

CPRC News

A Cytotechnology Programs Review Committee Publication for Cytotechnology Programs

March 2010

Did you know.....?

- As in past years, the ***Geraldine Colby Zeiler Award*** is available for students enrolled in cytotechnology programs. Applications and references are available on the ASC Web site under Awards (cytopathology.org), or by contacting JoAnn Jenkins (awards@cytopathology.org). Applications will be accepted until **June 1, 2010**.
- ***Call for Abstracts!*** Planning for the ASC 58th Annual Scientific Meeting is well under way, and online submission of abstracts is now open on the ASC Web site. Encourage your students to submit abstracts for consideration by the Scientific Program Committee for a poster or platform.
- The ASC Foundation is accepting applications for the ***ASC Annual Scientific Meeting Cytotechnologist Scholarships***, with a deadline of September 1, 2010. The Foundation awards \$2,000 each to five qualified cytotechnologists who are ASC Members and in their first two years of practice to attend the ASC Annual Scientific Meeting. Please encourage your recent graduates to apply for this scholarship. Applications are accepted only on the ASC Web site: cytopathology.org.

Congratulations to recipients of the 2009 Scholarships, who will attend the ASC Annual Scientific Meeting in Boston this November!

Ghada Aramouni, B.S., C(ASCP) graduated from the Cytotechnology Program at Akron General Medical Center in Akron, Ohio and works at Cleveland Clinic Foundation in Cleveland, Ohio.

Abbas Barre, CT(ASCP) graduated from the Cytotechnology Program at the University of North Dakota in Grand Forks, North Dakota.

Jenna Benson, B.A., CT(ASCP)CMIAC graduated from the Albany School of Pharmacy in Albany, New York and works at the University of Rochester Medical Center in Rochester, New York.

Christy Kiekenbursh, B.S., CT(ASCP) graduated from the Cytotechnology Program at the University of Wisconsin-Milwaukee and works at ACL Laboratories in West Allis, Wisconsin.

John Plavnicky, B.S., CT(ASCP) graduated from the Albany School of Pharmacy in Albany, New York and works at the University of Rochester Medical Center in Rochester, New York.

- ***Upcoming Meetings and Important Dates***

ASCT Annual Scientific Conference in Austin, Texas, April 9-11, 2010. For those of you interested in becoming CPRC Site Visitors for Cytotechnology Programs, please consider attending the ***CPRC Site Visitor Workshop: Focusing on Innovation, Best Practices and Outcomes Assessment***. Additional details are on page 9 of this newsletter.



Laboratory Professionals

Get Results National Laboratory Professionals Week, April 18-24, 2010

National Cytotechnologist Day is May 13, 2010.

ASC 58th Annual Scientific Meeting is in Boston, Massachusetts, November 12-16, 2010. This year, the Program Faculty Seminar (PFS) returns on Friday, followed by a CPRC workshop or roundtable.

- ***2010 CPRC Annual Data Survey*** will be circulated to all Program Directors in mid-April. **A reminder.....Program Directors should distribute the annual Graduate and Employer Surveys four to six months after graduation.**

Cytotechnology Programs receiving seven-year, continuing accreditation are commended for achieving “milestones of excellence.” Congratulations to Cytotechnology Programs achieving “milestones of excellence” in 2009!

Nicholls State University Cytotechnology Program, Houma, Louisiana
Memorial Sloan-Kettering Cancer Center School of Cytotechnology, New York, New York
University of North Dakota Cytotechnology Program, Grand Forks, North Dakota
Thomas Jefferson University Cytotechnology Program, Philadelphia, Pennsylvania
University Health Center of Pittsburgh, Anisa I. Kanbour School of Cytotechnology, Pittsburgh, Pennsylvania
University of Rhode Island School of Cytotechnology, Providence, Rhode Island
University of Tennessee Health Science Center Cytotechnology Program, Memphis, Tennessee
University of Utah Cytotechnology Program, Salt Lake City, Utah

Messages from the CPRC Chair.....

CAAHEP Leadership Conference: An Update

Robert Goulart, M.D., CPRC Chair

It was my pleasure to attend CAAHEP's Leadership Conference, held January 22nd-23rd, in Clearwater Beach, Florida. As you may know, this conference is a very generous offering by CAAHEP, in which all expenses related to the attendance of the Committees on Accreditation (CoA) Chairs and the non-Board Liaisons are paid. The intent is to afford the leadership of all the varied CoAs the opportunity to meet and interact with each other and the CAAHEP Board of Directors (BoD) in a close-knit setting. The meeting typically occurs directly following the two-day meeting of the CAAHEP BoD. Kalyani Naik, the CPRC Commissioner to CAAHEP, has written an excellent update on the work of the BoD, included in this **CPRC News** issue on page 7.

Besides the obvious benefits of meeting with pleasant, energetic and committed individuals in a warm sunny place (far removed from the dark January winter of Massachusetts in my instance), this conference also had an excellent cohort of speakers focusing on timely topics in education and accreditation and offers the opportunity for discussion and sharing of ideas with many CoA members and staff.

The topics and their respective speakers included: 1) discussion of CAAHEP policies and procedures, as to how they apply to CoA recommendations, specifically discussing which require BoD action and which do not (CAAHEP staff Theresa Sisneros and Lorna Frazier-Lindsey), 2) the generalist site visitor training program (William Horgan), 3) a review of recent changes to the CAAHEP **Standards** template (Kalyani Naik and Jennifer Anderson Warwick), 4) assessing student learning outcomes (invited speaker Dr. Susan Hatfield of Winona State University), and 5) a discussion of "hot topics", to include distance learning (Nancy Smith, CAAHEP BoD Secretary). Lively open discussion followed each presentation, with much sharing of factual information, ideas and open brainstorming.

The speakers were very successful in clarifying CAAHEP processes as they relate to the work of the CoAs, while also looking to where the future is taking education, and the accreditation demands that follow. Internationally-based satellites, ever-changing electronic tools for communication and education (webinars, etc.), and "virtual" site visits were all topics of active debate.

As you are aware, CAAHEP allows for a degree of variability with the approaches employed by each respective CoA, as the many medical subspecialties that report to the CAAHEP BoD vary significantly. However, many innovative and novel ideas and methods can be employed by multiple CoAs, and this conference has been created to facilitate just that type of useful sharing and cross-fertilization.

And here's just such an example...

CAAHEP's On-Line Annual Report

An additional presentation and an example of CAAHEP's investment of funds, energy and person hours for the benefit of all CoAs, focused on its on-line Annual Report tool. William (Bill) Goding, Chair of CAAHEP's Standards Committee and CoA staff led an elegant presentation of this on-line program, guiding the participants through the questionnaire and data collection tool. The

program is ready to be customized to the specific needs of any individual CoA, with multiple CoA personnel, including myself on behalf of the CPRC, expressing their interest in its use.

The benefits of switching our Annual Data Survey to this on-line tool are many, and to name a few include: 1) on-line accessibility, 2) the ability to store many years' worth of cumulative data, and potentially the most important, 3) the ability to compare/contrast/combine our data with that of other CoAs. Currently, the data generated by each CoA in its independent annual survey remains isolated. The potential to generate multi-specialty data particularly as cytotechnology (and other allied health care professions) look to transition their field, or even "blend" with other specialties, is critically valuable indeed. Data inclusive of all CoAs under CAAHEP would be tremendously useful in dealings with the Department of Labor for job-training grant support, clarifying national trends in outcome indices, investigating job placement trends in these downward economic times, etc.

Currently, the CPRC is in the process of exploring this site and investigating its potential use for cytotechnology. We will continue to keep you collectively informed as to the results of this initial evaluation, and where it will then lead.

We are hopeful it will serve as another opportunity for our community to work smarter- better-faster, with a modern robust on-line tool.

More to follow...stay tuned.



New Policy Allowing the Potential for Accreditation Cycle Extension

Difficult times also present opportunities for innovation and forward thinking. During this time of introspection and assessment within the field of cytology, an opportunity exists for all to examine current policies and programs to see if change and adaption are appropriate, as we move forward as a unified community.

The CPRC is no different – and we have attempted to do just that with the adoption of this new policy, as detailed below.

As you know, appropriate boundaries exist within the policies and procedures of the committee under the guidance and oversight of CAAHEP. Program assessment and the accreditation cycle recommendation that follow are most serious and important functions of the CPRC. However, there does exist room for change and modification of policy, when needed and appropriate.

Therefore, in an effort to recognize the on-going pursuit of compliance and self-improvement of all cytotechnology education programs, the CPRC has developed criteria for the potential extension of a given program's current accreditation cycle.

This process is akin to similar progressive and innovative policies, which exist in ACGME program review and accreditation. As such, it allows each program the opportunity for formal recognition by the CPRC of interval improvements and progress in outcomes data, lacking documentation, programmatic deficiencies, or other previously stated CPRC concerns, etc., and when appropriate, the potential for accreditation-cycle extension. As you will see, some criteria, particularly those addressing the 7- to 10-year extension focus on an eligible program's history of long-term stability, to include stability in key leadership positions.

The interval improvements and resolution of previous concerns are the responsibility of each individual program. This policy will recognize that improvement, with the potential benefit to the program of a higher level accreditation cycle status.

So, what are the specifics you ask? Here they are.

The caveats of the accreditation cycle extension policy and its relationship to the current 3-, 5-, and 7-year accreditation recommendation criteria are as follows:

- Approximately 18 months prior to the deadline for a given program's e-SSR receipt (or 6 months prior to the standard one-year program notification by the CPRC for pending e-SSR submission), the CPRC will formally review the status of each program in conference call format.
- At this time, determination will be made in committee as to whether an accreditation cycle extension is appropriate (the general criteria for such are detailed below). Of course, there are individual program-specific issues involved in each program review, which are taken into account during the CPRC's formal review process.
- If specific additional information and/or documentation are needed at the time of CPRC review, a request for such may be made to the program of interest. However, it is ultimately the responsibility of each program to act on the issues cited in the prior CPRC and CAAHEP review. **This is an internal program-determined initiative. Of course, the CPRC members and staff are available for clarification of Standards, Guidelines and direction to resources.**
- The potential accreditation cycle extensions are limited to 3- to 5-years, 5- to 7-years, and 7- to 10-years only (accreditation extensions of 3- to 7-years and 5- to 10-years are not possible).
- If accreditation cycle extension is approved, the respective program will be notified in writing by the CPRC Chair.
- No program may achieve an accreditation cycle greater than 10 years. As you know, comprehensive site visits and accreditation recommendations are required at a maximal 10-year interval per CAAHEP.

Criteria for 3- to 5-year Accreditation Cycle Extension:

A program currently in a 3-year accreditation cycle, based on the following:

3-year cycle criteria

- Any one or more of the 3-year average outcomes, since last accreditation review, are below CPRC-established thresholds **and/or** Program has not consistently submitted its outcomes data, analysis and action plan(s) as a result of outcomes assessment, but has demonstrated good faith effort to resolve issues and has shown improvement;
- Annual Data Surveys have consistently had missing data, but Program has demonstrated good effort to obtain, analyze and submit data;
- Program has history of progress reports that are on-going, but has demonstrated good faith effort to resolve issue and has shown improvement.

may be considered for accreditation cycle extension if all 5-year criteria have been met, those being the following:

5-year cycle criteria

- All 3-year average outcomes, since last accreditation review, meet the CPRC-established thresholds;
- Annual Reports have consistently had missing data, but Program has demonstrated good faith effort to obtain, analyze and submit data;
- Concerns were identified during self-study process, but Program has demonstrated willingness to develop and implement an action plan to resolve issues;
- Program has history of progress reports, but has demonstrated resolution of issues.

Criteria for 5 - to 7-year Accreditation Cycle Extension:

A program currently in a 5-year accreditation cycle, based on the above criteria, ***may be considered for accreditation cycle extension if all 7-year criteria have been met, those being the following:***

7-year cycle criteria

- No deficiencies cited or significant concerns identified;
- Program has consistently submitted its outcomes data, analysis and action plan(s) as result of outcomes assessment;
- All 3-year average outcomes, since last accreditation review, meet the CPRC-established thresholds, or a reasonable rationale (as determined by the CPRC) has been given in the analysis for any outcomes falling below threshold(s);
- Annual Data Reports have been complete, including resources assessments with analysis and action plan(s), and submitted in a timely manner;
- All administrative requirements have been met (i.e. all fees paid, timely notification to CPRC of substantive changes, all reports [self-study report, annual report/surveys, progress reports] filed in a timely manner, etc.).

Criteria for 7- to 10-year Accreditation Cycle Extension:

A program currently in a 7-year accreditation cycle, based in the above criteria, ***may be considered for accreditation cycle extension if the following additional criteria have been met:***

- 1) The prior two accreditation cycles were 7 years.
- 2) The Program Director and Medical Director have each been in place for at least 3 years.
- 3) Either the current Program Director or the current Medical Director was in place and involved in the prior self-study review process.

It is our hope that this new policy contains within it the following components, those being cooperation, innovation, motivation, and recognition of on-going program efforts.

We realize this is a major change for us all but we are excited about the increased communication this opportunity will foster. This information will be further posted on the Cytotechnology Educators' List Serve and discussed at future CPRC events and activities during the course of the

year. If any questions exist or arise, please feel free to contact Deb MacIntyre, myself or any CPRC member.

For those programs approaching their formal notification time under this policy, we will soon be in contact with you.

This is an opportunity for all programs to take advantage of, now and in the future, if you so choose.

January CAAHEP Board of Directors Meeting

Kalyani Naik, M.S., SCT(ASCP), CPRC Commissioner to CAAHEP

Ever wonder what happens at a CAAHEP Board of Directors meeting? The most recent meeting was held this past January just prior to the Leadership Meeting. The overriding theme throughout the meeting (and one you'll be hearing more and more from CAAHEP in general) was closing the communication loop between the Board, Committees on Accreditation (CPRC in the case of Cytotechnology) and programs.

Over the course of the day and a half long meeting, the board conducted its routine business – reviewing CAAHEP's financial standing, taking action on 32 accreditation recommendations, and hearing reports from the two standing CAAHEP committees – Performance Oversight Committee (POC) and Planning and Development Committee.

The POC shared the results of the Accreditation Process Assessment, a survey that CAAHEP sends to programs after the board has taken action on the recommendation from CPRC. The results of these surveys are shared with the CPRC in order to close the communication loop between the Board, CPRC and programs. Programs are strongly encouraged to complete the survey and return it to CAAHEP so that we can continuously work on improving our accreditation process. POC also reviewed the results of the 2009 Committee on Accreditation Activity Report, another tool designed to close the communication loop, keeping CAAHEP informed about CPRC activities, goals that have been accomplished during the past year and goals that have been set for the upcoming year. The Planning and Development Committee focused on developing a plan of action to address issues and concerns related to distance education accreditation (see Sondra Flemming's Liaison Report on page 8 for more information).

In addition to its routine business, the Board discussed several items of new business, including two that specifically pertain to Cytotechnology. The Board agreed to move forward with a proposal to NAACLS to facilitate the accreditation review process for those institutions that sponsor both NAACLS and CAAHEP accredited programs. The proposal has since been submitted to the NAACLS for their review. The Board also discussed the value of CAAHEP's continuing participation in the Coordinating Council on Clinical Laboratory Workforce (CCCLW) group. As many of you know already from previous communications, the Board felt continued participation was important to maintain their commitment and support of the CPRC and Cytotechnology Programs and in their efforts to encourage collaboration with NAACLS.

Other new business included the status of CAAHEP's application for continued recognition (i.e., "reaccreditation") by the Council for Higher Education (CHEA). As Sondra reports in her Liaison Report, CAAHEP is working on its own Self-Study Report and preparing for a Site Visit. Committees

on Accreditation will be playing an essential role in this process, particularly in demonstrating effective communication between the Board and the Committees.

New Professions Being Considered for CAAHEP Accreditation

Two new professions have applied for recognition as a health sciences discipline in the CAAHEP system of accreditation – Recreation Therapy and Anesthesia Technologists. The applications will be presented to the full Commission for a vote at the CAAHEP Annual Business Meeting on April 19th.

As described in the application, Recreational Therapy or Therapeutic Recreation (RT/TR) is an allied health discipline whereby professionally trained practitioners individually assess the patient or consumer, plan RT/TR intervention programs, implement safe and effective evidence-based RT/TR interventions, evaluate the effectiveness of RT/TR intervention programs and manage recreational therapy practice. Recreational Therapists provide individual and group recreational therapy intervention programs for individuals affected by disability, illness or disease, aging, and/or developmental factors, including those at risk.

Anesthesia technicians, certified anesthesia technicians and certified anesthesia technologists are vital members of the anesthesia patient care team. Their role is to assist licensed anesthesia providers in the acquisition, preparation and application of equipment, medications and supplies required for the monitoring, and administration of anesthesia. Anesthesia Technologists/Technicians provide support to the anesthesia providers for routine and complex surgical cases, before, during and after anesthesia care.

CAAHEP Liaison Report

Sondra Flemming, M.S., RN

Every 10 years, CAAHEP must be "reaccredited" by the Council for Higher Education Accreditation (CHEA), and 2010 is the year! As the process of renewing CHEA recognition begins, CAAHEP will be working with the Committees on Accreditation (CoAs) to provide the necessary information to the Council. The tasks ahead include CAAHEP writing a Self Study and preparing for a Site Visit in January 2011. Part of the requirement will be reviewing CoA policy manuals to insure they are consistent with CAAHEP's policy manual.

In addition, the CoA's Board Liaison will play a key role in assuring that CoA processes, procedures, and policies are aligned with CAAHEP's policies. A paper audit of a program seeking accreditation will be conducted in the coming year, as well as one site visit audit by the liaison. The liaison's role is not to evaluate the program or site visitors, but to evaluate that the accreditation processes are consistent with CAAHEP processes.

Another area of concern being addressed by CAAHEP is distance education. First, distance education was discussed by the Planning Committee and the CAAHEP Board of Directors, and it is clear that direction is needed from CAAHEP. In early February, the CoAs were asked about any concerns or issues regarding evaluation of distance education programs, and responses were due back on February 15th. The comments received will be compiled and a CoA focus group will convene to discuss and clarify specific issues presented to develop a final list of topics that need to be addressed. CAAHEP has hired a consultant with a background in distance education who will work to develop tools and solutions to identify topics and needs. The solutions will be brought

back to the CAAHEP Board of Directors for approval at their May conference call and all will be presented to the CoAs at the CAAHEP July meeting. CAAHEP is also providing new webinar inservices. A line up of four informative webinars on a variety of information pertinent to the CAAHEP accreditation process was rolled out in February and will be modified and continued in the future.

CPRC Site Visitor Workshop: Focusing on Innovation, Best Practices and Outcomes Assessment

Course Directors: Karen K. Nauschuetz, M.D. and Don Simpson, Ph.D., M.P.H., CT(ASCP)

Are you interested in becoming a CPRC site visitor of Cytotechnology Programs? Or, is your Cytotechnology Program in the Continuing Accreditation process and you are interested in learning about what occurs during a site visit? The CPRC is offering a Site Visit Workshop during the Annual Scientific Conference of the American Society for Cytotechnology on Sunday, April 11, 2010 at the Hyatt Regency Austin in Austin, Texas.

The 3-hour program is an interactive educational session utilizing case scenarios and group discussions that focus on the enhanced role of the site visitors in an outcomes-based site visit. Strategies to conduct the site visit as efficiently and thoroughly as possible will be provided. The course is supported and reinforced by didactic material offered to participants during the session.

Educational objectives of the course are:

- To review the process of accreditation and program review under outcomes-based Standards
- To identify the expanded role of site visitors and their relationship to CAAHEP
- To review new electronic format for accreditation review documents (i.e. self-study and site visit reports)
- To review best practices and strategies of other CAAHEP-accredited programs to enhance current practice and compliance
- To strengthen the skills of cytotechnologists and cytopathologists who currently serve as site visitors

For more information about participation in this workshop, please visit the ASCT Web site for the Annual Scientific Conference registration: <http://asct.com/content/2010-austin-tx>

Cytotechnology Programs Review Committee ANNUAL REPORT

The following data reflect the results of the 2009 Annual Data Survey. These data are usually part of the CPRC's presentation during the PFS at the ASC Annual Scientific Meeting, which was not held this year. Statistics reflect the work of the Committee since November 2008.

Status of Programs (as of 10/6/09 – no data for 2 discontinued programs)

36	Total number of accredited cytotechnology programs in United States and Puerto Rico
33	Active programs
3	Inactive:
	<i>SUNY Upstate Medical Center, Syracuse, New York (1/3/09)</i>
	<i>University of North Carolina at Chapel Hill (6/5/09)</i>
	<i>Medical University of South Carolina, Charleston (6/8/09)</i>
0	New, developing program pending accreditation with 'Candidacy' status

- 2 Discontinued programs since the 11/08 meeting/notification of request for voluntary withdrawal of accreditation from 2 cytotechnology program:
Akron General Medical Center (5/26/09)
Camcare Health Education & Research Institute (7/1/09)

Kinds of Programs

(as of 10/6/09 - no data for 2 discontinued programs)

- 10 Certificate-only programs (a total of 27 programs offer a Certificate program)
- 9 Degree-only programs (a total of 25 programs offer a Degree program - 4 offer a Masters level program)
- 17 Offer both Certificate program and Degree program

The following data based on the last graduating class (2007-2008) of 35 programs

(1 inactive program did not reply)

- 315 Total # student places available in accredited programs
- 221 Total # student places filled (70.1%)
- 94 Total # student places **not** filled (29.9 %)

<u>Certificate Only Programs (10)</u>		<u>Degree Only Programs (9)</u>		<u>Certificate & Degree (17)</u>	
69	places available	96	places available	150	places available
54	places filled (78.3%)	66	places filled (68.8%)	101	places filled (67.3%)
15	places not filled (21.7%)	30	places not filled (31.2%)	49	places not filled (32.7%)

Other information:

- **Average Salary Range:** from \$22.57 to \$26.01
(85 students reporting from 27 programs)

- **Minimum # of Slides Screened at End of Program**

	<u>Average</u>	<u># of Programs</u>
GYN	47	24
Non-GYN	23	23
FNA	23	25
<i>Total # of Slides</i>	56.4	35

- **Maximum # of Hours Screening**

	<u>Average</u>	<u># of Programs</u>
GYN	7	20
Non-GYN	5	20
FNA	4.5	23
<i>Total # of Hours</i>	9.25	35

- **Hourly Rate**

	<u>Average</u>	<u># of Programs</u>
GYN	7.2	22
Non-GYN	7	19
FNA	7	18
<i>Total Average Hourly Rate</i>	7.4	35

Outcomes and Thresholds

Survey data obtained are collected from CPRC-mandated surveys: Employer Survey and Graduate Survey. Submittal of completed CPRC-mandated surveys has been required since 2004. Some programs have varied schedules for circulating surveys, resulting in data retrieval at

different times throughout the year; however, surveys should be circulated four to six months after graduation.

For the 2009 Annual Data Survey, 40 programs submitted data from the most recently completed class, 2007-2008; no data submitted from two inactive programs that closed before surveys were due. One program that closed in September did not provide data for five outcomes.

Outcomes Data are based on % for three-year average, 2008-2006:	Average	# of Programs
• Student Retention/Graduation Rate (80% threshold)	92.70%	35
• Job Placement Rate (75% threshold)	91.06%	35
• Registry Pass Rate (80% threshold)	95.81%	35
• Graduate Survey Return Rate (50% threshold)	85.46%	35
• Employer Survey Return Rate (50% threshold)	79.48%	35
• Graduate Survey Satisfaction Rate (80% threshold)	99.13%	35
• Employer Survey Satisfaction Rate (80% threshold)	97.25%	35

Student Retention *(Of 35 active programs responding, 12 programs had students who withdrew.)*

Total number of students who were dismissed/withdrew: 17

- Academic reasons 7
- Non-academic misconduct 2
- Wrong career choice/too demanding 5
- Personal/financial 2
- Medical School 1



Resources for Program Directors can be found on the CAAHEP Web page for Cytotechnology – **Standards & Guidelines**, graduate and employer surveys, electronic Self-Study Report template, CPRC member roster, recent issues of the **CPRC News**, and much more. Check it out!



<http://www.caahep.org>

[Cytotechnology Programs Review Committee](#)

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