

ASHT TIMES

A NEWSLETTER OF THE AMERICAN SOCIETY OF HAND THERAPISTS

Building Awareness of Hand Therapy



ASHT's "Gardening Tips" were featured in *Better Homes and Gardens*.

In your practice, you see the results of accurate assessments and treatment made possible through the specialty of hand therapy. Patients experience a shorter treatment time and a faster return to a productive lifestyle. But there are many more patients that need to be reached. By building

awareness of hand therapy, the benefits of hand therapy reach new audiences – demonstrating the advantages of preventative as well as treatment procedures for patients who may have been affected by an accident or trauma.

To increase consumer awareness of hand therapy, ASHT teamed up with a public relations firm specializing in advocacy to enhance the Society's media relations efforts. The media relations program was launched in 2002 and the results are encouraging with ASHT getting recognition in several prominent publications, such as the *Chicago Tribune* and *Kansas City Star* newspapers, *Cooking Light* magazine, as well as placements in various regional publications.

The media relations campaign picked up steam this past spring, continuing to land ASHT's name in publications of all sizes. From the *South Carolina Tennis Professionals Newsletter* to *Better Homes and Gardens*, ASHT is increasing exposure to the Society and the hand therapy profession (see sidebar).

One article that has attracted a lot of media attention is "Gardening Tips," a list of precautions gardeners can take to prevent hand injuries. Thank you to Lisa Wicks, OTR, and Shelli Dellinger, OTR, CHT, for their participation in updating the material. This article is available at www.asht.org/recentnews for your use in patient education or to submit to your local newspapers.

In order to further assist media in accessing important information about ASHT and hand therapy, ASHT is hosting a **Media News Bureau** section on its Web site. The section features articles bylined by ASHT members, patient testimonials, access to ASHT's informational video, "Hands on Your Future," featuring Don Shula, a photo galley showing the functions of hand therapy, and ASHT's position on important CMS and reimbursement issues.

Read more about ASHT's awareness initiatives in the *President's Message* on page 2. ■

Hand Therapy in the News

The following is a sampling of publications that have recently run articles about ASHT and hand therapy. Visit www.asht.org/ht_in-news.html for a complete list.

Preventing Carpal Tunnel in the Garden

Austin Home and Living (tentatively scheduled for July/August 2003)

A Hand Therapist's Guide to Splinting

ADVANCE for Directors in Rehabilitation (May 2003)

Keep Hands Safe

Better Home and Gardens – Garden Ideas and Outdoor Living (Spring 2003)

Avoiding Injury While Gardening

The San Francisco Chronicle (April 2, 2003)

The Hazards of the Hobby

Dallas Morning News (March 2003)

Getting Injured Workers Back to Work Quickly

CTD News (February/March 2003)

Precautions Make Gardening a Pleasure, Not a Pain

The Louisville Courier-Journal (March 27, 2003)

Hand Therapy Helps Arthritis and Other Sufferers of Injuries

The Detroit News (November 20, 2002)

Injury Prevention is Good for Your Game

Golf News (October 2002)

Ascent to Health

Boulder Daily Camera (September 2, 2002)

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PRESIDENT'S MESSAGE

Hand Therapy – What's That?

By Chris Blake, OTR/L, CHT, ASHT President

How often have you been asked: "What is hand therapy?" Or you have been told, "I didn't know that there was a therapy specialty for hand rehabilitation."

In addition to this confusion, the term "hand therapy" can be misleading, since a hand therapist not only treats hand injuries, but injuries from the hand to the shoulder. It is true that hand therapy is a relatively new specialty, evidenced by the fact that ASHT is now only in its 26th year. During this time, we have had to educate the public, payors, physicians and others about what we do, and why what we have to offer is so valuable to our patients.

Hand therapists make a difference in the lives of our patients largely because of our specialized training and expertise. This advanced knowledge and training enables us to treat individuals who sustain hand or upper extremity injuries with the most up-to-date information, techniques and protocols in order for them to return more quickly to a functional lifestyle.

So the question is: How have we done as a profession in educating others about our specialty? In the past, this education was largely done by us, as practitioners – communicating our qualifications and talent directly to physicians, patients and payors. This helped to "get the word out" that a specialty in the hand and upper extremity existed. The beneficiaries of this message were physicians, because we work so closely with them, and patients, because we treat them. But what about the rest of the population?

ASHT realizes the importance of increasing awareness of hand therapy. It is important that consumers know that they can elect to have a specialist involved in their course of rehabilitation. For physicians, they need to be cognizant of optimum treatment courses for their patients. Employers also need to know so they can protect their human resources, maintain productivity and minimize financial loss due to injury; and payors so that they can be confident that their dollars are well spent.

As mentioned in the cover article, ASHT is working with a public relations firm in promoting and informing others about the benefits of hand therapy. Some of the message points we focus on include:

- Hand therapy is a specialized health profession that serves millions of people throughout the country. Hand therapy patients span a variety of professions from factory workers to office professionals, police officers to assembly line technicians, not to mention professional athletes.
- Many patients suffer from severe injuries and need a professional hand therapist to fully recuperate and restore their quality of life. Think of how important your hands are to you everyday.

Patients depend on the specialized treatment offered by professional hand therapists.

- Hand therapy is a critical specialty that deserves fair and equitable reimbursement from payment organizations.
- ASHT supports high standards and certification of hand therapists to ensure that patients get the best possible treatment.
- ASHT supports all initiatives to bring down the cost of healthcare and believes that hand therapy plays a role in that effort by accelerating positive outcomes for patients.
- Hand therapy should be specifically recognized as such at the Federal and State legislative and regulatory levels, as well as by private sector managed care organizations.



ASHT President,
Chris Blake

In addition to placing articles in consumer publications, the video "Hands on Your Future" was produced, featuring former Miami Dolphins Coach Don Shula. This video was seen first at the ASHT 25th Annual Meeting in Ottawa, and now can be viewed online at www.asht.org/whatis_handtherapy.html.

Never before, in the history of ASHT, has hand therapy been so well publicized. And this is only the beginning. Our efforts are already being seen worldwide, with other hand therapy organizations asking for our advice/assistance with various issues they are facing. In our own country, CMS has become aware of hand therapists and their involvement with the fabrication of orthotics. This heightened awareness is largely due to the presence of ASHT at the Negotiated Rulemaking Committee Meetings for Orthotics and Prosthetics/Splinting being held monthly in Baltimore. ASHT's presence there has helped to promote further consciousness of hand therapy and its qualifications.

Although not everyone has the time to write articles or attend pertinent meetings, it is exciting that every member can still contribute to hand therapy awareness. Please visit the ASHT Web site at www.asht.org/htaw.html for suggestions in how to become involved. Collectively, we will all reap the benefits of our efforts! ■

LETTER FROM THE EDITORS

Conducting Research One Step at a Time

By Romina Astifidis, MSPT, CHT and Nicole Jacobs, OTR/L, CHT

Question

How do I get started in research and writing my results for publication?

Answer

Researching and publishing results validates the hand therapy practice with scientific evidence, showing the world that our protocols and methods of treating patients are effective.

Many people who are interested in beginning the research process don't know where to start. Here's a brief guideline to help you get started:

1. The whole process begins with a question. This question could be about a treatment method, a protocol, an evaluation tool or an outcome.
2. The subject matter of the question could be endless. Review of the literature shows that there are a great amount of questions that remain unanswered. The question you choose should interest you because you will be spending many hours with this idea. It may be tempting to abandon the question if the subject is not important to you.
3. If you have never worked on a research project, you may want to involve a mentor or a co-investigator who has some experience.
4. Another way to get involved in the research process is to begin with data collection of an already established research project.
5. The next step is the study design. It must answer your question and be feasible to complete. Determine whether the study will be randomized, have a control group or be retrospective. Each type of study has strengths and limitations and each will yield important information for your study.
6. Be careful not to use too many measurement tools. Too many tools results in too much data and may confuse the issue.
7. Make sure you choose the study design and measurement tool that best answers your question. Consulting a "statistical expert" early in the stages of research

design will ensure that the proper sample size is being used and that the appropriate statistical tests are used to test your question. This will assist you in finding the statistical significance of your results.

8. If the study involves human subjects, they must be informed of the risks and benefits of the study and an informed consent must be obtained.
9. A blinded data collector will avoid a bias in the collection.
10. Now that the data has been collected and analyzed, it is time to share the information. Reporting results means disseminating the information so that others can learn from your results. You can do this with poster or oral presentations or publication.
11. With a publication, the results will be shared with a larger audience. Taking a study to publication begins with writing a manuscript. To write a manuscript, begin with the easiest sections. The purpose, hypothesis, materials and methods, and data analysis should be easy to write because you wrote these sections when you set up the study. The introduction should be a short paragraph reviewing the literature that led to the research question. The results section should include all the data collected and the discussion section is probably the most difficult section to write. This is where you compare your results to other studies' results. The final statement should be one or two main conclusions from your study. Now your manuscript is complete and ready for peer review.

A lot of therapists would like to become involved in research but find it difficult to find the time. With a little creativity and desire, anything is possible.

Contact Joy C. McDermid, BSCPT, PhD., ASHT Research Committee Chair, for further research questions, or visit the ASHT Research Web Board. ■



Romina Astifidis



Nicole Jacobs

References and Resources

Novak, C, Mackinnon, S. Clinical Research: Impossible or Possible? *Journal of Hand Therapy*. 2000;13:241-244.

Flowers, K. Rigor: Who Needs It? *Journal of Hand Therapy*. 1999; 12:1-2.

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SPOTLIGHT ON A MEMBER

Susan Stralka, MS, PT

By Denise Orin, OTR, CHT

A graduate of West Virginia University, located in "Mountaineer Country," Susan Stralka, MS, PT, is a woman familiar with climbing mountains. In the arena of hand therapy, she has mastered one of the most difficult of them all – Complex Regional Pain Syndrome (CRPS), formerly known as Reflex Sympathetic Dystrophy (RSD).

In her quest of conquering the CRPS mountain, Susan has authored over 30 articles detailing her search for knowledge. Her journey began with her undergraduate

studies at West Virginia University in Morgantown, W.Va., 31 years ago, and continued as she went on to receive her degree in physical therapy from the University of Tennessee at Memphis.

In addition to writing articles and doing research, she has spent most of her career treating those with both upper and lower extremity conditions, becoming an early pioneer in physical therapy and hand therapy. The mysteries of the nervous system have captured her attention regarding entrapment syndromes. Susan is adept at treating both non-surgical and pre- and post-surgical forms of the condition.

Along the way, she achieved her master's degree in physical therapy at the University of Tennessee Center for Health Sciences. The pinnacle of her career, thus far, was achieved when she was the recipient of the Stephen Rose Excellence in Research Award offered by the American Physical Therapy Association, Orthopedic Section in 1996.

Currently, Susan is CEO/administrator at Baptist Rehabilitation Hospital in Germantown, Tenn., maintaining an active clinical role. She continues to see patients at the Mays and Schnapp Pain Clinic in Memphis, where she has been a consultant for the last 20 years.

Susan's latest quest is her pursuit of a Clinical Doctorate. High on her list of possibilities is the Transitional Upper Quarter Program offered at Hahneman University in Philadelphia. ■



Susan Stralka, MS, PT

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GET A GRIP ON ASHT

ASHT's Ever-Expanding Educational Resources

By Suzanne Boisclair, OTR/L, CHT, ASHT Education Division Director

ASHT's Education Division once again increased its output in 2002, and we continue to expand our scope and scale in 2003. The following is a brief recapitulation of ASHT's accomplishments and plans for continuing education and professional resources.

ASHT has slid into the 21st century with ease, demonstrated by the tremendous success of our three CD-ROM products currently available:

- **Management of Upper Extremity Problems: Cadaver Demonstrations and Therapeutic Management** – This six-hour (0.6 CEUs) CD-ROM includes video demonstrations (taped live) of four surgical procedures and two presentations on therapeutic procedures following the corresponding surgeries.
- **Surgical Demonstration & Therapeutic Management II: The Wrist** – This new five-hour (0.5 CEUs) CD-ROM includes insight into anatomy and surgical protocols for the wrist as well as therapeutic management following wrist surgeries.
- **Hand Therapy Certification Study Module** – This comprehensive CD-ROM includes 20 chapters of hand therapy review, study questions and over 600 clinical photos and diagrams, including anatomy slides from *Netter's Atlas of Human Anatomy, 2nd edition*.

All of these products were released within the last 18 months and there are plans to produce more like them in the coming years. Our surgical demonstration CD-ROMs have received rave reviews from purchasers and the first edition, "Management of Upper Extremity Problems: Cadaver Demonstrations and Therapeutic Management," was praised in the Book Reviews section of the January/March 2003 issue of the *Journal of Hand Therapy*. You can check out the review in your copy of JHT or online at www.jhandtherapy.org. Watch for upcoming publications reviewing this CD-ROM and the second edition, which concentrates on the wrist.

In addition to the many ASHT at-home continuing education products such as CD-ROMs and Read and Respond, ASHT volunteers are busy working on new publications and practice resources to aid you. From the ever-popular Treatment Guidelines to the English/Spanish Phrase Book, ASHT continues to work to provide all who are interested in hand and upper extremity rehabilitation with the resources they need. ASHT also offers Patient Education pamphlets for use in your practice. The Education Division continues to

work on more diagnoses to aid your patients' understanding of their conditions.

I encourage you to check out ASHT's Web site for information on these and many other exciting education offerings at the **ASHT Online Service Marketplace**.

Stay tuned for new and exciting product releases, regional workshops and much more in 2003 and beyond! ■

A Year of Opportunities in Research

By Joy C. MacDermid, BScPT, PhD, Research Committee Chair

We all know the importance of research in our specialty and ASHT has been striving to meet the research needs of its members. For ASHT's research agenda, 2002 was a year of vision; 2003 is a year of opportunity.

In 2002, ASHT accomplished the following:

- Hosted a research Pre-Conference Institute at the 25th Annual Meeting in Ottawa.
- Established a \$5,000 **research grant** in the name of Evelyn Mackin, LPT.
- Created a **research special interest group (SIG)** e-mail which disseminated information to prospective and professional researchers within the Society.

In 2003, ASHT will continue these initiatives, plus:

- We have created a **research bulletin board** on ASHT's Web site for research assistance and advice from

those most qualified to give it – you and your peers! Links to other sites that support research will also be provided.

- Investigate government funding options to support long-term hand therapy research.
- Develop a research resource center for authors, funds permitting.
- Explore opportunities to support dissertation or master's level research undertaken as part of an occupational or physical therapy degree program.
- Host a research Pre-Conference Institute at the **26th Annual Meeting** in Hollywood, Calif.

Research is the foundation of our specialty. Every one of us must do our part to support and promote research, not only for the benefit of our patients, but also for advancement and recognition of hand therapy as a specialized discipline. ■

Are You Ready for HIPAA?

By Greg Pitts, MS, OTR/L, CHT, Practice Committee Chair

Is everyone ready for the implementation of HIPAA? Congress required the Department of Health and Human Services (HHS) to issue patient privacy protections as part of the Health Insurance Portability and Accountability Act of 1996 (HIPAA). The HIPAA law includes provisions designed to encourage electronic transactions and also required new safeguards to protect the security and confidentiality of health information. The HHS has provided final rules. These new rules include:

- Electronic health care transactions (final rule issued)
- Health information privacy (final rule issued)
- Unique identifier for employers (final rule issued)
- Security requirements (final rule issued)
- Unique identifier for providers (proposed rule issued; final rule in development)
- Unique identifier for health plans (proposed rule in development)
- Enforcement procedures (proposed rule in development).

The following are overviews of some of these areas and recommendations on how you can best work within the HIPAA requirements.

Covered Entities

- Health plans
- Health care clearinghouses
- Health care providers who conduct certain financial and administrative transactions electronically (such as eligibility, referral authorizations and claims)

Compliance Schedule

Compliance dates for the health information privacy rule remained April 14, 2003, for most covered entities (April 14, 2004, for small health plans).

Privacy Standards

- Limits the use and release of individually identifiable health information
- Gives patients the right to access their medical records
- Restricts most disclosure of health information to the minimum needed for the intended purpose
- Establishes safeguards and restrictions regarding disclosure of records for certain public responsibilities, such as public health, research and law enforcement.
- Improper uses or disclosures under the rule are subject to criminal and civil sanctions prescribed in HIPAA.

Recommendations

1. Understand and study the law
 - Seek professional help if unsure
 - Pursue HIPAA CEU
2. Put a formal program in place
 - Train all staff members on the standards
 - Identify current problems
 - Develop and implement a plan
 - Continually monitor the program
3. Communicate with other providers on key points or their programs
4. Explore ASHT's Web site for **sample forms and further information**
5. Contact HHS for clarification

Information about the privacy rule is available at www.hhs.gov/ocr/hipaa and www.hhs.gov/news/press/2002pres/20020809.html. Information is also posted in the April report in the **ASHT Government News Center**. ■

26TH ANNUAL MEETING HOLLYWOOD, CALIFORNIA

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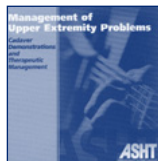
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ASHT Has a Handle on Education

Educate yourself and your patients with continuing education products, publications and professional resources from the American Society of Hand Therapists.



Education

Management of Upper Extremity Problems – Cadaver Demonstrations and Therapeutic Management

This six-hour (0.6 CEUs) CD-ROM includes video demonstrations (taped live) of four surgical procedures and two presentations on therapeutic procedures following the corresponding surgeries.

Cost: \$200 Member/\$300 Non-Member



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Earn five contact hours (0.5 CEUs) by viewing this exciting CD-ROM and completing a short self-examination. Includes insight into anatomy and surgical protocols for the wrist as well as therapeutic management following wrist surgeries.

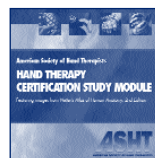
Cost: \$150 Member/\$250 Non-Member

SPECIAL OFFER! Buy both the Management of Upper Extremity Problems – Cadaver Demonstrations and Therapeutic Management and Surgical Demonstration & Therapeutic Management II: The Wrist CD-ROMs and save!

2-CD Package Cost: \$275 Member/\$425 Non-Member



The assignment of AOTA CEUs does not imply endorsement of specific course content, products or clinical procedures by the AOTA.



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Hand Therapy Certification Study Module

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Cost: \$275 Member/\$375 Non-Member



Patient Education

Educate your patients on their upper extremity conditions with these new resources from ASHT on topics ranging from Cubital Tunnel Syndrome to Flexor Tendon Injuries, deQuervain's Tenosynovitis to Dupuytren's Disease.

Cost: \$5 Member/\$10 Non-Member
 (per 50 two-sided leaflets)

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Visit www.asht.org or call ASHT at 312.321.6866 to order these resources today!



AT YOUR FINGERTIPS

Get Posted on ASHT's New Web Boards

Have a question for a fellow hand therapist but don't know who to ask? Are you looking for recommendations on the best way to provide treatment for a particular condition? Visit ASHT's Web Boards at www.asht.org/webboards.html to ask or answer questions, discuss the latest in treatment procedures and stay abreast of the many issues in the hand therapy profession. This new feature allows you to post and/or review messages related to a number of hand therapy topics: Patient Questions, Advocacy Work, Reimbursement Issues, Ergonomics, Splinting, Wound Care, Postoperative Management, Treatment Protocols, Certification Questions, Research, Student Area, Private Practice Issues, General Questions for Therapists and Annual Meeting.

Government Reports Direct from Washington D.C.

Earlier this year, ASHT launched a **Government News Center** page in the Advocacy section of its Web site. Each month, the ASHT Government Relations staff, located in Washington D.C., provides a monthly report featuring a calendar of meetings and events, federal legislative and regulatory tracking updates and news items. Visit the site monthly to learn about the issues that affect the hand therapy profession.

Make a Contribution to the ASHT Vision Fund

The ASHT Vision Fund was established to help assist the Society in meeting the needs of our profession, and is designated toward hand therapy awareness initiatives including the CMS orthotic and prosthetic initiative. ASHT is using its prestige to advocate for the recognition hand therapy and hand therapists deserve. Donate \$25 or more to the fund and receive this year's lapel pin that can be worn to show support for ASHT and pride in your profession. Visit www.asht.org/donor_ops.html or call 312.321.6866 to make a contribution or find out more about the Vision Fund, including a list of donors.

Informational Video Featuring Don Shula

Don't be the last to check out ASHT's promotional video, "Hands on Your Future," featuring Hall of Fame football coach and hand therapy recipient, Don Shula. View it today at www.asht.org/whatis_handtherapy.html.

Surgical Demonstration CD-ROMs

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Special Offer!

Buy both CD-ROMs and save! The cost for the two CD-ROMs combined is \$275 for members/\$425 for non-members. Make your purchase at the [ASHT Online Marketplace](http://www.asht.org/online_marketplace).

Earn CEUs with Read and Respond

ASHT's Read and Respond program allows you to earn up to seven contact hours (0.7 CEUs) per package (articles are also available individually). Simply read the article and answer comprehension questions for credit. Visit the [ASHT Online Marketplace](http://www.asht.org/online_marketplace) for a complete listing of articles.

ASHT on the Move

Find ASHT at the following events.

June 6-9, 2003

American Occupational Therapy Association (AOTA) Meeting
Washington, D.C.

June 24-28, 2003

Case Management Society of America (CMSA) Conference
San Antonio

July 21-25, 2003

National Conference of State Legislatures (NCSL) Meeting
San Francisco

Sept. 18-20, 2003

American Society for Surgery of the Hand (ASSH) Meeting
Chicago

Oct. 9-12, 2003

ASHT 26th Annual Meeting
Hollywood, Calif.

Nov. 13-15, 2003

National Workers' Compensation and Disability Conference
Chicago

Dec. 9-11, 2003

The National Ergonomics Conference and Exhibition
Las Vegas



Hand Therapy Certification Study Course Module

ASHT has produced a comprehensive CD-ROM that includes 20 chapters of hand therapy review, study questions and over 600 clinical photos and diagrams, including anatomy slides from Netter's Atlas of Human Anatomy, 2nd edition. Cost for the CD-ROM is \$275 for members/\$375 for non-members. Make your purchase at the [ASHT Online Marketplace](http://www.asht.org/online_marketplace).

Advertising Opportunities

Reach nearly 3,000 hand therapists and partner with ASHT by taking advantage of one of several **advertising opportunities**. Opportunities are available in *ASHT Times*, on ASHT's Web site and the 26th Annual Meeting. Contact ASHT at 312.321.6866 or asht@sba.com to learn more about advertising with ASHT.

ASHT Volunteer Opportunities

Do you:

- **Enjoy a challenge?**
- **Want to make a difference in hand therapy?**
- **Like group participation and interaction?**

ASHT continues to grow in membership, prestige and respect. You can have a vital impact on the growth and future of the Society. We ask that you consider sharing your talents with your professional peers by becoming an ASHT volunteer. Check out the variety of volunteer opportunities below and sign up to be a 2004 committee member today! Download the 2004 ASHT Volunteer Interest Form at www.asht.org/volunteer.html.

Committee/Division	Requirements	Responsibilities
Annual Meeting	Must be able to commit 5-10 hours per month toward volunteer work and plan to attend the Annual Meeting	Oversee/coordinate one of the following areas: <ul style="list-style-type: none"> • Scientific/Clinical papers • Poster sessions • Pre-conference institutes • Course assistants • Vendor relations • Instructional/lab sessions
Alliances	Must be able to commit 2-3 hours per month toward volunteer work	Provide support in the following areas: <ul style="list-style-type: none"> • International relations • Provide copy for Web updates on alliances
Awards	Must be able to commit a total of 10 hours toward volunteer work	Perform the following functions: <ul style="list-style-type: none"> • Conduct annual review of award nominations • Contribute to development of new awards and criteria
Awareness	<ol style="list-style-type: none"> 1. Must be able to commit 3-5 hours per month toward volunteer work 2. Creativity; experience in marketing or advertising beneficial 3. Strong writing and speaking skills preferred 	Contribute in the following areas: <ul style="list-style-type: none"> • Implement initiatives identified annually under the ASHT strategic plan • Oversee work of independent consulting firm • Develop public relations initiatives • Assess effectiveness of communication mediums; identify new opportunities • Create promotion plans for ASHT products and services • Implement marketing plan • Literature scanning • Monitor ASHT brand
Education	<ol style="list-style-type: none"> 1. Must be able to commit 5-10 hours per month toward volunteer work 2. Strong writing skills preferred 	Contribute in the following areas: <ul style="list-style-type: none"> • Implement initiatives identified annually under the ASHT strategic plan • Develop new educational products • Update/revise existing educational products or offerings • Provide copy for monthly Web-based update

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ASHT Volunteer Opportunities

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Committee/Division	Requirements	Responsibilities
Government & Payors	<ol style="list-style-type: none"> 1. Must be able to commit 2-3 hours per month toward volunteer work 2. Experience with legislative and reimbursement issues 3. Strong writing and speaking skills preferred 	Contribute in the following areas: <ul style="list-style-type: none"> • Manage initiatives identified annually under the ASHT strategic plan • Work cooperatively with the Awareness Division on promotion of efforts • Monitor industry, legal and regulatory trends • Provide copy for monthly Web based update
Membership	<ol style="list-style-type: none"> 1. Must be able to commit 2-3 hours per month toward volunteer work 2. Familiarity with ASHT benefits and services 3. Access to e-mail 	Contribute in the following areas: <ul style="list-style-type: none"> • Implement initiatives identified annually under the ASHT strategic plan • Implement directives under annual retention and recruitment plan • Develop and facilitate annual new member orientation • Implement mentoring program • Respond to member inquiries
Practice	<ol style="list-style-type: none"> 1. Must be able to commit 3-5 hours per month toward volunteer work 2. Strong writing skills preferred 3. Access to e-mail 	Contribute in the following areas: <ul style="list-style-type: none"> • Monitor/respond to practitioner questions on the Web • Facilitate discussion forums on Web • Monitor/respond to patient questions on the Web • Develop ASHT Standards of Practice • Prepare position statements and guidelines
Research	<ol style="list-style-type: none"> 1. Must be able to commit 2-3 hours per month toward volunteer work. 2. Strong research and writing skills preferred 	Contribute in the following areas: <ul style="list-style-type: none"> • Identify/implement new research grant opportunities • Coordinate outcomes program • Review grant applications • Mentor prospective researchers • Promote submissions to JHT • Monitor/respond to questions on the Web site
Web site	<ol style="list-style-type: none"> 1. Must be able to commit 2-3 hours per month toward volunteer work 	Perform the following functions: <ul style="list-style-type: none"> • Monthly audit of Web site for timeliness and accuracy • Recommend new Web pages and/or offerings • Assist in preparation of blast e-mails, discussion forums, live chats, etc. • Monitor/respond to questions on the Web site