

SDMS News Wave is published to inform SDMS members of meetings, events and policies as well as trends and issues in the sonography profession. Comments, questions or concerns about the articles appearing in *SDMS News Wave*, should be directed to [newswave@sdms.org](mailto:newswave@sdms.org).

## Advanced Practice Clinical Roles and Responsibilities for the Diagnostic Medical Sonographer: A Historical Review and Contemporary Update

### History of Sonographer Advanced Practice:

The history of the sonographer advanced practice issue goes back to the formation of the Ultrasound Practitioner Commission (UPC), hosted and supported by the Society of Diagnostic Medical Sonography (SDMS), in 1996. The UPC was charged with the responsibility of reviewing the allied health physician-extender models (e.g. Physician Assistant, Advanced Nurse Practitioner) and determining whether a similar model for sonographers was needed, and if so, how it should be developed. The UPC published its findings in the July/August 1999 issue of the *Journal for Diagnostic Medical Sonography (JDMS)* titled: 'The Ultrasound Practitioner: A Proposal'. This article is accessible on the SDMS website at:

<http://jdm.sagepub.com/cgi/reprint/15/4/140>

The UPC concluded that an advanced practice sonographer physician-extender was needed. The name originally chosen for this advanced sonographer practitioner model was the 'Ultrasound



Practitioner' (UP), who according to the UPC would; "...function as part of a healthcare team with primary responsibility to manage or perform sonographic examinations. The UP would assess and use critical thinking to contribute to clinical

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decisions based on the sonogram results and other primary assessments.” The UPC went on to say that the UP would work as; “...part of the interdisciplinary team, the UP will provide services based upon clinical competency obtained by advanced education and clinical experience”. It is important to note that the UP was never conceived as a practitioner model independent of the supervising physician; “*Ultrasound Practitioners will assume positions as team members under the general supervision of the primary care provider or specialty physician*”.

Reasons cited for the need for the UP included:

- Increasing need for services in the global marketplace
- Increasing need for more economic health care
- Increasing physician services
- Decreasing patient care costs

Throughout the remainder of 1999 and 2000 the UPC solicited input on the UP concept from the professional community including the physician specialty organizations. The feedback generated from the professional community was included in the ‘fleshing-out’ process of the sonographer advanced practice model developed by the UPC.

The UPC published its second article related to the UP in the JDMS in the May/June issue of 2001:

<http://jdm.sagepub.com/cgi/reprint/17/3/154>

This publication recommended a master’s level curriculum for institutions of higher education to use in setting up UP graduate level degree programs, and included the results of the first sonographer interest survey related to establishing an advanced practice sonographer career-ladder opportunity.

The sonographer UP interest data, solicited from members of the professional society, was overwhelmingly supportive, and the UPC continued its work by re-focusing its efforts on promoting adoption of UP degree programs within the higher education community. UP degree promotional activities characterized the work and focus over the next four years (2001-2005). Despite a number of initial favorable university/college level program prospects, no institution of higher education moved forward with the commitment to develop and support a UP graduate-level degree program during this time frame.

### Contemporary Update:

In the summer of 2006, the SDMS hosted the ‘Sonography Advanced Practice Consensus Conference’ (SAPCC) to re-visit the issue of sonographer advanced practice and determine what future steps might be taken, if any. The failure to establish any formal university-based degree programs was a key point addressed by the participants in the SAPCC. There were sixteen participating organizations that gathered together in

Washington, D.C. to discuss the issue of and interest in sonographer advanced practice.

Representatives from these 16 organizations, including all of the sonography-related physician specialty organizations, generated a series of consensus points related to sonographer advanced practice. These included:

1. Evaluation of the initial responses to the idea/concept of establishing an advanced practice sonographer as a physician-extender were quite favorable
2. Agreement on a new, working title to describe a revised sonographer advanced practice model; the ‘Clinical Sonography Specialist’ (CSS)
3. Acknowledgment that the community lacked sufficient, objective data on the perceived ‘need and interest’ for establishing the CSS within both the sonographer and physician populations
4. Commitment by the SDMS, working with other conference participants, to gather the ‘needs and interest’ data from both sonographer and physician populations
5. Agreement on a set of CSS qualification criteria, and the functional/clinical profile for the CSS

### The agreed-upon CSS qualification criteria included:

1. CSS candidates must have a minimum of a baccalaureate degree (degree area not specified)
2. CSS candidates must bring 3-5 years of clinical post-registry certification (ARDMS, ARRT, CCI)
3. CSS candidates must successfully complete a national advanced practice certification examination (to be developed by one or more of the national sonography registries)
4. CSS candidates must complete CME and continuing competency requirements that exceed those of the non-CSS sonographers

Participants in the SAPCC also agreed on what the functional/clinical profile of the CSS should reflect. These criteria reflect a more comprehensive and robust set of clinical responsibilities when compared to the current job descriptions of either a ‘lead sonographer’ or ‘staff sonographer’. These responsibilities underscore a close working relationship envisioned between the supervising physician and the CSS. They included:

- Performs oversight, oversees staff sonographers, directs sonographers to extend studies, and rescans patients when necessary

- Prepares summary of findings for the interpreting physician, summary may include suggestions for differential diagnosis for interpreting physician consideration
- Reviews cases with the supervising/interpreting physician
- Oversees clinical activities
- Triage and clarifies orders with the referring physician
- Interacts with patients at a higher level, may include physical, history, and obtaining informed consent
- Oversees quality assurance
- Provides education for sonographers, patients and physicians

The CSS clinical responsibilities were projected to:

1. Serve in a management/oversight role with staff sonographers and provide a redundancy for patient case review prior to the time that the sonography examination images and preliminary report are submitted to the interpreting/supervising physician
2. Provide for a 'higher level' of patient interaction for both medical and educational purposes
3. Establish the 'role and scope' of the CSS
4. Provide for better, higher-quality, more cost-efficient patient care

To close the 'needs and interest' data gap the SDMS and the American Registry of Diagnostic Medical Sonography (ARDMS) collaborated to develop and implement the CSS 'Sonographer Needs and Interest Survey'. A random survey population was drawn from a combination of the ARDMS registrant database and the SDMS membership database. The survey response rate exceeded 20% generating a respondent population of 1,182 sonographers. This response rate was sufficient to generate a margin of error of +/-2%.

Key findings generated from the CSS Sonographer Survey included:

- 84% of respondents perceived the role of the CSS as being associated with greater knowledge and expertise
- 75% of respondents agreed that a minimum of a bachelor's degree should be required as a pre-requisite for the CSS
- 61% of sonographer respondents supported the additional CSS-related CME and continuing competency requirements
- Approximately one-third of the respondents agreed that the 3-5 years of post-registry, full-time clinical experience was reasonable to expect from CSS candidates

- A majority of respondents reported an 'interest' in pursuing the CSS
- 30% of respondents indicated that they 'would definitely pursue' and become certified as a CSS as soon as the opportunity was made available
- 64% of respondents agreed to pay the projected fees associated with CSS certification (estimated at \$500)
- One-third of the 'would definitely pursue the CSS' respondent population would NOT do so without the expectation of a salary increase/adjustment upon completion of the CSS process





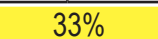


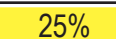

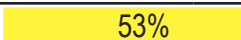

In addition to the CSS Sonographer 'Needs and Interest Survey', the physician specialty groups also agreed to participate, and a survey template was provided for nine physician specialty organizations to survey their respective constituencies. These included the American College of Cardiology (ACC), American College of Obstetrics and Gynecology (ACOG), American College of Radiology (ACR), American Institute of Ultrasound in Medicine (AIUM), American Society of Echocardiography (ASE), American Society of Neuroimaging (ASN), Society for Maternal Fetal Medicine (SMFM), Society of Radiologists in Ultrasound (SRU), and the Society for Vascular Surgery (SVS).

To date, three of the nine physician specialty organizations have responded; ACR with 661 respondents, AIUM with 34 respondents\*, and SVS with 100 respondents. The data generated from the physician groups to date would best be characterized as equivocal in nature.

**Would a facility benefit from employing an individual with CSS certification to work as a sonography physician-extender?**

<b>ACR</b>	YES 51%			NO 49%
<b>AIUM*</b>	YES 94%			NO 6%
<b>SVS</b>	YES 81%			NO 19%

**Based on your responses to the functions and qualifications for the CSS, indicate your perception of the need for a physician-extender in sonography such as the CSS:**

	 = I perceive there is a need.	 = I perceive there is somewhat of a need.	 = I perceive there is no need.
<b>ACR</b>	 15%	 33%	 52%
<b>AIUM*</b>	 75%	 25%	
<b>SVS</b>	 32%	 53%	 15%

**Would you employ a CSS to work as a sonography physician-extender if he/she expected a salary increase commensurate with duties and responsibilities?**

<b>ACR</b>	YES 47%		NO 53%
<b>AIUM*</b>	YES 94%		NO 6%
<b>SVS</b>	YES 81%		NO 19%

\* data does not meet validity or reliability standards

The SDMS Board of Directors reviewed the results of the physician specialty organization responses, at the fall 2008 Board meeting, and decided to re-approach the physician associations asking that they consider participating in the CSS Physician Needs & Interest Survey. Informal feedback from some of the physician organizations indicated that the CSS survey took too long to complete. Therefore, the CSS physician survey instrument has been shortened to reduce the time required of respondents to complete the questionnaire. The physician organizations will be re-approached during the first quarter of 2009.

When the physician survey piece is completed, the data generated from this effort will be combined with the results generated from the CSS Sonographer Survey and shared with the national sonography registries. The creation of a national sonography advanced practice certification examination is considered to be a lynchpin in the CSS model moving forward. Given that the CSS model was not based on a graduate-level degree entry to practice, but rather a combination of education (minimum of a bachelor's degree), experience (3-5 years of post-registry experience), and documented minimal-level competency as an advanced practitioner (successful completion of a national advanced practice certification exam), the responses from the registries will be pivotal to the future

development of the CSS.

Within the sonography community, and certainly within the SDMS, there is strong sense that the creation of a sonography advanced practice level would offer significant benefits. These include:

1. Creating a 'team approach' between a supervising physician and a advanced practice sonographer would create a more clinically robust and cost-efficient model than that reflected in the traditional/historical approach
2. Ultimately, the issue that we are all committed to...increasing the quality of patient care, would be enhanced by using the additional skills and competencies of the advanced practice sonographer...supervising and interpreting physicians get better information from which to consider their diagnostic options, and the patient has access to more one-on-one provider care and education
3. Development of the CSS would mean that those sonographers who are the most skilled, the most experienced, would be more likely to stay, or stay longer, within the profession given the opportunities provided through and advanced practice career ladder

The final 'take-away' message from the perspective of the Society is:

**Sonographers are the most adept scanners, but they have less depth and expertise when it comes to medical knowledge than do physicians. Working together, we believe that the advance practice sonographer and the supervising/interpreting physician could provide a potent medical imaging team.**

Updates on the future development and decisions regarding the CSS will be published in future issues of the association's *News Wave* publication.



## Are You Volunteering?

It's a new year and along with the new year comes new year's resolutions.

Was one of your resolutions to start volunteering in 2009?

If so, you should visit The Corporation for National & Community Service's website, *Volunteering in America* (<http://www.volunteeringinamerica.gov/>). This website will give you comprehensive U.S. volunteering statistical data including training tools, and volunteering opportunities.

You can even search for volunteering opportunities by your own zip code or find the answers to



questions like – where does my state, even city, rank among the others or maybe where U.S. citizens spend most of their time volunteering.

# Letter From the President

By Shannon Boswell, BS, RDMS, RDCS, RVT, FSDMS

## SDMS: An Advocate for Sonographer Advanced Practice

Since the SDMS Board of Directors voted to form and support the Ultrasound Practitioner Commission (UPC) in 1996, SDMS has taken a leadership position in advocating for the establishment of advanced practice career options for sonographers. SDMS provided the funding and support for the UPC to do its work, and when the Ultrasound Practitioner (UP) degree programs did not materialize as hoped for, the SDMS funded and hosted the national consensus conference for sonographer advanced practice in 2006. Additional information on this and other SDMS-related support efforts to establish advanced practice career options for sonographers are described in more detail in the lead article of this issue of *News Wave*: **Advanced Practice Clinical Roles and Responsibilities for the Diagnostic Medical Sonographer: A Historical Review and Contemporary Update.**



I had the opportunity to attend and participate in the Radiological Sciences of North America (RSNA) meeting in November in Chicago. The RSNA meeting is the largest medical meeting of its kind in the world. I was asked to present at the Associated Sciences meeting of the RSNA and provide an update on the status of advanced practice initiatives in sonography. The session was well attended and also included similar updates from representatives of the radiologic technology (RT) and from nuclear medicine (NM) communities. The advanced practice models for both RT and NM are rapidly evolving into advanced degree based programs. There was significant interest expressed for continued support in moving ahead with the sonography advanced practice initiative.

In conjunction with the RSNA meeting, I also represented the Society at the American College of Radiology's (ACR) Commission on Human Resources. Participants from throughout the medical and imaging professional communities participated in this meeting which focused on the status of advanced practice models for non-physician imaging personnel, including sonography. Again, our message of commitment to establishing an advanced practice career ladder for sonographers was well received. The questions generated at these meetings were not *'if'* the concept of sonographer advanced practice should be moved forward, but *'when'* and *'how long will it take you'*. A meeting of the ACR Ultrasound Commission, hosted in conjunction with the Society of Radiologists in Ultrasound's Annual Conference in October, produced similar support comments.

The Board of Directors has decided to go back to the non-responding physician specialty organizations (re: the lead article in this issue of *News Wave*) to request their participation in surveying their members on the 'needs & interest' for sonography advanced practice. We hope to generate sufficient responses and support patterns that the sonography registries will be motivated to move forward with the development of an advanced practice certification examination for sonographers.

SDMS will continue to serve as an advocate for this issue as the process moves forward. We will be providing updates on the outcomes of pending issues in future association publications.

As always, we welcome input from the membership. I can be reached at [sboswell@sdms.org](mailto:sboswell@sdms.org).

Sincerely,

A handwritten signature in black ink that reads "Shannon Boswell". The script is fluid and cursive.

Shannon Boswell  
President, SDMS



# Upcoming SDMS Webinars

Participate in live presentations or watch the recordings at your convenience. Then take the test for instant CME credit, **absolutely free** for SDMS members.

The SDMS Webinar Series is a series of live or recorded CME presentations delivered via the Internet to SDMS members conveniently to their home or work computer. Using your computer and a phone, you have access to exciting information presented by world-class sonographers.

**The SDMS Webinar Series is available FREE to current SDMS members.**

If you are unable to participate in these live webinars, visit <http://www.sdms.org/members/webinars.asp> for information on viewing a recording of the webinar.

**Registration:** The SDMS Webinar Series is FREE to current SDMS members and is not available to non-members (For information on joining SDMS, visit <http://www.sdms.org/membership/> )

“The event was just the right content and length of time.

As soon as the event ended, I went to the CME test and received my certificate. I was extremely happy to see the test was available immediately while content was fresh in my mind.

Easy way to obtain CME’s”

– Cindy Herbert, SDMS Member



All SDMS Webinars are tracked by **SDMS CME Tracker**.

## Image Optimization in Vascular Ultrasound

**Date:** Thursday, February 5, 2009

**Time:** 8:00 pm (Eastern); 7:00 pm (Central); 6:00 pm (Mountain); 5:00 pm (Pacific)

**CME Credits:** 1.0 SDMS CME Credit (VT)

**FEATURED SPEAKER:**

Cindy Owen RT, RDMS, RVT, FSDMS



## The Role of the JRC-DMS in the Process of Programmatic Accreditation

**Date:** Thursday, March 19, 2009

**Time:** 8:00 pm (Eastern); 7:00 pm (Central); 6:00 pm (Mountain); 5:00 pm (Pacific)

**CME Credits:** 1.0 SDMS CME Credit (OT)

**FEATURED SPEAKER:**

Kathryn (Katie) Kuntz, MEd, RT(R), RDMS, RVT, FSDMS



## Renal Transplant

**Date:** Thursday, March 26, 2009

**Time:** 8:00 pm (Eastern); 7:00 pm (Central); 6:00 pm (Mountain); 5:00 pm (Pacific)

**CME Credits:** 1.0 SDMS CME Credit (AB)

**FEATURED SPEAKER:**

Salvatore LaRusso MEd, RDMS, RT(R)



<http://www.sdms.org/members/webinars.asp>



# SDMS Fellow Spotlight

*This is a continuing series of interviews of our distinguished SDMS Fellow members.*



**Julia A. Drose, BA, RDMS, RDCS, RVT, FAIUM, FSDMS**

**Year awarded fellow status:** 1994

**Current position:** Manager, Departments of Ultrasound and Prenatal Diagnosis & Genetics, University of Colorado Hospital;

Associate Professor, Department of Radiology, University of Colorado School of Medicine.

## **What inspired you to make a career of sonography?**

I graduated with a degree in biology from the University of Colorado, Boulder, but was unsure what I wanted to do with it. My father, who was an aerospace engineer, was writing the physics chapter for an ultrasound book by Ken Gottesfeld, MD, at that time. The book and the field in general looked interesting, so I decided to pursue ultrasound. I did my ultrasound training at the University of California, San Diego.

## **Did you have a memorable role model/teacher? Who?**

I have encountered many people who have inspired me over the years for a variety of reasons, however, two individuals probably had the most impact on my career. John Forsythe, RDMS, was in charge of

the VA Ultrasound department in San Diego when I was there. I was always impressed by his depth of knowledge and how well respected he was. It made me want to do the best I possible could with every exam I performed. When I moved back to Colorado, Michael Manco-Johnson, MD, was the medical director of the ultrasound department. He insisted that physicians, sonographers and all other staff in the department were equal members of the team and that all needed to work together to provide the best possible patient care.

## **Were there any memorable developments, cases or events that changed the way you practice sonography?**

For me it was the evolution of fetal echocardiography. It was an area I took interest in early and has allowed me to further my career through publications, exam development and teaching.

## **What changes do you predict in the immediate future?**

Ultrasound will be part of a physical exam and will be performed by many different users.

## **What advice would you give students/future sonographers?**

Never quit learning. Read, publish and keep abreast of current trends.

## **What's your favorite part of your job?**

Having the opportunity to work with the superb sonographers that I do.



**SDMS News Wave is archived online at:**  
<http://www.sdms.org/members/NewsWave.asp>



# SDMS Answers Your Calls

*SDMS shares its answers to our members' most frequently asked questions!*

## “Where can I go to find the most up to date Medicare reimbursement policies?”

SDMS now offers a Medicare reimbursement policy directory as an exclusive benefit of SDMS membership. Medicare reimbursement policies are complex and often vary from state to state.

SDMS has made it simple with its new *SDMS Medicare Reimbursement Policy Directory*. More than 1,100 reimbursement policies are currently being tracked. You will be linked directly to the policies you need without having to wade through the ins and outs of the Centers for Medicare and Medicaid Services (CMS) website.

The directory is updated at least once a month to ensure you have access to the latest information. To access the *SDMS Medicare Reimbursement Policy Directory* go to <http://www.sdms.org/members/gov/lmcl/>

Society of Diagnostic Medical Sonography

### Medicare Reimbursement Policy Directory

State/Area:

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**National Coverage Determinations (NCD)**

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20.17	Noninvasive Tests of Carotid Function
220.13	Percutaneous Image-Guided Breast Biopsy
220.5	Ultrasound Diagnostic Procedures

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**Local Coverage Determinations (LCD)**

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**Vascular Sonography (Required)**

L13538	Independent Diagnostic Testing Facilities (IDTF) [see 00522]
L26744	Non-Invasive Cerebrovascular Studies [see 04302]
L26747	Non-Invasive Peripheral Arterial Studies [see 04302]
L26749	Non-Invasive Venous Studies [see 04302]

**Vascular Sonography (Recommended)**

None

SDMS makes every effort to provide superior customer service to its members. If you have a question that you would like featured in *SDMS Answers Your Calls*, please email [membercall@sdms.org](mailto:membercall@sdms.org)

# SDMS Product Spotlight: Fire Sale!

Take advantage of these bargains while they last! Quantities and/or sizes may be limited.

## SDMS VIDEO SERIES

Featuring SDMS Annual Conference lectures by some of the best speakers in sonography



### Doppler for Dummies DVD CME★

Donald T. Milburn, RDCS, RVT

Do Doppler studies frighten, frustrate, confuse or otherwise leave you feeling uneasy about the results you obtain? Are you confident in your understanding of the Doppler equation? Do you wonder what all of those different controls on your Doppler system actually do? If you answered yes to any of the above, then you'll love this humorous, fact-filled and entirely understandable presentation on the whats, whys, and hows of performing brilliant Doppler studies. (2003) Expires 12/31/09

DVD Item #: 7270 SDMS CME credits: 2  
Price: \$10 SDMS Member \$20 Non-member

### Renal Physiology — What's Behind Those Waveforms? DVD CME★

William B. Schroeder, BS, RVT, FSVU

What exactly is a nephron? Where is the Loop of Henle? Do you have problems talking with the nephrologists? This presentation includes a review of ultrasound evaluation of the kidney and renal arteries and focused review of renal anatomy and physiology. Kidney function, how it filters, and controls blood volume and blood pressure are explained and related to various ultrasound findings. The mode and site of action of various medical hypertensive therapies are also discussed. (2003) Expires 12/31/09

DVD Item #: 7272 SDMS CME credits: 1.5  
Price: \$10 SDMS Member \$20 Non-member

### De-mystifying Physiologic Arterial Testing

VHS CME★

Robert J. Daigle, BA, RVT, FSVT

Physiologic, indirect tests of arterial perfusion in the lower extremities provide fast, simple, and objective information to determine the presence of arterial occlusive disease. Color duplex imaging, when used as an adjunct to indirect testing, can provide useful information, but it's more time consuming and difficult to perform. Lack of training and familiarity with indirect test instrumentation are common contributors to "test-terror" among sonographers. Mr. Daigle will de-mystify arterial physiologic testing and you will come to know and love indirect exam methods! (2002) Expires 12/31/09

VHS Item #: 7266 SDMS CME credits: 2  
Price: \$10 SDMS Member \$20 Non-member

### Women and Heart Disease VHS CME★

Timothy Obarski, DO, FACC, FACP

Heart disease is the leading cause of death for both men and women. However, heart disease takes a harder toll on women. Heart attacks are more likely to kill women than men, and women are nearly twice as likely to die after heart bypass surgery than men. In his presentation, Dr. Obarski explores some of the reasons why statistics relating to heart disease and women are so grim and what measures are being taken to turn those numbers around. Dr. Obarski also discusses some exciting new research that will allow clinicians to use echocardiography to screen for patients at risk for heart disease. (2002) Expires 12/31/09

VHS Item #: 7265 SDMS CME credits: 1.5  
Price: \$10 SDMS Member \$20 Non-member



### Polo Shirt

100% cotton, short-sleeved black polo with a knit collar and cuffs. The *Image is Everything* logo is embroidered on the left chest area.

Item #: 4515 S, M, L  
Price: \$10 SDMS Member  
\$20 Non-member

### Canvas Tote Bag

This handy canvas tote bag is great for work, shopping, and of course, promoting sonography awareness. It is constructed of sturdy "natural color" cotton canvas.  
Item #: 4732

Price:  
\$5 SDMS Member  
\$7 Non-member



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Society of Diagnostic  
Medical Sonography

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# Election 2009

## Call for Nominations for 2009 Elected Positions



**DEADLINE:**  
**February 13, 2009**

SDMS members may submit their nominations for the elected positions listed, as well as nominate a SDMS member for Fellow status at:

<http://www.sdms.org/members/nominateform.asp>



### SDMS Board of Directors:

- President Elect
- Vice President
- Secretary
- Treasurer
- At Large Director (3 positions open)

### SDMS Committee Positions:

- Nominating Committee Member (3 positions open)
- Finance Committee Member (2 positions open)



Make your way to

# Music City

2009 SDMS Annual Conference • October 15-18, 2009 • Gaylord Opryland • Nashville, TN

Join us this October at the Gaylord Opryland Resort in Nashville, TN October 15-18, for the 2009 SDMS Annual Conference! Relax at the Relache Spa after lectures or take a Delta Riverboat Tour through nine acres of indoor gardens—and that's just at the resort! Get out and walk next door to the Grand Ole Opry, take in a round of golf at Gaylord Springs or take a ride on the General Jackson showboat. Music City has never looked so good!



**Save the Date** – You don't want to miss *THE* sonographer event of the year!

# SDMS Welcomes New Members

## December 2008

Mary Abbott RDCS	Karen Blaha BA, RDMS, RDCS	Kayla Colon	Tanya Evans RT(R), RDMS, RDCS, RVT
Tanya Ablard	Simon Steve Blanco RDMS, RVT	Sharon Comunale RT(R), RDMS	Christi Faagau RDMS
Rosita Ackerman RVT	Kera Bogel	Jennie Connor	Valisa Facer RT(R), RDMS, RVT
Jill Ackman RDMS	Shelley Bojalad RT(R)(CT), RDMS, RVT	Nancy Conoly RDMS	Julie Facklam RDMS
Pam Adams RDMS	Krista Bolinger	Laura Cooper BS, RDCS	Royceanne Faggins RDMS, RDCS
Fred Agase RDMS	Candice Bolson RT(R)(M), RDMS	Sondra Cooper RDMS	Tara Falvey
Michael Aherin RDCS	Amy Bolterman	Sandy Corbitt RDMS	Malla Farley
Shari Akay RDMS, RDCS, RRT	Judy Boner	Lisa Cosco RDMS	Antoinette Fatz RDMS
Rosario Alarco RVT	Jessica Bott	Maureen Cosentino RDMS	Debra Fausett RDMS, RVT
Nardeline Alexandre BS, RDMS	Lynn Botta RDMS	Ryan Counterman	Sabrina Favors RT(R), RDMS
Cindy Allen MS, RT(R), RDMS, RVT	Nassima Boukarana RDMS, RVT	Michelle Coutant RT(R), RDMS, RDCS	Pahola Ferreira RDMS
Joel Allen	Patricia Bowens RDMS	Lisa Cowan RDMS	Noelle Field
Glennys Alvarado RDMS	David Bowlsby BS, RDMS, RVT	Connie Cox RT(R), RDMS	Jamie Figiel RDCS
David Amalfitano DO, FACOS, FCCP	Lyudmila Boyev RDMS	James Crafton RVT	Amber Finklea BS, RDCS
Robert Anderson	Marianne Brace RDMS	Kim Crittenden RDMS	Joseph Flanagan RDCS
Carol Anderson RDCS	Patti Bray RN, RDCS	Barbara Daigle RDCS, RVT	Ami Fletcher RDMS, RVT
Sally Anderson RDMS, LPN	Rosinna Briones RDCS	Leah Daniels RDCS	Lisa Fletcher
Krista Anderson BS	Brittany Brooks	Joanne Darden RDMS	Brittany Fluent
Josephine Anderson RT(R), RDMS	Crystal Brown RDMS, RDCS, RVT	Margaret Davis RDMS, RDCS	Michelle Flynn RT(R), RDMS, RVT
Kerri Andrienas RDCS	Lauren Brown	Deborah Davis RT(R)(M), RDMS	Michelle Fowler RDMS
Tracy Apeland	Mary Beth Bruch RT(R)(MR), RDMS	Mary Davis RT(R), RDMS	Jerie Fowler
Kim Armour NCP, MSN, RDMS	Karen Brush RDCS	Victoria de Berry RDMS, RVT	Keith Fox RDCS, RCS, FASE
Dale Aspelund RVT	Cindy Bryan RT(R), RDMS	Pamela DeAngelo RDMS	Gayle Franklin RDMS
Francesca Auciello RDMS	Larry Brydebelle RDCS	Sabahate Dedushi	Naomi Frazzini RT(R), RDMS, RVT
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