



certification/news

The Newsletter of the Oncology Nursing Certification Corporation
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International Nurses Overcome Challenges to Get Certified

Mohammad Alassi, RN, OCN®

Editor's note: Certification advocates recently were asked, "How has certification made a difference to you?" The following is a response received from a group of certified nurses from King Faisal Specialist Hospital and Research Center in Saudi Arabia. Please note that while these nurses chose to study from specific resources, ONCC recommends that candidates use the appropriate Test Blueprint and current reference list to form a study plan.

Yes, it does make difference. Last year, when attaining certification in oncology nursing first was brought to the table at our institution, it seemed like climbing the Himalayas.

I remember the questions that passed through our heads at that time, considering that we are international nurses who have never studied or worked in the United States. *Is this possible? Do nurses have the passion to go through this challenge? Are we going to be supported? Is this challenge worthy?*

The decision was made. *Yes, we can take the initiative.*

It is an opportunity to lead the change in our



Nurses from King Faisal Specialist Hospital and Research Center in Saudi Arabia say certification makes a difference.

(See "Certification" on page 5)

Options for Advanced Certification: Testing in 2012 or 2013?

Nurses who are considering obtaining AOCNP® or AOCNS® certification will want to consider their options for testing in 2012 or later.

Beginning in 2013, eligibility for these certifications will be outlined according to "pathways." These eligibility pathways will allow for different combinations of licensure, academic education and certification, current oncology nursing practice, and current oncology-specific education to meet the eligibility criteria. Two pathways are available for AOCNP® certification, and three are available for AOCNS® certification.

One of the most significant changes reflected in the new

pathways for 2013 eligibility is a requirement for oncology nursing practice within the past five years as either a nurse practitioner (NP) or a clinical nurse specialist (CNS) in adult oncology, or as an adult, medical-surgical, family, gerontology, or women's health CNS combined with RN experience in adult oncology. Candidates who take the AOCNP® or AOCNS® test in 2012 are not required to have completed practice as an NP or a CNS in adult oncology within the five-year timeframe.

Learn more about AOCNP® and AOCNS® certification at <http://www.oncc.org/TakeTest/TestInformation>.



A Fond Farewell

Former Chair Reminisces About Time Spent on Board

Janice Nuuhiwa, RN, MSN, APN/CNS, CPHON®

As I reflect upon my past nine years on the Editorial Board, I am awed by the colleagues I've had the privilege to work with and the changes that have occurred.

An abundance of talent and passion for oncology nursing and certification exists that is reflected in the quality of care provided to patients and families as well as within the scope of our professional organizations. ONCC is no exception.

The opportunities, mentorship, and support offered by the ONCC staff contribute to sculpting an amazing volunteer experience that grew me as a professional and maintained my passion for certification.

I have relished my time on the Recognition Committee and

as an item writer, Editorial Board member, and a chair of the Editorial Board.

I am beyond grateful for the experience, networking, and opportunity to be a part of something that is strongly woven into the fabric of who I am as a pediatric oncology nurse and certification advocate. If any of you are considering making the plunge into volunteerism with ONCC, I highly encourage you take this professional development leap—you won't regret it!

I am excited to introduce Ashley Leak, PhD, RN-BC, OCN®, as the new *Certification News* Editorial Board chair. She will lead a group of dedicated professionals responsible for communicating with you via the newsletter.



New Beginnings

Editorial Board Member Becomes Editor of *Certification News*

Ashley Leak, PhD, RN-BC, OCN®

With great pleasure, I transition from the role of Editorial Board member to editor of *Certification News* for a three-year term.

Oncology certification is a professional and personal achievement that I hold near to my heart—it represents my knowledge and expertise in providing high-quality cancer care.

Certification News is one communication source for more than 33,000 oncology certified nurses. We expect this number to continue to grow as nurses, patients, caregivers, and others recognize the importance of certification in an evolving cancer era.

I would like to thank Janice Nuuhiwa, RN, MSN, APN/CNS,

CPHON®, for her nine years of dedication to the ONCC Editorial Board and her three years as editor of *Certification News*. Thank you for your leadership and contributions to pediatric oncology nursing with respect to certification.

We, the ONCC Editorial Board, look forward to your contributions to *Certification News*. This newsletter is about the great work and achievements of our oncology certified nurses.

The ONCC Editorial Board, along with the ONCC Board of Directors, is committed to providing timely and useful information about certification. If you have suggestions or comments for either board, please e-mail them to oncc@oncc.org.

Five Nurses Win a Lifetime of Free Certification Renewal

Congratulations to Maria Jesusa Candela, RN, OCN®; Danette Flynn, RN, OCN®; Helen Garcia, RN, OCN®; Margaret Julio, RN, BSN, CPON®; and Paula Nesbitt, RN, OCN®. Each of these certified nurses has won a lifetime of free certification renewal by Option 1 (practice hours and professional development activities).

These five winners randomly were selected from all 2012 renewal applications received by June 1. Their prize, a life-

time of free certification renewal, includes a refund of this year's renewal fee.

This is the fifth year ONCC has offered the drawing for a lifetime of free renewal. Since it started in 2008, 25 nurses have won a lifetime of free renewal of their current certification credential.

The winners will need to meet renewal eligibility criteria when they apply in the future, but the fee will be waived.

Outstanding Employers

Froedtert Hospital and UT Southwestern Moncrief Cancer Institute Honored

Janice Nuuhiwa, RN, MSN, APN/CNS, CPHON®

ONCC's Employer Recognition Awards recognize organizations that provide sustained support and recognition of oncology certified nurses. Two awards are available: one for organizations that employ less than 25 RNs and one for organizations that employ 25 or more RNs.

Froedtert Hospital in Milwaukee, WI, employs more than 25 RNs and was nominated by a group of oncology certified nurses for institutional support of certification. Certification support starts with the job application process; the hospital clearly demonstrates its commitment to certification by stating that all nurses hired must attain certification within the first one to two years of employment. Nurses are not left on their own in their pursuit of certification, as the organization provides review, study, and test-taking skills courses free of charge.

Froedtert Hospital also provides financial support in the form of reimbursement for certification or renewal once the candidate is successful. In addition to reimbursement, the hospital demonstrates value for certification. It is a component of the annual review, which positively affects the salary adjustments for certified nurses. Another creative way that Froedtert supports certification is through its community benefits program. Staff members are allowed up to eight hours of pay per year to participate in volunteer activities. This program affords staff members time away from the workplace to engage with the community. Staff members serving on professional organization committees can perform their professional obligations as a part of their work hours. These types of institu-



ONCC President Jo Visser presents Froedtert Hospital representative Dawn Radsek with an Employer Recognition Award.

tional support allow the expert oncology nurses at Froedtert to participate in the types of activities that grow them as professionals and strengthen their presence in the oncology nursing community.

Recognition for certified oncology nurses manifests in a variety of creative ways. Staff members follow a set script when introducing themselves to patients and families, which incorporates the certification achieved. The organization has random drawings for prizes, such as gift certificates, that are awarded to certified nurses, and a brunch or dinner is held in honor of those who have attained certification. Plaques on the walls of Froedtert Hospital display the names of the certified nurses, which also are included in the organization's newsletter. Conference attendance is highly supported, as is participation in national projects looking at standards of care. The institution clearly demonstrates its dedication to certification,

professional development of certified nurses, and excelling in the clinical care provided by its nursing staff. Congratulations to Froedtert Hospital!

In Fort Worth, TX, the UT Southwestern Moncrief Cancer Institute employs less than 25 nurses and was nominated by one of the OCN®s on staff. The organization requires that all oncology nurses either be certified upon accepting a position or they will obtain certification within the first year of employment. Nurses seeking certification are supported financially including the cost of the exam, online ONS certification course, or attendance at a local review course. The institute also demonstrates its support of sustained certification, as it provides fiscal support for the renewal fee as well as opportunities to obtain the continuing education points needed for renewing certification.

Along with specific job codes and
(See "Organizations" on page 6)



ONCC Board Update

Staying Strong and Moving Forward

Michael Smart, RN, BSN, OCN®

ONCC Continues to Thrive

ONCC remains committed to our mission of promoting excellence in patient care and professional practice by validating specialized knowledge in oncology nursing and related specialties. The vision of ONCC is that oncology care across the continuum will be provided by oncology certified professionals.

Despite the economic turmoil of the past several years, ONCC continues to thrive in pursuit of our mission and vision. Over the years, the percentage of OCN®s choosing to renew their certification steadily has risen. In 2011, this percentage rose to a historical high of 75%. Translation: oncology certified nurses value their certification.

The other ONCC certifications demonstrated similarly strong renewal rates: AOCN® (83%), AOCNP® (82%), AOCNS® (79%), and CPON® (55%). Of note, CBCN® and CPHON® do not have recertification rates at this time, as no certificants have reached the expiration date for initial certification yet.

Board Approves BMSCT Certification Exam

We have big news for nurses specializing in the care of blood and marrow stem cell transplant (BMSCT) patients! The Board approved the development of a certification examination for BMSCT with a planned rollout in 2014. Leading to this approval, besides expressed interest of BMSCT nurses, were the results of marketing research that indicated that the number of nurses who can be anticipated to pursue this certification are sufficient to support the program. What

that means is that the numbers are sufficient to anticipate financial sustainability and ensure meaningful statistical analysis of examination items.

The approval to proceed toward a certification program was announced at the 2012 ONS Congress and was met with a very enthusiastic response from the BMSCT Special Interest Group (SIG).

BMSCT nurses will be needed as volunteers in various roles in the coming years for item writing and test development. Please watch for e-mails for calls to volunteer. Volunteering to assist in these roles allows nurses to help shape the future of our profession and is absolutely essential in the development and maintenance of certification examinations.

Radiation Program Proves to Be a Success

The Radiation Oncology Nursing Certificate Program, developed by ONCC in collaboration with ONS, has been remarkably successful. The number of candidates who have completed the program already has surpassed initial expectations. More than 500 nurses have earned the Certificate of Added Qualification in Radiation Therapy Nursing, and more are registered to participate in program sessions scheduled for later this year.

This program grew out of requests for ONCC to examine the possibility of a radiation oncology nursing certification program. Although the market research did not support the feasibility of a separate certification, this program has highlighted the benefits of “thinking outside the box” to find ways to

meet the needs and desires of oncology nurses and the patients they serve.

Former Members Missed, New Members Welcomed

Having completed her terms as director and president of ONCC, Jo Vissler, RN, BSN, OCN®, will be missed. She has demonstrated remarkable leadership for ONCC. Her dedication and passion for certification made an impact during her terms and likely will continue their rippling influence on the future of certification.

Also appreciated and to be missed will be Mary Pat Johnston, RN, MS, AOCN®, who served on the ONCC Board as the liaison for the ONS Board of Directors.

Joining the Board is Lucy Hertel, RN, BSN, OCN®, of Barnes Jewish Hospital in St. Louis, MO. Taking on the role of liaison from the ONS Board will be Barbara Biedrzycki, PhD, CRNP, AOCNP®, of John Hopkins University School of Medicine in Baltimore, MD.

Reappointed to the Board for second three-year terms are Michael Smart, RN, BSN, OCN®, and public member Kathy Riley, BS, executive director of We Can, Pediatric Brain Tumor Network.

Continuing on the Board are Lauri Linder, PhD, APRN, CPON®; Marybeth Singer, MS, ANP-BC, AOCN®; and Cheryl Rodgers, PhD, RN, CPNP, CPON®, the APHON Board liaison.

The Board-elected executive committee is composed of Carol Brueggen, MS, RN, CNS, AOCNS®, president; Susan Bruce, RN, MSN, OCN®, vice president; and Kathy Riley, secretary and treasurer.

ILNA Update

Assessment vs. Renewal Points: Why It's Best to Assess

One of the components of the Individual Learning Needs Assessment (ILNA) renewal method is a provision that OCN®, AOCNP®, AOCNS®, CBCN®, and CPHON® certified nurses who have a learning needs assessment available to them, but who don't complete the assessment, may still renew their certification. Nurses in this situation may submit 100 points according to the weighting of the respective Test Blueprint.

The purpose of this provision is to enable nurses to renew their certification if they choose not to complete the learning needs assessment. It's a renewal "safety net" for candidates who don't complete the assessment. However, it's not a good idea to choose this option instead of completing the assessment—here's why.

The 100 ILNA renewal points must be earned according to the weighting of the subject areas on the Test Blueprint. For example, an OCN® who is due to

renew in 2016, and who does not complete the assessment prior to renewal, will be required to earn a minimum of 100 points as follows.

- Health Promotion, Screening, and Early Detection—6 points
- Scientific Basis for Practice—9 points
- Treatment Modalities—16 points
- Symptom Management—22 points
- Psychosocial Dimensions of Care—8 points
- Oncologic Emergencies—12 points
- Survivorship—8 points
- Palliative and End of Life Care—11 points
- Professional Performance—8 points

Earning the points to meet these specifications would be more time consuming and expensive than completing a learning plan based on a knowledge assessment.

Consider this: if the same nurse completes the learning needs assessment, he or she will be required to sub-

mit points only in the subject areas in which he or she has identifiable knowledge gaps, or a minimum of 25 points, whichever is greater.

In order to need 100 points as described above, the nurse would have to perform poorly in all areas of the assessment. The reality is that most nurses will need fewer than 100 points. Many candidates (those with no identifiable knowledge gaps) will need only to earn the minimum of 25 points and will be able to earn those points in their choice of Test Blueprint subject areas.

The option to earn 100 points according to the Test Blueprint provides certified nurses who can't complete the learning needs assessment with an option to maintain their certification.

Most renewal candidates will find completing the assessment and learning plan to be the most efficient and meaningful renewal method.

Certification Provides Inspiration for International Nurses *(continued from page 1)*

self-development and make a difference for our patients.

The *Core Curriculum for Oncology Nursing* was one of our study resources, along with a study guide, practice test questions, online resource materials, and journals.

Together, we studied, discussed, and shared our thoughts during weekly study group meetings. We went through every single page, gave attention to key tables and figures, followed epidemiologic patterns, and reviewed guidelines from the American Cancer

Society and ONS. The study material seemed endless, and time was very tight. The study group developed practice questions and presentations to help with understanding various difficult topics.

Although the journey was long, time-consuming, tiring, and challenging, it also was motivating and empowering.

Every day, we were committed to achievement. We felt a sense of transition toward professionalism, knowledge, and skills enhancement. Every

day added to us becoming clinical experts.

Now, we are OCN®s. Being certified by a well-recognized international organization like ONCC has inspired us and expanded our vision of caring for patients with cancer and their families.

As a certified oncology nurse, I feel more confident and knowledgeable than ever. Certification made me evolve and advance my expertise to a higher level.

Certification does make a difference.

Kelly Smith Named 2012 AOCN® of the Year

Ashley Leak, PhD, RN-BC, OCN®

Kelly Smith, MSN, RN, ANP, AOCN®, was honored as the 2012 AOCN® of the Year at the ONCC Recognition Breakfast for Oncology Certified Nurses on May 4 in New Orleans, LA.

Smith has dual roles at the West Michigan Cancer Center in Kalamazoo, MI—nurse practitioner for the infusion room and practice manager for the gynecologic oncology clinic.

Smith has held the AOCN® certification for 10 years and is proud of this certification! For the past eight months, Smith and other providers have planned the opening of a survivorship clinic that opened in June 2012. She is excited about the new addition of the survivorship clinic in the cancer center and the resources available for survivors and their caregivers.

Smith is an active member of her local ONS chapter, Greater Kalamazoo, where she has held nearly every leadership position, and in some instances, held them twice. She actively is involved in the Michigan Cancer Alliance and volunteers with community health fairs to educate the public



Kelly Smith, MSN, RN, ANP, AOCN®, receives her AOCN® of the Year award from ONCC President Jo Visser.

about cancer prevention.

Smith is grateful to the Greater Kalamazoo Chapter board members who nominated her. She said, “I was totally in shock and overwhelmed when I received the call that I was selected as the 2012 AOCN® of the year.”

She thanks all of the individuals in her life who have provided support and guidance. She eloquently states

that “the award is not only [hers], but all who made it possible for [her] to reach this professional recognition.” We made it together! Congratulations, Kelly Smith, on this award! Thank you for representing oncology certified nursing in such a positive way!

Learn more about Smith’s accomplishments at <http://ons.org/media/oncc/docs/awards/SmithAOCN.pdf>.

Organizations Recognized for Encouraging Certification *(continued from page 3)*

pay grades of oncology certified nurses, the institute recognizes certification in additional ways. Nurses who have achieved certification are recognized during monthly staff meetings. Other efforts to recognize staff members include staff name badges, business cards, and the institute’s Web page reflecting certification.

The ONCC plaque, which lists each of the OCN®s, is displayed proudly in the clinic. With the number of nurses seek-

ing certification, an additional plaque will need to be added in the near future!

In order to have a presence in the professional world of oncology nursing, the institute offers full conference support for staff members to present posters, present at the podium, or merely attend as learners. OCN®s at the UT Southwestern Moncrief Cancer Institute presented at ONS Congress and the Academy of Oncology Nurse Navigators and participated in a multi-county

healthcare disparity initiative. These types of activities allow the certified nurses to share their expertise and collaborate on healthcare initiatives.

Melanie Senter, RN, OCN®, writes, “We love what we do, we love where we work, and we feel very honored to be oncology certified nurses.” Congratulations to the UT Southwestern Moncrief Cancer Institute for fostering this commitment to certification among the staff.



Sylvia Danko Receives 2012 OCN® of the Year Award

Michelle Ellis, RN, OCN®, CBCN®

No one could ever say that Sylvia Danko, RN, BSN, OCN®, CBCN®, isn't deserving of the 2012 OCN® of the Year Award, but she herself was shocked with the win. "Every nurse thinks that her colleagues should be chosen. When I found out that it was me, I had to sit down. I was very humbled . . . I still don't believe it."

Danko has been a registered nurse for more than 20 years with almost all of her experience in oncology. She was bitten by the nursing bug as a young woman when she joined the Peace Corps. She decided that "international nursing" would be her career. She completed her nursing education, but before she could set off to travel the world, she began raising a family. She still is very committed to fulfilling her traveling dream and is looking forward to making it a reality when her children are grown.

Oncology became her chosen area of expertise after her father was diagnosed with cancer 25 years ago. His journey inspired her to help others with a cancer diagnosis, and she hasn't stopped pushing herself to the top of the oncology nursing ladder ever since.

Danko works for the Seton Family of Hospitals network in Texas. She travels amongst the five largest Magnet facilities and provides clinical support for nursing staff administering chemotherapy and biotherapy. She also is a trainer for ONS's chemotherapy certification course, and in collaboration with the Nurse Oncology Education Program (a state-funded program) and the Central Texas Chapter of ONS, she has helped make regional OCN® certification review courses consistently available.

Previously, she functioned as a



Sylvia Danko, RN, BSN, OCN®, CBCN®, is named OCN® of the Year.

navigator in the cancer screening and early detection program where mammograms, navigation to definitive treatment, clinical breast exams, and patient education all were provided free of charge to those in need.

Those in need hold a special place in Danko's heart. When asked about the most difficult aspect of her job, she replied by saying, "The hardest part is the realization of disparities within the healthcare system. It's distressing to see the late presentations and poorer outcomes that are attributable to a lack of affordable health care." She copes with the difficulties by utilizing the well-established and very strong support that is built into the Seton system.

Danko feels that her greatest professional accomplishment was her part in the oncology nursing subcommittee, a well-developed shared governance and specialty group that has standardized chemotherapy and biotherapy across the hospital network. The Seton organization practices high-reliability

concepts, and since the inception of the program approximately seven months ago, safer practices appear to have increased significantly. Initially, they have seen a 25% reduction in incidents, improved collaboration with pharmacy staff and procedures, and nurses who feel empowered and comfortable making recommendations for change.

In spite of all of these accomplishments, the biggest source of Danko's work-related joy is bedside care. She still gets profound satisfaction by working directly with patients on the units at least one day per week. "I love the bedside care! I will never eliminate that. With oncology nursing, you never get bored, and you never feel that your day has not been worthwhile."

Congratulations to Sylvia Danko on her recognition as the 2012 OCN® of the Year. Learn more about her accomplishments at <http://ons.org/media/oncc/docs/awards/dankoonc.pdf>.

Employers Acknowledged for Staffing With Oncology Certified Nurses

ONCC recently awarded 67 recognition plaques to employers who are staffing their facilities with oncology certified nurses. These plaques are available free of charge to any patient care setting where the majority (more than 50%) of RNs are ONCC certified.

Anna Jaques Hospital, Outpatient Oncology Clinic in Newburyport, MA
 Aspirus Wausau Hospital, Aspirus Regional Cancer Center in Wausau, WI
 Cape Cod Hospital, Davenport Mugar Cancer Center in Hyannis, MA
 Carson Tahoe Cancer Center, Ambulatory Infusion Center in Carson City, NV
 Central Baptist Hospital, Outpatient Infusion-Brannon Crossing in Lexington, KY
 Charles Cole Memorial Hospital, Patterson Cancer Care Center in Coudersport, PA
 CHOC Children's, Outpatient Cancer Institute in Orange, CA
 Coliseum Medical Center, Outpatient Infusion Center in Macon, GA
 Columbus Regional Hospital, the Breast Health Center in Columbus, IN
 Compass Oncology in Tualatin, OR
 Crozer Chester Medical Center, Comprehensive Infusion Center in Upland, PA
 Dana-Farber/Brigham and Women's Cancer Center in South Weymouth, MA
 Froedtert Hospital, Blood and Marrow Transplant in Milwaukee, WI
 Gundersen Lutheran, Center for Cancer and Blood Disorders in LaCrosse, WI
 Hematology Oncology Specialists of Northwest Ohio in Findlay, OH
 Henrico Doctors Hospital, Research and Screening Coordinator in Richmond, VA
 Huntsman Cancer Hospital, Radiation Therapy in Salt Lake City, UT
 Ingalls Memorial Hospital, Cancer Research Department in Harvey, IL
 Jersey Shore University Medical Center,

Brennan 6 in Neptune, NJ
 Kuakini Medical Center, Chemotherapy Department in Honolulu, HI
 Lakeview Hospital, Oncology and Infusion Services in Stillwater, MN
 Lawrence and Memorial Hospital, Community Cancer Center in New London, CT
 Mammoth Hospital, Chemotherapy Infusion Center in Mammoth Lakes, CA
 McClaren Cancer Institute in Clarkston, MI
 Memorial Hospital of Martinsville & Henry County, Ravenel Oncology Center in Martinsville, VA
 Memorial Sloan-Kettering Cancer Center, Breast Surgical Oncology in New York, NY
 Memorial Sloan-Kettering Cancer Center, Chemo 64 in New York, NY
 Mercy Suburban Hospital, Infusion Suite in Norristown, PA
 Northwestern Memorial Hospital, Radiation Oncology in Chicago, IL
 Ohio State University James Cancer Hospital and Solove Research Institute, Hematology and Transplant Clinic in Columbus, OH
 Ohio State University James Cancer Hospital, Jamescare East in Columbus, OH
 Olympic Medical Cancer Center in Sequim, WA
 Penn State Hershey Medical Group, Benner Pike in State College, PA
 Providence St. Mary's Medical Center, Cancer Center in Walla Walla, WA
 Queen's Medical Associates in Fresh Meadows, NY
 Regional Cancer Care Institute, Chemotherapy Department in Rapid City, SD
 Riverside Shore Cancer Center, RSCC Medical Oncology in Nassawadox, VA
 Saint Anne's Hospital, Hudner Medical Oncology in Fall River, MA
 Saint Peter's University Hospital, Oncol-

ogy, in New Brunswick, NJ
 Sanford Hematology and Oncology Clinic in Sioux Falls, SD
 Southcoast Centers for Cancer Care in Fairhaven, MA
 St. Charles Health Care System in Bend, OR
 St. Mary's Center for Cancer in Lewiston, ME
 Stanford University Medical Center, Infusion Treatment Area in Stanford, CA
 Tennessee Oncology, Nursing Administration in Nashville, TN
 Texas Oncology, Radiation Nursing at 8th Avenue in Fort Worth, TX
 The Jewish Hospital, Blood and Marrow Transplant Center in Cincinnati, OH
 The Miriam Hospital, 4B in Providence, RI
 The Vancouver Clinic, Infusion Clinic in Vancouver, WA
 The Villages Health System, Moffitt Cancer Center in The Villages, FL
 UC San Diego, Moores Cancer Center, Blood and Marrow Transplant Department in La Jolla, CA
 UNC Health Care, Oncology OP Infusion Center in Chapel Hill, NC
 University of Texas Health Science Center at Tyler, Cancer Treatment and Prevention Center in Smith, TX
 UPMC Cancer Center, Jefferson, in West Mifflin, PA
 UW Cancer Center, Riverview, in Wisconsin Rapids, WI
 VA Palo Alto Health Care System, Ambulatory Infusion Center in Palo Alto, CA
 Vanderbilt Medical Center, Henry-Joyce Cancer Clinic in Nashville, TN
 Vita Medical Associates PC in Bethlehem, PA
 Walter Reed National Military Medical Center, Hematology/Oncology Clinic Treatment Room in Bethesda, MD

(See "Recognition" on page 9)

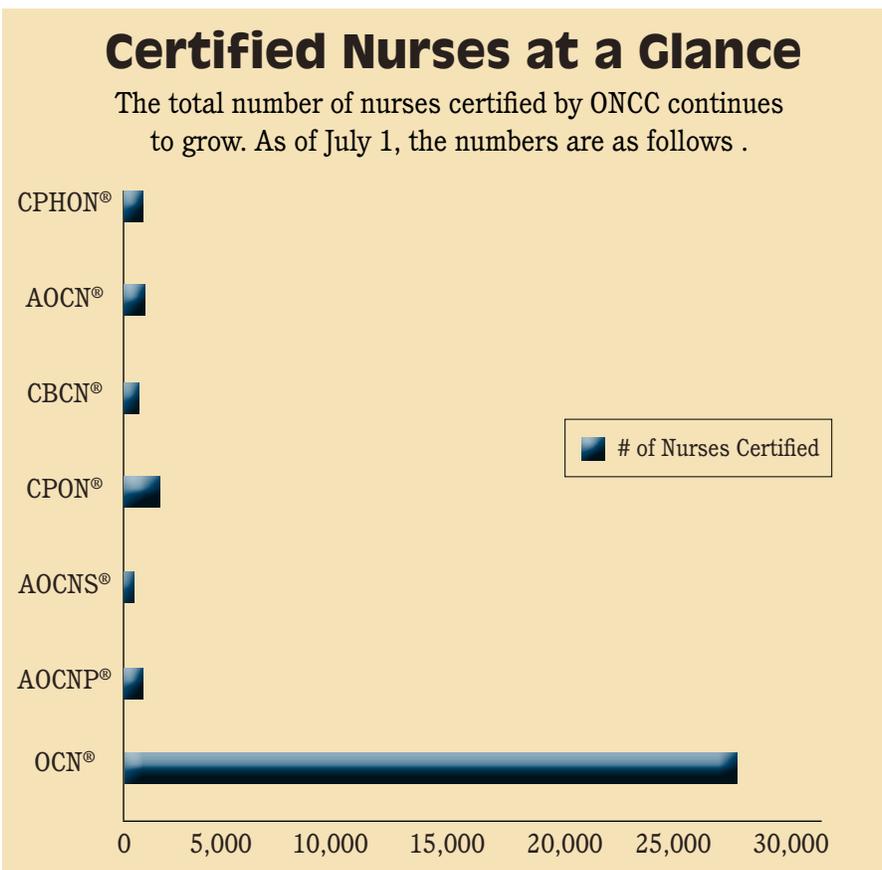


Recognition Plaques Awarded to Employers *(continued from page 8)*

Washington Hospital Center, Washington
Cancer Institute, Infusion Center in
Washington, DC
Wendt Regional Cancer Center in
Dubuque, IA
Western Oncology Hematology Associ-
ates in Golden, CO

West Penn Allegheny Oncology Network
in New Kensington, PA
West Penn Allegheny Oncology Network,
Forbes Office in Monroeville, PA
West Penn Allegheny Oncology Network,
Outpatient Chemotherapy/Dr. Finley's
Office in Natrona Heights, PA

Winship Cancer Institute of Emory
Healthcare, Department of Hematol-
ogy Oncology in Atlanta, GA
York Gynecologic Oncology in York, PA
*To apply for a free plaque for your insti-
tution, go to www.oncc.org/Support/Employers.*



Readers respond

How has certification of oncology nurses made a difference at your institution? Tell us how certification has made an impact at your organization. Send your replies to oncc@oncc.org.



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ONCC Mission Statement

The mission of the Oncology Nursing Certification Corporation is to promote excellence in patient care and professional practice by validating specialized knowledge in oncology nursing and related specialties.

The Oncology Nursing Certification Corporation was established for the development, administration, and evaluation of a program for certification in oncology nursing. Oncology Nursing Certification Corporation, 125 Enterprise Dr., Pittsburgh, PA 15275-1214 (+1-877-769-ONCC or +1-412-859-6104, phone; +1-412-859-6168, fax; oncc@oncc.org, e-mail; www.oncc.org, Web site)