radiology books. He also volunteered at a regional meeting in 2009.

Ed is currently the administrative director at Winter Haven Hospital in Winter Haven, FL.

2012-2013 Directors:

Ernesto A. Cerdena, CRA, FAHRA
Ernie has been a member of AHRA since 2003, earning his CRA the same year and achieving Fellow status in 2012. He has served on the AHRA Education Foundation board since 2009, including serving as the chair of the board from 2011-2012. Ernie has also volunteered on the Annual Meeting Design Team (2007, 2008, Chair in 2009), the Annual Meeting silent auction (2003-2005), the Editorial Review Board (2007-2010), the Vendor Advisory Committee (2004), the Get Pinned Campaign (2009-2012), and organizing the EF raffle at the Annual Meeting. He has played an important part in the member appeal (fundraising from members). Ernie has contributed as an author of Radiology Management, Link, and Operations Management in Radiology.

Ernie is currently the director of imaging services at Vassar Brothers Medical Center and Putnam Hospital Center in Poughkeepsie, NY.

Angelica P. McDonald, CRA
Angie has been a member of AHRA since 2007 and she earned her CRA in 2010. She served on the Annual Meeting Design Team two years in a row (2010 and 2011) and is serving as this year’s Annual Meeting Design Team Chair. She has spoken at the Annual Meeting (2008) and at a local area meeting (Austin, TX, 2012). Angie has also contributed her services as an author, writing for Radiology Management (2009), Convention Daily (2010), and Link (2012).

Angie is currently the director of imaging and therapeutic services at Methodist Willowbrook Hospital in Houston, TX.

Melody W. Mulaik
Melody joined AHRA in 2002. She has served as the AHRA liaison to the ACR Economics Commission (2008-present) and the AHRA representative for the RSNA Associated Sciences session (2008-present). Melody’s volunteer experience with AHRA includes writing recurring columns for Radiology Management since 2007 (she won Article of the Year in 2007), speaking at the Annual Meeting and spring and fall conferences (2001-present), and sponsoring AHRA’s coding seminars since 2003.

Melody is currently the president of Coding Strategies, Inc., in Powder Springs, GA.

Peggy Pust, CRA, FAHRA
We are welcoming Peggy back for a second term on the board of directors. Peggy has been a member of AHRA since 1999, earning her CRA in the inaugural 2002 class and earning fellow status in 2010. She has also served on the Product Development Committee (2008-present), the Curriculum Committee (2008-2011), the Audio Conference task force (2005-2006), and the Stepping Stones task force (2003-2004). Peggy has shared her knowledge with AHRA members by presenting at the Fall Conference CRA Exam Workshop (2010), speaking at the Annual Meeting (2009), and volunteering at the Annual Meeting (2004, 2006, 2008, 2009, 2010).

Peggy is currently the director of imaging services at Monongalia General Hospital in Morgantown, WV.

Brenda Rinehart, CRA
Brenda joined AHRA in 2004 and earned her CRA that same year. She has served as the national chair of AHRA’s Membership Campaign (2011-2012) and the leader of AHRA’s Western Washington Group (2010-2012). Brenda has shared her knowledge with fellow AHRA members by writing an article for Radiology Management (2011) and speaking at several events, including a local area meeting (Seattle 2011) and the Annual Meeting (2008, 2009). She is also the 2012 winner of the Radiology Management Outstanding Article Editorial Award.

Brenda is currently the director of medical imaging at Overlake Hospital Medical Center in Bellevue, WA.
Congratulations to the following award and scholarship recipients!

**President’s Award:**
*To be announced at the 2012 Annual Meeting and Exposition!*

**Award for Excellence:**
Wanda Coker, CRA  
Brenda DeBastiani, CRA  
Ralph L. Lundquist  
Craig T. Mitchell  
Jason C. Theadore, CRA

**Fellow Status:**
Maureen R. Firth, CRA, FAHRA  
Becky Lamberth, FAHRA  
Kimlyn N. Queen, CRA, FAHRA  
Brenda Rinehart, CRA, FAHRA  
Cathleen P. Story, CRA, FAHRA

**Gold Award:**
Debra A. Lopez, CRA, FAHRA

**Editorial Awards:**

**Outstanding Article:**
Brenda Rinehart, CRA, FAHRA  
“The TRACE Program: Improving Patient Safety”

**Outstanding Column:**
Mark Lerner  
“Superstars: To Hire or Not to Hire?”

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**Annual Meeting Osborn Scholarship (Education Foundation):**
Daniel Kwak  
Ryan Lake  
Mark Toatley

**Annual Meeting Scholarship (AHRA):**
Ellen B. Alexander, CRA  
Debra A. Casey, CRA  
Becky Lamberth, CRA, FAHRA  
Leanne Linscott  
Brian Matsusaka, CRA  
Marjory V. Savino, CRA  
Louise Saxby, CRA  
Lorraine Thies

**Broadley Scholarships (Education Foundation):**
Debra Tobin  
Amanda Wood, CRA

*Kudos to the 2012 Member Recognition Team for their hard work & dedication!*

**2012 Member Recognition Team:**
Cheryl Porette, CRA-Chair  
Brenda Holden, CRA, FAHRA  
Adrienne Turner  
Marilyn Bjoralt

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**AHRA News**

**Annual Meeting Volunteers Needed**

*By AHRA Staff*

AHRA's Annual Meeting and Exposition is just a few weeks away, and we’re looking for volunteers interested in writing short articles for *Convention Daily* and the Annual Meeting Blog.

Writers are needed to attend sessions and write about them, providing fellow attendees with brief synopses. Attendees of all sessions, including exhibitor symposia and the workshop “From Service to EXPERIENCE: Imaging Tools to Excel in a Pay for Performance Culture” are encouraged to write.

We would also like attendees to submit their photos and videos taken during the meeting by emailing them to khartmorris@ahraonline.org or stopping by the *Convention Daily* office at the Gaylord Palms.

AHRA members not attending the meeting will have online access to *Convention Daily* as it is published, as well as real time updates via the Annual Meeting Blog, so even those unable to make it to Orlando will be able to keep up with the event!

If you are interested in contributing to *Convention Daily* and the Annual Meeting Blog or would like further information, please contact Kerri Hart-Morris at khartmorris@ahraonline.org.

Member Appreciation

By AHRA Staff

Here, we warmly welcome new members, acknowledge the tenure of our most committed members, and recognize any recent successes among all members. If you would like to acknowledge a colleague, announce a promotion, or make us aware of an accomplishment please let us know.

New Members (as of July 2012)

Deborah Anderson, Concord, NH
Kellie Anderson, Salt Lake City, UT
Jessica Annese, Morristown, NJ
Patricia Ashley, Ridgewood, NJ
Tiffani Bakunas, Ridgewood, NJ
Nancy Bardon, Clackamas, OR
Emily Bauer, Baltimore, MD
Robin Belcher, Baltimore, MD
Karyn Binter, Yorkville, IL
Mike Bishop, Carbondale, IL
Deanne Blume, Saint Louis, MO
Lyda Bottineau, Richland, WA
Fred Brandley, Orem, UT
Lucille Brown, Ridgewood, NJ
Matthew Brown, Saint Petersburg, FL
NaTarsha Brown, Binghamham, AL
Ronald Bursett, Salt Lake City, UT
Catheleen Bystrak, East Aurora, NY
Marie Campbell, Maplewood, MN
Tim Campbell, Johnson City, TN
Robert Caruso, Cedar Knolls, NJ
Jason Cerniglia, Reno, NV
Kim Chaltry, Port Huron, MI
Sushma Chopra, Ridgewood, NJ
Sandra Church, Johnson City, TN
Michael Conger, Salt Lake City, UT
Judy Cooper, Dallas, TX
Shanetta Cooper, Bellevue, WA
Julie Cossani, Houston, TX
Ada Courtney, Spartanburg, SC
Troy Dalla, Ogden, UT
Lisa Dalton, Dallas, TX
Estelle Dao, Concord, MA
Craig Davis, Greenfield, IA
Leigh-Ann Davis, Memphis, TN
Rhonda Deardorff, Ortanna, PA
Zan Degen, Austin, TX
Robert DeJong, Baltimore, MD
Anibal Diaz Morales, San Juan, PR
Pedro Diaz, Baltimore, MD
Kelsey Dietz, Kimberly, ID
Theresa Driscoll, Baltimore, MD
LaJuana Dunlap, Houston, TX
Robin Eastland, Dallas, TX
Lisa Eastman, American Fork, UT
Linda Ebling, Canyon Lake, TX
Beth Edson, Pittsburgh, PA
Christy Eller, Sacramento, CA
Kimbra Enyart, Carbondale, IL
Mary Fisher, Houston, TX
Sonya Fogal, Rockford, IL
Michele Fortner, Memphis, TN
Paula Frank, Baltimore, MD
Joaquim Franqueira, Ridgewood, NJ
Sherry Gage, Phoenix, AZ
Edward Garcia, Clackamas, OR
Rosemary Gatti, Ridgewood, NJ
Steven Geib, Port Huron, MI
Terry Goold, Saint George, UT
Nicole Gray, Bangor, ME
Kristin Gulley, Carbondale, IL
EJ Hannan, Clackamas, OR
Ian Haralson, Clackamas, OR
Jorge Hidalgo, Fleming Island, FL
Natasha Hilton, Clarksville, MD
Ronald Hooker, Dallas, TX
Greg Horton- 8867, Dallas, TX
Dwayne Isbell, Johnson City, TN
Colleen Jergovic, Madison, WI
Bonnie Jones, Staffordville, KY
Robert Jones, San Marcos, TX
Rusty Jorgenson, VINITA, OK
Randy Kimberly, Houston, TX
Teresa Knepper, Las Vegas, NV
Greg Knight, Hendersonville, NC
Mary Lally, Ellicott City, MD
Judy Lambert, Cherokee, NC
Kelly Lane, Abingdon, VA
Tommye Lanham, Duncanville, TX
Annette Larson, Salt Lake City, UT
Tom Leonhardt, Orlando, FL
Juanita Libansky, Madison, WI
Jennifer Liles, Brandon, MS
Curtis Malfeld, Colorado Springs, CO
Kimberly McCann, Carbondale, IL
Teri McClary, Baltimore, MD
Mary McGrath, Madison, WI
Paul McGunigle, Burlington, MA
Ivan Mitchell, Pine Bluff, AR
Michelle Morrison, Carson City, NV
Beatrice Mudge, Baltimore, MD
Cindy Mullican, Baltimore, MD
Traci Noll, Winchester, KS
Lee O’Bryan, Morehead, KY
Donna Parker, Hattiesburg, MS
Leonardo Parris, Chesterfield, VA
Bina Patel, Baltimore, MD
Manoj Patel, London, AA
Jeannette Pay, Riverton, UT
Michael Perrone, New Britain, CT
Do you know someone who can benefit from an AHRA membership? Let us know! Send contact information to our membership department at memberservices@ahraonline.org.

Member Anniversaries (as of August 2012)

25+ Years

Louise Broadley (39)
Robert McLeod (39)
Richard Cantin (37)
Clarence Snyder (36)

Joseph Bowers (35)
Michael Favreau (34)
Bruce Hammond (34)
Michael Jenoriki (34)
Camille Richard (34)
Constance Hage (33)
Brenda Holden (33)
John Lagunas (33)
Margaret Rosenfelt (33)
Richard Shelburn (33)
Candy Esber (32)
Cheryl Haas (32)
Gary King (32)
Linda Kogovsek (32)
Gerald Johnson (31)
Gregory Messmer (31)
Timothy Mullin (31)
George Osmun (31)
Glenn Riley (31)
Sandra Seibert (31)
Thomas Wicorek (31)
Douglas Clevenger (30)
Larry Fulcher (30)
Eleanor Richardson (30)
Elene Weege (30)
Patricia Aungst (29)
Paul Minzlaff (29)
Daniel Zaniewski (29)
Gail Nielsen (28)
Jack Branding (27)
John Gale (27)
Terrance Keys (27)
Carol Sabetti (26)
Gary Headrick (26)
Paul Masotto (26)
Alan Schneider (26)
James Shaffer (26)
David Woodford (26)
Marilyn Yelda (26)
Robert Zeuner (26)
James Baker (25)
Terry Hauschel (25)
Alson Hudson (25)
Thomas Huvane (25)
Michael Slemp (25)
Jesse Taylor (25)
Becky Volk (25)

10-24 Years

Cathy Beelman (24)
Connie Bohling (24)
Arletta Gardner (24)
Herman Krug (24)
Stephen Magennis (24)
Estela Prieto (24)
James Suprenant (24)
Michael Uran (24)
Steven Walters (24)
Deborah Willis (24)
Gerard Mullen (23)
Gregory Thon (23)
Douglas Weitzel (23)
Theresa Cook (23)
Donna Downey (23)
Nancy Henning (23)
David McCune (23)
Terri Ann Pirochta (23)
Joseph Pulizzi (23)
Darrell Williams (23)
Rebecca Apodaca (22)
Gregory Fields (22)
Robert Hewes (22)
Debra Horvath (22)
Deborah Kullik (22)
Candice Lelivelt (22)
Debra Parrish (22)
Mary Stoft (22)
Dennis Strycker (22)
Sharon Baker (20)
Lois Claire Cone (20)
Leonardo Dominguez (20)
David Hellams (20)
Robin Kelley (20)
Terry Larson (20)
Poh Suan Lim (20)
Meryl Mioni (20)
Roger Rhodes (20)
Stephanie Cooper (19)
Victoria Crosswell (19)
Cindy Dougall (19)
Stephen Imbriaco (19)
Joy Janak (19)
William Johnson (19)
Dawn Miller (19)
Erma Parker (19)
Lynne Roy (19)
Philip Ruth (19)
Judy Sadler (19)
Surendra Shah (19)
M. Christine Shelton (19)
Michael Skonieczny (19)
Mary Super (19)
Terry Baker (18)
Victoria Bedel (18)
Lawrence Cox (18)
Michael Foley (18)
Freddie Gibson (18)
Sheryl Gray (18)
Roxanne Hawley (18)
David Hinshaw (18)
Michael Hughes (18)
Nik Iwaniw (18)
Rick Johnson (18)
Arthur LaPorte (18)
Joe Lopez (18)
Joseph Mikoni (18)
Sahar Saaid (18)
Olga Stanton (18)
Teresa Tenery (18)
Carlos Vasquez (18)
Chris Ward (18)
Denys Wynn (18)
Steve Bencivengo Jr. (17)
Michael Calhoun (17)
Stephen Chaudoir (17)
Stephen Clevenger (17)
Michael Dubiel Jr. (17)
Sue Harris (17)
Laura Hicks (17)
Barry Ingle (17)
Katherine Jones (17)
Leo Ryan (17)
Ellen Sconyers (17)
Brenda Wonsentler (17)
Paula Yoho (17)
Edward Asante (16)
Peggy Bizjak (16)
Debra Bullard (16)
Margaret Peitso (16)
Leo Dennis Reed (16)
Elizabeth Roakes (16)
Teresa Vickers (16)
Carrie Wasmuth (16)
Lynda Zukowski (16)
Sheila Harrison (15)
Bryan Barkley (15)
Richard Blattner (15)
Jane Dodson (15)
Jona Franklin (15)
Anthony Gialloreto (15)
William Harders (15)
Keith Hartjen (15)
Diane Jay (15)
Karla Kenefake-Hymans (15)
Shelvia Koontz (15)
Dorlyn Lunde-McGee (15)
John McCollister (15)
Terry Stavang (15)
Anita Tuua (15)
Cynthia Tyner (15)
Robert Altoff (14)
Kathleen Broking (14)
Ken Cox (14)
William Cummins Jr. (14)
Stephen Gaines (14)
Juliann Hall (14)
Janet Hickman (14)
Duane Iwamura (14)
Debra King (14)
Cynthia Klieman (14)
Rosemary Parker (14)
Jeffrey Pigg (14)
Bruce Potter (14)
R. Wayne Reid (14)
Mary Reiter (14)
Lori Robinson (14)
Carey Smith (14)
Jeri Strand (14)
Joseph Mikoni (18)
Sahar Saaid (18)
Olga Stanton (18)
Teresa Tenery (18)
Brian Matsusaka (13)
Cleveland Black (13)
Rebecca Carrozzo (13)
Deniese Chaney (13)
Timothy Damron (13)
Sue DeVincent (13)
James Dozier (13)
Terry Eichor (13)
Robert Garrett (13)
Albert Gillis (13)
Susan Gray (13)
Sally Howell (13)
Deborah Huffman (13)
Robert Jacoby (13)
Jere Johnson (13)
Mary Klein (13)
Thomas Lane (13)
Edward Lombardo (13)
A.V. Luckino (13)
Dennis Marlow (13)
Yoosof Mozaffari (13)
Sharon Pietlock (13)
Linda Polen (13)
Roger Potts (13)
Ann Regueiro (13)
John Roberts (13)
Charles Seager (13)
Carmen Serafino (13)
Lindsay Shuford (13)
Pamela Southard (13)
David Thornhill (13)
James Yeager (13)
Felipe Patino (13)
Alan Blier (13)
Yvonne Miller-Griffin (13)
Mary Ellen Tobey (13)
David Utt (13)
David Donovan (13)
Patricia Sopsic (13)
Rhiannan Steins (12)
Ed Yoder (12)
Jane Beight (12)
Judith Cause (12)
Craig Osborn (12)
Denise Logan (12)
Joan Massler (12)
Tina Boggs (12)
Terri Waschbisch (12)
Shelly Fawver (12)
Russell Cain (12)
Gina Nieszczur (12)
Deana Barrow (12)
Teresa Snyder (12)
Trudy Manning (12)
Robert Brice (12)
Douglas Gibson (12)
Barbara Pardini (12)
Barbara Enny (12)
Declan Doyle (12)
Monica Berlin (12)

Mandi Wortman (12)
Kristen Watkins (12)
Geraldine Peterson (12)
Mary Sterling (12)
Kimberly Singh (12)
Kelly Danilowicz (12)
Becky Long (12)
Mike Thimmesch (11)
Albert Pernudi (11)
Martin Ward (11)
Jill Dooley (11)
Karl Kamyak (10)
Bruce Carey (10)
Luann Culbreth (10)
Christine Donovan-Hall (10)
Lois Neuwirth (10)
Michael Reid (10)
M. Kevin Spears (10)
Gregory Spicer (10)
Sandra Cooper (10)

5-9 Years

Chris Threadgill (9)
Janet Graves (9)
Phil Carney (9)
Tom Gaston (9)
Edward Goodemote (9)
Ronda Riley (9)
Patricia Courses (9)
Priti Grigorian (8)
Lisa Millar (8)
Susan Hunt (8)
Carolyn Schuster (8)
Mark Kochan (7)
Brett Cannon (7)
William King Jr. (7)
Cheryl Stillberger (7)
Jason Newmark (7)
Laura Coyle (7)
Phyllis Phillips (7)
Jerry Kurtz (6)
Jim Moulis (6)
Lillian Clay (6)
Diane Penkert (6)
Debra Clark (6)
Elizabeth Dixon (6)
Andy Gill (6)
Tyler Harris (6)
Vincent Staub (6)
Gwen Wawers (6)
Cheri Wolff (6)
Danny Crawford (6)
Kathleen Williams (5)
Claressa Millsap (5)
Marilyn Rep (5)
Kimberly Evans (5)
Michael Lillig (5)
Norman Nicolai (5)
Noreen Violante (5)