

1979/
1980

AMERICAN
ACADEMY OF
PHYSICIAN
ASSISTANTS

Annual
Report

Directors' Statement

Since its modest beginning in 1965, the PA profession has grown to include more than 13,000 graduates and students who can be found in all 50 states and overseas. The American Academy of Physician Assistants has also emerged, since its inception in 1968, as a national organization with considerable influence in the medical community and legislative arena. The Academy's evolution to its present significance has required the services of many dedicated persons within and outside the physician assistant community. We of the American Academy of Physician Assistants are especially grateful for the outstanding services provided the profession by Donald W. Fisher, Ph.D. these past seven years. With the assistance of dedicated staff, it is anticipated that the Academy and profession will continue to grow and progress.

This 1979-1980 Annual Report is a portrait of the Academy's endeavors and accomplishments during the 1979-1980 year. Reactions and comments, as always, are welcome.

Membership Development

Membership growth in the AAPA continues on a strong footing with the number of PAs belonging to the Academy increasing by 30 percent during the past year. Official representation of the PA profession stood at 49 percent as of December 31, 1980. It is expected that membership will shortly surpass the 7,000 mark.

As its membership has grown, the AAPA has sought to involve physician assistants from all over the country in the development of official policy. Because of this concern for input from members, the AAPA House of Delegates was born in 1976. This highly representative policymaking body will hold its fifth annual meeting in San Diego in 1981. The opportunity for every PA member to mold the future of his or her professional organization is made possible through participation in the House of Delegates.

Other evidence of member involvement in Academy projects is through the AAPA's 15 standing committees. Committees have played an increasingly active role over the past several months in recommending policy to the House of Delegates and in carrying out formal mandates of the House. With the assistance of national office staff and guidance of the Board of Directors, the committees carry out the various projects that keep the organization on course toward its goals.

The broader involvement of PAs in the development and implementation of organizational policy has been paralleled by member participation within constituent chapters and student involvement in the Student Academy (SAAAPA). This degree of support and cooperation among AAPA constituents provides the strength to succeed as an organization and profession.

Student Academy of The American Academy of Physician Assistants

Along with the greater participation of physician assistants in Academy activities has come substantial growth in the part students play in furthering the profession.

Since the Seventh Annual Physician Assistant Conference, the Student Academy has been given responsibility for its own budget and has shown integrity in its fiscal management. Understanding among students of AAPA policy and procedures has been nurtured through participation of the 25-member student delegation in the House of Delegates, by the addition of student members to all standing committees and with the seating of the Student Academy president on the Board of Directors.

Student officers and regional chairmen have attempted to increase their constituents' understanding of the national organization through regional meetings; regular articles in *Student News*, the two-page undergraduate section of the monthly AAPA NEWS; and wide distribution of the Student Academy Handbook. Reviewed annually by the Student Executive Board, the handbook contains the AAPA constitution and bylaws; listings of student societies, officers and delegates; and materials on the running of student societies located at training programs.

It is through these various means of communication that the Student Academy believes it will inspire early recognition of the value of a national organization and the importance of making that organization truly representative by active participation of its members.

Constituent Chapters

During the 1980 House of Delegates meeting, the Public Health Service Academy of Physician Assistants was seated as the fifty-third chartered constituent chapter of the American Academy of Physician Assistants. Only two states, both with PA populations under 10, are without chartered chapters.

Representatives from chapters east and west, large and small, met in Arlington, Virginia in October 1980 for the Fifth Annual Constituent Chapter Officers Workshop. As in years past, this workshop provided information and panel discussions on such topics as organizational and financial management, legislative issues, AAPA policies, continuing education programs and public education and information resources.

Communications links formed with chapters at each workshop are carried throughout the year via the biweekly "Chapter Bulletin," issued from the national office. AAPA

NEWS, distributed to all Academy members, includes a "Chapter Highlights" section that facilitates the sharing of chapter news with the entire membership.

The first rechartering of constituent chapters was begun this past year by the Constituent Chapters Committee with the process to be completed when the 1981 House of Delegates convenes in San Diego.

Constituent chapter involvement in service oriented informational projects is encouraged through a newly established annual public education award. Outstanding, creative and original public education efforts will be recognized with a cash award presented during the House of Delegates annual meeting.

Public Education

An extensive program of public and professional education about PAs was recognized as essential almost from the inception of the AAPA. The initial step in the program was formation of a Public Education Committee by the House of Delegates. With assistance from national office staff, a multi-faceted public education campaign has been launched.

A public education tool that has received wide exposure is the AAPA travel exhibit. Developed under a grant from PW Communications in 1978, the exhibit has been displayed at a dozen national and state medical meetings over the past two years. The free-standing display includes information on PA program accreditation, training, certification, CME requirements, state legislation and specialties of physicians supervising PAs. AAPA representatives have volunteered their time to answer visitors' questions and distribute information at all exhibit sites.

Updated in 1980, the Public Relations Handbook details public relations techniques—program planning, news releases, speakers bureaus, exhibits and displays and media relations—to guide constituent chapters.

An undertaking of broad impact has been the production of two public service announcements (PSAs) in two years. "Good Health Begins with You," the 1980 PSA, was seen by 186,543,000 television viewers in more than 200 cities in 43 states. The AAPA is grateful to Stuart Pharmaceuticals for funding this important project.

Presentations to legislators, students and civic groups will also be enhanced by the AAPA's slide/sound pro-

gram. A concise six-minute description of the profession, the program was developed thanks to resources provided by the University of Florida Department of Community Medicine.

Designed in response to multiple requests for information about PAs from government officials, policymakers, organized medicine and foundations, the Professional Education Packet is a summary presentation of brochures and policy statements on the physician assistant profession under one cover. Individual PAs have used the attractive folder of information at employment interviews and at civic presentations. Its contents include the generic brochure, fact sheets, several official Academy policy statements, membership information, and the complete AAPA Publications and Resources list with accompanying order form. Each element of the packet is available individually as needed.

Publications

AAPA NEWS began publication in January 1980 under a generous grant from Ciba Pharmaceutical Company and Geigy Pharmaceuticals. This monthly, 12 page newsletter for all Academy members has been lauded by PAs as a substantial addition to the list of AAPA membership benefits. The newsletter has proven an excellent vehicle for news of constituent chapters, the annual physician assistant conference, legislative issues and CME opportunities announced in the calendar of events. In addition, the newsletter features a classified section, including positions available for PAs and positions wanted by PAs. A two-page *Student News* is included in each fellow newsletter.

Circulation of AAPA NEWS includes, in addition to member PAs, members of Congress, representatives of national medical associations, physical assistant program directors and others who have expressed an interest in keeping up-to-date on the physician assistant profession. AAPA NEWS' second volume will be produced in 1981, once again through the support of Ciba Pharmaceutical Company and Geigy Pharmaceuticals.

The "Chapter Bulletin" is published biweekly for all constituent chapter presidents. Its circulation also includes chief delegates of the AAPA House of Delegates, AAPA Board of Directors, committee chairmen and chapter newsletter editors. The "Bulletin" includes up-to-the-minute reports of happenings within the AAPA, national med-

ical news and occurrences with legislative matters relevant to PAs.

Convention News was published at the Eighth Annual Physician Assistant Conference in New Orleans under the sponsorship of William H. Rorer, Incorporated. *Convention News* is appreciated by conference attendees for concise previews of daily events at the meeting, and for coverage of important activities as they occur. The AAPA is grateful for Rorer's pledge to support *Convention News* for the fourth consecutive year at the Ninth Annual Physician Assistant Conference to be held in San Diego in April 1981.

Legislation

Realizing a united professional voice is the best form of representation, physician assistants are becoming increasingly organized and sophisticated in their understanding and interactions with Congress and the entire legislative process.

The AAPA Legislative and Governmental Affairs Committee recently implemented a legislative alert system to generate quick support by the membership for key issues such as scholarships and loan programs for students, funding for training programs, third party reimbursement, commissioning in the armed services and national health insurance. On several occasions grassroots support has been mobilized to apprise Congressional representatives of the profession's stance on particular issues.

To address the issues of third party reimbursement and commissioning thoroughly and forcibly, subcommittees have been established to deal with these topics. With the assistance of the AAPA Washington Representative, Mr. Terry Schmidt of Washington Counsel/Medicine and Health, both subcommittees are mounting a sustained effort to achieve their purpose during the 97th Congress.

Another indication of the profession's growing political maturity was the formation in 1980 of the AAPA Political Action Committee. Through the donations of fellow members, AAPA representatives have been able to attend selected receptions and gatherings to speak with Congressmen and enlist their support for funding to training programs, third party reimbursement and commissioning in the uniformed services. While the impact of such contact remains to be seen, initial feedback has been positive.

Liaison with Professional Organizations

Just as important as taking responsible action in the legislative arena is maintaining collaborative relationships between the AAPA and other health organizations. The Academy, from its very beginning, has invited advice and counsel from its liaison advisors. Appreciation is expressed to the following organizations for generous sharing of ideas and experience over the years:

American Academy of Family Physicians
American College of Surgeons
American Group Practice Association
American Hospital Association
American Medical Association
Association of American Medical Colleges
Association of Physician Assistant Programs

The Academy especially wishes to recognize the contributions over the years of Liaison Advisors Thomas Atchison, MD, American Hospital Association; Mac Detmer, American Medical Association; James Hudson, MD, Association of American Medical Colleges; Frederic Schoen, MD, American Academy of Family Physicians; and Harold Zintel, MD, American College of Surgeons.

Recognition by these organizations of the Academy's support for the responsible supervision of health care services provided by physician assistants is one outgrowth of the liaison process. During the 1980 meetings of the American Academy of Family Physicians and the American Medical Association, each reviewed their involvement in the PA movement and reaffirmed their support of the PA's dependent role upon that of the physician, and medicine's willingness to sustain involvement in the process of program accreditation and graduate certification.

AAPA representatives have been present at the annual meetings of these and other organizations to continue open communication with organized medicine. The AAPA travel exhibit has been displayed this past year during meetings of such groups as the American Academy of Family Physicians, American College of Surgeons, American Academy of Pediatrics, American Pharmaceutical Association and the American Public Health Association. Major presentations were made by AAPA president, Carl Fasser, PA-C, on "prescriptive practices" before the APHA and "interdependence on the physician"

before the American Medical Association. Academy representatives have also attended state and national meetings of these professional health groups to observe and monitor the process of policy development.

Communication with representatives of these important health organizations has also been expanded with the provision of complimentary subscriptions to the monthly AAPA NEWS. In addition, Academy constituent chapters have, in many cases, increased contact with their respective state physician organizations to share information at that level.

Under the auspices of the AAPA Professional Practices and Relations Committee, the process of organizational liaison and membership in other groups is closely monitored. The committee has coordinated the search nomination and selection process of Academy representatives to the Joint Review Committee on Educational Programs for Physician Assistants, American Medical Association's Committee on Allied Health Education and Accreditation, the National Commission for Health Certifying Agencies, the National Health Council, National Coalition for Health Funding and the National Commission on Certification of Physician's Assistants.

The Academy has further extended its arena of involvement this year to include cosponsorship of the Third National Conference on Rural Primary Care and the Thirty-third American Medical Association Conference on Rural Primary Care. This form of participation in topical issues is expected to continue and grow in the years ahead.

Along with liaison activities, memberships in other organizations and sponsorship of national meetings dealing with important health issues, the Academy has established a special relationship with the Association of Physician Assistant Programs. This relationship includes mutual support of such issues as health manpower surveys, cosponsorship of the annual physician assistant conference and the sharing of space and resources in the national office.

Educational and Research Foundation

Conceived to enhance other functions of the American Academy of Physician Assistants, the Educational and Research Foundation was established in 1977, exclu-

sively for charitable, scientific, literary or educational purposes. Its creation came at a time when the emphasis on coordination and cost containment in training health personnel coincided with a more general pressure for austerity and control in both the education and health industries.

Responding to these concerns, the Academy believed that research was needed to clarify roles and functions, identify practice needs, make services more effective and cost-beneficial, devise methods for measuring continued professional competence, promote continuing education, develop interdisciplinary approaches and core curricula and foster leadership development. An additional focus of the ERF is the need to develop scholarship and loan programs for PA students who have limited access to current programs.

Research and Evaluation

Development of the ERF is only one aspect of Academy effort in the area of research and evaluation. For several years the AAPA has been working toward the goal of a self-paced learning system of continuing medical education for physician assistants. Initial steps were taken in 1975 with the development of a model role delineation for the entry level physician assistant and a curriculum resource document for training programs. Student learning experiences could thus be evaluated for relevance to the PA's role in practice with the physician.

In 1976, AAPA contract HRA 231-76-0053 began as the second step toward the major goal. Its purpose was to identify those tasks learned by PAs during training, document the conditions under which each task was performed in practice, analyze the data in order to verify the role of the entry level generalist PA, investigate self-assessment as a continuing education tool, and probe attitudes and expectations of PAs and supervising physicians concerning various methods of CME for physician assistants.

A most significant outgrowth of this second research contract was the verified PA role delineation and the con-

struction of an initial self-assessment tool designed around the verified role of the entry level generalist physician assistant. The details of the Self-Assessment Examination, developed with help of project consultant, Ayres D'Costa, PhD, of the College of Education of The Ohio State University, are contained in Volume III of the five volume report on *The Development of Standards to Ensure the Competency of Physician Assistants* published in 1979.

Assessing the progress made, a third research proposal was developed by the Academy in conjunction with the College of Education at The Ohio State University to develop further the profession's competency assurance program. Under contract HRA 232-AH-003 the Academy was awarded additional funds beginning in July 1980 to refine the Self-Assessment Exam (SAE), improve the relevance of the SAE, develop a national PA performance profile along various practice characteristics, develop an individualized reporting system based upon the role delineation, and devise a series of self-paced learning modules to address identified and prioritized areas in which PAs need continuing medical education.

A considerable deal of progress has been made under the current contract through the efforts of Dr. D'Costa. The examination and reporting systems have undergone considerable refinement, PA Programs have been enlisted as sites for testing self-paced CME modules as they are developed, and a population of physician assistants are currently enrolling to participate in the profile process by completing the Self-Assessment Exam. The final missing component of the Competency Assurance Program (CAP) is the system of professional renewal and update every six years encompassing periodic self-assessment to guide, monitor and reassure the graduate learner. The components of the six-year cyclical CME program are currently being considered by the Professional and Continuing Medical Education Committee of the Academy. It is anticipated that additional funding will also be sought to facilitate the development of this final all-important part of the Competency Assurance Program.

Annual Conference

Each year a substantial part of the profession and its supporters meet for the annual physician assistant conference. There, organizational policy is established,

abundant continuing medical education opportunities are available, interesting speakers are heard, social events occur and physician assistants meet each other, Academy leaders and representatives of organized medicine and the pharmaceutical industry.

Attendance at the Eighth Annual Physician Assistant Conference in New Orleans included 2,205 registrants and 103 technical exhibitors. In comparison to the 1979 conference in Hollywood, Florida, attendance increased by 250 persons and exhibits by 17 percent.

Future sites for the annual conference include: 1981, San Diego, CA; 1982, Washington, DC; 1983, St. Louis, MO; 1984, Denver, CO; 1985, San Antonio, TX; and 1986, Boston, MA.

Treasurer's Report

Paramount recognition goes to the dues paying members and those who volunteer time and effort to the American Academy of Physician Assistants. Activities heretofore mentioned are possible because of those who recognize the importance of their financial support to the organization and those who share ideas and make free time to further the Academy. Without both financial and creative support, there would be no organization of the caliber of the AAPA representing physician assistants.

During a period of double digit inflation, it is important to note that the income for the 1980 fiscal year totaled \$716,970.77, an increase of 14 percent from the previous year. A key figure here is also that operating expenses rose by 31 percent to \$582,093.23, with monies placed in the General Fund as of June 30, 1980 totaling \$263,943.09, an increase of 104.5 percent from the previous fiscal year. In short, the financial picture reflects significant growth in the financial stability of the Academy. This improvement follows the 1980 House resolution directing the Academy to work toward a Fund Reserve of \$500,000.

An audit of the Academy's finances was also conducted during 1980 by the firm of John Haymaker and Company of Washington, D.C. The report was reviewed by the AAPA Board of Directors during its October meeting. The auditor's statement follows, accompanied by the balance sheet and consolidated statement of revenue and expenses as of June 30, 1980.

JOHN HAYMAKER & COMPANY
Certified Public Accountants
815 15TH STREET, N.W.
WASHINGTON, D.C. 20005
(202) 783-5406

August 28, 1980

The Board of Directors
American Academy of Physician Assistants
2341 Jefferson Davis Highway
Arlington, Virginia 22202

We have examined the Balance Sheet of American Academy of Physician Assistants as of June 30, 1980, and the related Statement of Income and Expenses, and Changes in Financial Position for the year then ended. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in these circumstances.

In our opinion, the aforementioned statements present fairly the financial position of American Academy of Physician Assistants as of June 30, 1980, and the results of its operations and the changes in its financial position for the year then ended in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

John Haymaker & Company

**AMERICAN ACADEMY OF
PHYSICIAN ASSISTANTS**

Balance Sheet

June 30, 1980

ASSETS

Current

Cash funds	\$ 200.00	
Cash on deposit	8,255.55	
Savings (CD's)	300,000.00	
Merrill Lynch Money Market Fund	<u>312,327.57</u>	\$620,783.12
Accounts receivable		33,349.13
Prepaid expenses		14,970.90
Deposit-Computer System		<u>6,368.80</u>
Total current assets		<u>\$675,471.95</u>

Property

Furniture and equipment	\$ 17,120.74	
Less accumulated depreciation	<u>3,437.88</u>	13,682.86

Escrow funds (cash)

Joint Review Committee (Contra)	\$ 19,038.28	
SAAAPA (Contra)	<u>600.15</u>	19,638.43
		<u>\$708,793.24</u>

LIABILITIES

Current

Accounts payable		
Trade	\$ 68,418.17	
Association of Physician Assistant Programs	5,675.26	
Dues collected in advance 1980-81	<u>336,118.29</u>	
Deferred Revenue- Membership Directory	<u>15,000.00</u>	
Total current liabilities		\$425,211.72

Escrow payable

Joint Review Committee (Contra)	\$ 19,038.28	
SAAAPA (Contra)	<u>600.15</u>	19,638.43
		<u>\$444,850.15</u>

FUND BALANCE

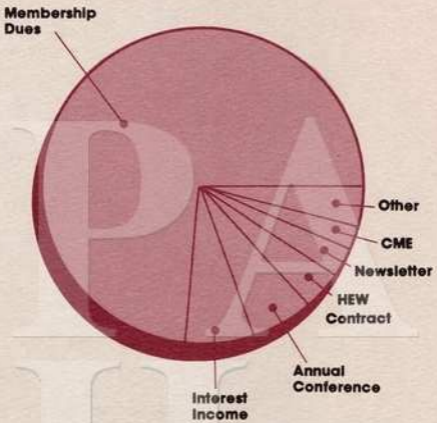
General fund		263,943.09
		<u>\$708,793.24</u>

AMERICAN ACADEMY OF PHYSICIAN ASSISTANTS

Statement of Income and Expenses Year Ended June 30, 1980

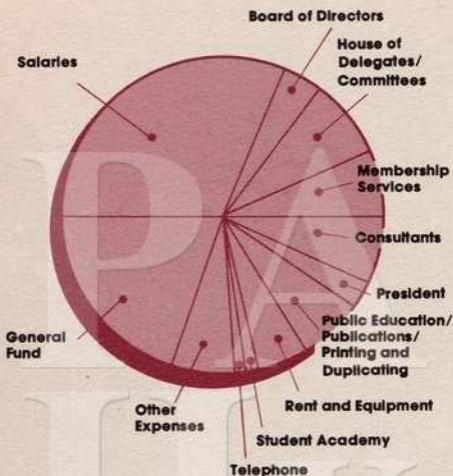
Income	Total	Membership Division	Administrative Overhead Expenses
Dues	\$533,039.51		
HEW Contract, net	29,556.37		
Annual Conference, net	43,568.62		
Newsletter	21,411.52		
Continuing Medical Education	15,511.00		
Interest	44,841.25		
Joint Review Committee	1,052.22		
Publications (Mini-Course)	5,850.00		
Royalties (Fisher-Stevens)	5,579.90		
Mailing labels	10,252.05		
Commercial credit loan fees	950.05		
State officers workshops	1,310.00		
Conference 1979	2,060.00		
Sale of publications	1,015.50		
Expense reimbursements	970.78		
	<u>\$716,970.77</u>		
Expenses			
Salaries	\$193,765.16	\$38,718.66	\$155,046.50
Fringe benefits	28,448.86	6,174.50	22,274.36
Accounting	5,475.00		5,475.00
Board of Directors	25,566.83		25,566.83
Committees	45,546.43		45,546.43
Conference refunds-1979	206.00		206.00
Consultants	7,127.40		7,127.40
Delivery	2,355.45		2,355.45
Depreciation	1,691.61		1,691.61
Discount-credit card	1,899.00		1,899.00
Dues	4,651.00		4,651.00
Equipment rental	10,022.72		10,022.72
Exhibit	1,210.00		1,210.00
House of Delegates	10,488.66		10,488.66
Insurance	3,391.90		3,391.90
Legal expense	42,167.29		42,167.29
Legislative education	5,000.00		5,000.00
Lock box fees	434.00		434.00
Maintenance contracts	661.54		661.54
Membership promotion	3,217.68	3,217.68	
Meeting seminar fees	757.50		757.50
Mini computer	3,800.00	3,800.00	
Newsletter	21,533.78		21,533.78
Outside mailing	1,235.15	1,235.15	
Office expenses	2,189.82		2,189.82
Painting of office	1,150.00		1,150.00
Postage	13,051.27	8,198.59	4,852.68
President's expenses	17,701.91		17,701.91
Printing and duplicating	26,308.83	12,297.86	14,010.97
Public education	9,142.11		9,142.11
Record maintenance	15,260.60	14,779.12	481.48
Rent	24,226.38		24,226.38
Repairs and maintenance	525.00		525.00
State officers workshop	4,736.56		4,736.56
Student Academy	9,250.00		9,250.00
Subscriptions	1,539.14		1,539.14
Supplies	5,767.33		5,767.33
Telephone	8,992.26		8,992.26
Temporary help	830.20	122.40	707.80
Travel-staff	7,550.80	825.21	6,725.59
Washington representative	13,218.06		13,218.06
	<u>\$582,093.23</u>	<u>\$89,369.17</u>	<u>\$492,724.06</u>
Net income	<u>\$134,877.54</u>		

Analysis of Income FY 80



Dues	74.3%	.....	\$533,040
Interest	6.3%	.....	44,841
Annual conf. (net)	6.1%	.....	43,569
HEW (net)	4.0%	.....	29,558
Newsletter	3.0%	.....	21,412
CME	2.2%	.....	15,511
Other	4.1%	.....	29,040
			<u>\$716,971</u>

Analysis of Expenses FY 80



Salaries and benefits	31.0%	\$222,214
Board of directors	3.6%	25,567
House of Delegates/ Committees	7.8%	56,035
Membership services	6.9%	49,213
Consultants	9.5%	67,988
President's expenses	2.5%	17,702
Public education/ Publications/Printing and Duplicating	6.2%	44,687
Rent and Equipment	4.8%	34,249
Student Academy	1.3%	9,250
Telephone	1.2%	8,992
Other expenses	6.4%	46,196
Total expenses		\$582,093
Excess (General Fund)	18.8%	134,878

Board of Directors

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Association of Physician
Assistant Programs

AAPA Representatives

Joint Review Committee on Educational Programs for Physician Assistants

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New Haven, Connecticut

Katherine D. Kaminski

Baltimore, Maryland

Dean R. Stelton

Shreveport, Louisiana

Committee on Allied Health Education and Accreditation Panel of Consultants

Allen Combs

Lexington, Kentucky

National Commission on Certification of Physician's Assistants

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Houston, Texas

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New Haven, Connecticut

Paul F. Moson

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Noel McFarlane

Silver Spring, Maryland

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Bronx, New York

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Shirley Paine

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Bill Davis

Jane Hysen

Brenda Ligon

Suzanne Reich

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Elaine Grant

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Tom Nalley

Marc Sidistky

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Paul Lombardo

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Felicia Benzo

Sharon P. Brown

Phillip Cordova

Roscoe Lewis

Vivian Taylor

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Paul Moson

Noel McFarlane

Clara Vanderbilt

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Molly Backup

Charles Clark

Jack Foard

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Greg Thomas

Charles Watkins

Judith Willis

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Ellen L. Weaver

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Randy Bennett

Ed Friedmann

Sarah Zarbock

Joseph Tate

Mary Nocenti

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Ed Brown

Thom Clayton

Marc Dicker

Jeff Heinrich

Mary Mitiguy

Beth Jo Wilkening

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Glen Combs, *Chairman*

Robert Jarski

Diane Mitchell

Greg Thomas

Rein Tideiksaar

Dave Wagner

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Ron Rosenberg, *Chairman*

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**AAPA National
Office Staff****Peter D. Rosenstein**

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Susan M. Anderson

Information Specialist

Norma Braveboy

Bookkeeper

Gale Emery

Secretary

Marilyn H. Fitzgerald

Director Division of Public
Education and
Administrative Services

Maria Gnam

Office Manager

Shelley Hicks

Conference and Meetings
Coordinator

Robert A. Johnston, Jr.

Comptroller

Betsey T. Lyon

Publications Specialist

Gloria J. Marino

Membership Data
Management Specialist

Connie C. Ratliff

Membership Assistant

Mary Rejsahl

Receptionist