

ANCO FAX News

Association of Northern California Oncologists
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INTRODUCTION

The *ANCO FAX News* focuses on ANCO's core activities—advocacy, clinical and professional education, membership benefits, and *Association* news. While membership mailings, FAX broadcasts, and ListServ postings continue, the *ANCO FAX News* summarizes this information in a regular forum of important news to members. Contact the ANCO office for additional information regarding any item published in the *ANCO FAX News* or to contribute items.

The *ANCO FAX News* is sent to member practices (via FAX) and corporate member contacts (via e-mail). The next regular *ANCO FAX News* will be published on September 2nd.

Comments on and contributions to the *ANCO FAX News* are always welcome and encouraged at ANCO, P.O. Box 151109, San Rafael, CA 94915-1109; Voice: (415) 472-3960; FAX: (415) 472-3961; ExecDir@anco-online.org.

ADVOCACY

[Editor's Note: ANCO meets regularly with national, regional, and statewide organizations to discuss issues of importance to oncology practices and people with cancer.

We continually seek input from members on agenda items for these meetings. Send your issues to the ANCO office.]

ACCC, ASCO, and National Legislative & Regulatory Issues

[Editor's Note: ANCO is a member of the *Association of Community Cancer Centers* (ACCC) and a state/regional affiliate of the *American Society of Clinical Oncology* (ASCO). We regularly participate with these organizations on matters of

national importance to oncology practices.]

According to a recent ACCC survey (as reported in *Oncology Issues*, July/August 2005), a majority of physician practice members appear unwilling to participate in CMS's *Competitive Acquisition Program* (CAP). Specifically:

- 53% were "definitely not" likely to participate;
- 26% were "undecided";

**There is information in the
ANCO FAX News
for every member of your practice
or organization.
Pass it along!**

- ☐ Physician Members
- ☐ Nurse & Office Managers
- ☐ Office Staff
- ☐ Colleagues & Representatives

The *Association of Northern California Oncologists* (ANCO) is an association of medical oncologists and hematologists dedicated to promoting high professional standards of oncology by providing a forum for the exchange of ideas, data, and knowledge. The material contained in the *ANCO FAX News* is intended as general information for ANCO members. Because diagnostic, treatment, contracting, coding, and billing decisions should be made on a case-by-case basis, any such information contained in the *ANCO FAX News* may not apply in any given situation. Members are encouraged to contact their own consultants or advisors to obtain specific advice on matters relating to contracting, coding, and billing. The information contained in the *ANCO FAX News* should not be used as a substitute for such advice.

- 20% “needed more information”; and,
- 3% were “definitely” likely to participate.

Physician surveyed identified keeping separate inventories, added administrative work, expending additional staff resources to operate under CAP, and CAP’s “unrealistic” emergency requirements as potential “deal-breakers.” In contrast, some reasons offered for participating in CAP included the potential for reducing or eliminating bad debt, patient billing, losses on drugs, and large drug inventories.

ANCO and ASCO continue to work towards ensuring that people with cancer have access to quality cancer care in the community. Here is the latest with regard to the *Medicare Prescription Drug, Improvement, and Modernization Act of 2003* (MMA):

- CMS has temporarily delayed the bidding process for CAP vendors and anticipates that drugs will be delivered through the CAP program starting in July 2006.
- The **2006 Medicare Physician Fee Schedule** proposes to reduce physician reimbursement by 4.3 percent for 2006. CMS also discusses the **2005 demonstration measuring quality of care for cancer patients undergoing chemotherapy** in the proposed rule. CMS’s *Oncology Demonstration Project Fact Sheet* states that CMS will “engage all stakeholders on the merits of the program and the opportunities to better capture data on the clinical care of patients with cancer, and improve the provision of that care.” ASCO’s summary of the proposed 2006 *Medicare Physician Fee Schedule* can be found at www.asco.org/mma (under *Special Alerts* for August 4th).
- **House Resolution (HRes) 261** was recently moved from *Committee* to the full *House of Representatives*. This legislation commends CMS for creating the demonstration project, calls for policy makers to extend the demonstration project beyond 2005, and (at ASCO’s suggestion) contains specific language

stating that payments to physicians for participating in the demonstration project should continue to ensure that Medicare patients with cancer have access to chemotherapy treatment. **Please call or write your Congressional Representative to express your support for HRes261 and to ask them to sign on to this important Resolution.** You can find contact information for your Representative by visiting ASCO’s *Grassroots Action Center* at capwiz.com/asco.

Visit www.asco.org/mma, www.anco-online.org/mma.html, or call/e-mail ASCO’s billing and coding hotline at (703) 299-1054/practice@asco.org for up-to-date information on changes in coding for drug administration services, as well as billing and payments for drugs. And, **join ASCO’s Grassroots Advocacy Network** at www.asco.org/grassroots_survey.

CMA, MOASC, and State Legislative/Regulatory Issues

[Editor’s Note: ANCO and the Medical Oncology Association of Southern California (MOASC) are members of the California Medical Association’s (CMA) House of Delegates and Council on Legislation. ANCO and MOASC cooperate on several joint ventures and coordinate activities in the advocacy and membership benefit arenas. Each is represented at the Board meeting of the other.]

Noteware Government Relations represents ANCO (and MOASC) in Sacramento. They report:

- The *Legislature* has returned from their Summer recess and is in the last few weeks of their session for the year. The fate of hundreds of bills will be decided soon. A new issue looking for resolution in the last weeks of the session is the expansion of MediCal Managed Care. The *Department of Health Services* (DHS) will present a bill within the next few days and have it considered before the *Legislature*. In order to receive Federal funds, the State is required to expand MediCal Managed Care. However, many legislators are concerned a shift from fee-for-service might bring significant

problems with access and quality of care. This issue will be one of the last and most controversial measures to be decided before the end of the session.

Contact the ANCO office for ANCO/MOASC's positions on additional legislation.

According to a recent CMA survey, 60% of physicians will no longer accept new Medicare patients, and 40% would be forced to stop treating Medicare patients completely, if Congress fails to replace the Medicare sustainable growth rate formula. If Congress fails to act before the end of the year, physician rates will be cut 4.3 percent on January 1st, 2006, and will be cut by a total of 31 percent during the next six years. The cuts are an unintended consequence of the SGR formula. **CMA encourages physicians to contact their Congressional Representatives and urge them to support S1081 and HR2356 that would provide physician rate increases for at least the next two years.** The House and Senate bills—both called the *Preserving Patient Access to Physicians Act of 2005*—provide a physician payment increase for 2006 of at least 2.7 percent, as recommended by the *Medicare Payment Advisory Commission* (MedPAC). The Senate bill would add an estimated 2.6 percent increase in 2007. The House bill would provide a permanent fix to the Medicare payment formula, calculating physician rates in 2007 and beyond with a new formula based on the *Medicare Economic Index* (which measures physician practice cost inflation). AMA, CMA, and the county medical societies are working together to convince Congress to permanently fix the Medicare payment formula. Physicians are encouraged to participate in this grassroots effort by calling on their Federal legislators to support a permanent fix to the Medicare formula.

Physician office laboratories (POLs) established on or after January 1st, 1996, must be either licensed by or registered with the California Department of Health Services, subjecting them to fees and regulations beyond those currently imposed under the Federal *Clinical Laboratory Improvement Amendments* (CLIA) program. Laboratories that perform only “waived” tests (classified by FDA or CDC to be so simple that there is little risk of error) and labs that perform

only “provider-performed microscopy” tests will be exempt from the State licensure requirements, but will have to register with the State. Download DHS's memorandum entitled *Clinical Laboratories Oversight Program* and FAQs at www.anco-online.org/advocacy.html or visit www.dhs.ca.gov/ps/lsl/lfsb/default.htm.

AB487 requires all physicians renewing their license through 2006 to complete twelve (12) hours of pain medicine and end-of-life care continuing medical education (CME). CMA's *Pain, Palliation, and Politics: Pain Management and End-of-Life Care in California's Regulatory Environment* takes place at the *San Francisco Airport Marriott Hotel* on September 9-10th. Register by August 10th to receive a \$40 discount. Additional information is available at www.cmanet.org/painmanagement.htm. Additional sites/dates (San Francisco, September 2006; Anaheim, January & December 2006) have been scheduled. CMA and the *University of California, San Diego*, have launched a unique case-based CME program entitled *Pain Management: A Case-Based CME Program for Physicians* on DVD that physicians can use to receive their State-mandated CME. Contact UCSD at (888) 229-6263 for more information.

CMA recently published California's first physician cost survey entitled *Physician Practice Cost Survey: Experience of Smaller Practices in California—2004 Report Based on 2003 Data*. Physician practices that submitted data for the survey will receive a complimentary copy of the cost survey report. ANCO and CMA members may purchase the report at the reduced price of \$100. An order form is available from the ANCO office.

Physicians can now order the 2005 *California Physician's Legal Handbook* (CPLH). This manual is published annually by CMA's *Center for Legal Affairs* and answers the legal questions most frequently asked by physicians. It can be purchased as a six-volume, 4,000-page print edition or an interactive CD-ROM. The *Handbook* has been completely updated for 2005 to reflect new laws, court decisions, and other developments in the health care system. It includes practical summaries of State and Federal laws, the text of laws where necessary, and useful

forms. The CD-ROM offers all of the content of the print version, plus many enhancements, including fully searchable content, interactive forms and sample letters you can customize easily with your computer's word-processing program, and hyperlinks that let you navigate within the CD-ROM and onto the Internet for more information about cited court cases. Contact CMA's legal information line at (415) 882-5144 for more information.

NHIC/Medicare & DHS/MediCal

[Editor's Note: ANCO meets with National Heritage Insurance Company (NHIC) that administers Medicare in California and the Department of Health Services (DHS) that administers MediCal in California.]

The *Medicare B Resource* (June 2005) is available online at www.medicarenhic.com/news/provider_news/mbr_jun05.pdf.

Effective October 1st, 2005, CMS will terminate the HIPAA contingency plan for incoming claims. NHIC/Medicare will return incoming claims submitted in a non-HIPAA compliant format.

NHIC/Medicare will send providers the 2006 Participation Enrollment and Fee Schedule on CD in November 2005. No internet access is required to access the information. There are many advantages to having the participation enrollment material on CD. For example:

- Physician's will not have to remove the paper participation enrollment form from a booklet and they can complete the application on the computer and then print it for mailing.
- A CD is space saving and provides easy access to information via its search and find utility. (The CD will include the fee schedules for all of California.)
- Guides for topics such as CMS 1500 Claim Form Completion, EDI, and Provider Enrollment, as well as useful internet links, will be included on the CD.

Providers who have billed Medicare in the past year will be mailed a CD automatically. If, after receiving the CD, they find that they cannot access the data properly or cannot download the information from the NHIC/Medicare website, a

paper copy of the fee schedule for their area can be mailed to their office. Further information on ordering a paper copy will be published in the September *Medicare B Resource*.

Physicians can now apply for *National Provider Identifiers* (NPIs). Physicians who are covered by HIPAA will need these standard unique identifiers to submit HIPAA-compliant claims; physicians who are not covered by HIPAA do not have to obtain NPIs, but may do so if they wish. NPIs will replace health care provider identifiers in use today in standard health care transactions. An instructional website (www.cms.hhs.gov/medlearn/npi/npiviewlet.asp) provides an overview of the NPI, a walkthrough of the application, as well as live links to where the learner can apply for an NPI.

Visit www.medicarenhic.com/whats_new/whats_new.shtml to learn the latest information (updated weekly) from NHIC/Medicare. Weekly updates are also posted on ANCO's WebLog (at www.anco-online.org/news/index.html; under *California News*).

DHS/MediCal is asking providers to complete the Conversion of X Codes to NDC Survey during August 2005. The Survey is intended to gauge provider interest in using *National Drug Codes* (NDCs) for billing non-pharmacy drugs. The Survey is available at www.medi-cal.ca.gov (under *HIPAA News*).

EDUCATION

[Editor's Note: ANCO regularly organizes clinical and professional education meetings throughout the year and throughout Northern California.]

You Make The Difference! A Workshop For Healthcare Professionals

These 90-minute entertaining and interactive sessions, designed for receptionists, nurses, medical assistants, and others, who have direct contact with patients, provide proven techniques for managing patient flow, ringing telephones, challenging patients, and stressed out co-workers. Participants will learn easy-to-use techniques that not only make patients happy but also create a more enjoyable working environment for staff members. The speaker will be Meryl Luallin, *Sullivan/Luallin Healthcare Consultants*, a

nationally recognized healthcare consultant. *Sullivan/Luallin Healthcare Consultants* conducts ANCO's patient satisfaction survey every other year. Meryl delivers lively, interactive seminars on patient communication, based in part on her extensive experiences as a mystery patient, and shadow coach, of low-scoring physicians. She brings tales of her unusual experiences in the exam room to each program and describes in vivid detail what works and what does not in ensuring patient satisfaction. *Genentech BioOncology* is sponsoring these meetings on Thursday, September 29th at the Sacramento Hyatt Regency, and Friday, September 30th at the Fairmont San José. Visit www.anco-online.org/luallin.html for more information and to download the registration form.

ANCO's 2005 Annual Meeting

ANCO will hold its 2005 *Annual Meeting* from Friday evening, October 14th, through Sunday morning, October 16th at the *Tenaya Lodge at Yosemite*. Physician members and their nurse and practice managers should plan on attending this event. A distinguished national and local faculty will present the latest national and statewide

legislative/regulatory updates, discuss ethical issues in oncology care, present information on the use of physician extenders, debate legal issues in drug contracting, and dissect CMS's *Competitive Acquisition Program (CAP)*. ANCO's 2005 *Annual Meeting* is being sponsored in part by *AMGEN, APP/Abraxis Oncology, Bayer Oncology/Onyx Pharmaceuticals, Berlex Laboratories, biogenIDEC, Cell Therapeutics, Enzon Pharmaceuticals, Genentech BioOncology, Genitope Corporation, GlaxoSmithKline, International Oncology Network/Oncology Supply, Lilly Oncology, MedImmune Oncology, MGI*

Pharma, Millennium, National Oncology Alliance, Novartis Oncology, Onmark/Oncology Therapeutics Network, Ortho Biotech, OSI Pharmaceuticals, Pfizer Oncology, Roche Oncology, Sanofi Aventis Oncology, and US Oncology. Visit www.anco-online.org/brochure.pdf to download the meeting announcement, registration form, and housing information.

Additional Education Meetings

Other meetings of possible interest to ANCO member practices are:

August 25th

Chronic Myelogenous Leukemia (CML)

CancerCare (and others)
Telephone Education
Workshop
(www.cancercare.org)

September 9-11th
*From Research to Action:
Seeking Solutions
California Breast Cancer
Research Symposium
California Breast Cancer
Research Program
Sacramento*

September 10th
*Breakthroughs in Colon
Cancer Treatment
Network for Oncology
Communication
(NOCR) & Colorectal
Cancer Network
Santa Rosa*

September 11-14th

5th International Symposium on Residual Cancer
International Society for Cellular Therapy
San Francisco

September 13-16th
*Partnering to Shape the Future of Cancer Care:
22nd National Oncology Economics Conference*
Association of Community Cancer Centers
Portland, Oregon

September 15-18th
*8th Biennial Oncology, Hematology, and Stem Cell
Transplantation Conference*

ANCO thanks

*AMGEN, APP/Abraxis Oncology,
Bayer Oncology/Onyx Pharmaceuticals,
Berlex Laboratories, biogenIDEC,
Cell Therapeutics, Enzon Pharmaceuticals,
Genentech BioOncology,
Genitope Corporation, GlaxoSmithKline,
International Oncology Network/
Oncology Supply, Lilly Oncology,
MedImmune Oncology, MGI Pharma,
Millennium, National Oncology Alliance,
Novartis Oncology, Onmark/
Oncology Therapeutics Network,
Ortho Biotech, OSI Pharmaceuticals,
Pfizer Oncology, Roche Oncology,
Sanofi Aventis Oncology, and US Oncology*

for supporting clinical and professional
education.

Alta Bates Comprehensive Cancer Center
Half Moon Bay

September 17-18th

The Essentials of Pain Medicine: What You Need to Know on the Front Line of Medicine
American Academy of Pain Medicine
Los Angeles

September 21st

Improving Your Chemotherapy Experience
CancerCare (and others)
Telephone Education Workshop
(www.cancercares.org)

September 23rd

Better Bone Health for Men Living with Prostate Cancer
CancerCare (and others)
Telephone Education Workshop
(www.cancercares.org)

September 27th

Finding New Ways to Cope with Fatigue
CancerCare (and others)
Telephone Education Workshop
(www.cancercares.org)

Please contact the ANCO office for more information about these meetings.

MEMBERSHIP BENEFITS

[Editor's Note: All ANCO members are eligible for benefits from the *California Oncology Consortium* (COC) and *Hematology Oncology Leadership Network* (HOLN).]

ANCO On-Line

ANCO's independent website at www.anco-online.org features:

- a general description and introduction to the *Association*, its activities, leadership, and membership benefits.
- advocacy information (including ANCO and ASCO MMA resources).
- clinical and professional education meeting announcements and distributed materials.
- survey reports and publications and WebLog.
- clinical trials information.

- links to affiliated organizations, and updated physician, nurse, manager, and patient resources.

The WebLog (ANCO News On-Line) posts and archives important news for oncology practices on an almost daily basis. Among the additional news topics covered at www.anco-online.org/news/index.html are:

- ACCC Alerts
- ANCO meeting announcements
- ASCO's e-News, MMA Special Alerts, and MMA Todays
- CMA Alerts
- CMS/Medicare Website Updates
- NHIC/Medicare Website Updates

ANCO urges its members to bookmark www.anco-online.org/news/index.html (or subscribe to www.anco-online.org/news/rss.xml using your favorite news reader software; e.g., RssReader for Windows or NetNewsWire for Macintosh) and refer to it often.

California Oncology Consortium (COC)

The COC is a cooperative venture of ANCO and MOASC. The *Consortium* maintains two ListServes for the exchange of general/administrative and clinical information and has a group purchasing organization (GPO).

Group Purchasing Organization. The COC GPO has preferred vendor agreements and discounted pricing with *International Oncology Network* (ION)/*Oncology Supply* (OS), *National Oncology Alliance* (NOA)/*Cardinal*, and *Onmark/Oncology Therapeutics Network* (OTN) for oncology pharmaceuticals and a wide-range of value-added services.

ION's 2005 meeting schedule includes:

- 6th Annual Perspectives in Colorectal Cancer (September 23rd-24th, Chicago)
- 11th Annual Perspectives in Breast Cancer (October 14-15th, Boston)
- 10th Annual Perspectives in Thoracic Oncology (November 4-5th, Philadelphia)

NOA provides its members general HIPAA compliance support via its *HIPAA Compliance*

Toolkit that addresses a practice's need to meet complicated HIPAA compliance rules and regulations. The *Toolkit* includes a set of draft policies and procedures, templates for forms and letters, a HIPAA training section, a chapter on *Research and the Privacy Rule*, a chapter on the *HIPAA Security Rule*, and a CD-ROM containing custom-ready forms. To request a *HIPAA Compliance Toolkit*, please contact your NOA member services representative at (866) 466-2462 or send e-mail to hipaa@noainc.com

Onmark is offering a free series of webcasts this Summer covering the impact of regulatory changes on today's community oncology practice. ANCO members are invited to participate in this valuable program. Topics that will be covered include:

- What's Next? 2006 and Beyond (August 30th or 31st)
- Maximizing Inventory System Utilization for Greater Practice Efficiency (September 13th or 14th)

The presenter will be Elaine Towle, CMPE, *Program Director, Oncology Metrics*, a leading provider of data-driven education, tools, and knowledge for the oncology community. To learn more about this series or to register, visit www.onmarkservices.com (under *Upcoming Events*) or call (866) 686-8340.

Hematology Oncology Leadership Network (HOLN)

HOLN is a network of state oncology and oncology manager societies from Northern California, Southern California, Connecticut, Georgia, New Jersey, Ohio/West Virginia, Pennsylvania, South Carolina, Tennessee, and Virginia. As an ANCO member, you may enroll in HOLN and benefit from discounted pricing from several major pharmaceutical manufacturers for medical supplies and drugs. HOLN-contracted prices are honored at several distributors, including *Oncology Supply* and *Oncology Therapeutics Network*. **A complete current price list of HOLN contracted products** is available from the ANCO office or online at www.holn.org.

ASSOCIATION NEWS

Board of Directors

The ANCO *Board of Directors* meets regularly by teleconference and occasionally in person to discuss issues affecting the *Association*, clinical and professional education, and ways to better serve the membership. *Board* meetings are open to individual physician members. The **next regularly scheduled ANCO Board of Directors teleconference** will take place on September 6th. Please call José Luis González, *ANCO Executive Director*, at (415) 472-3960 if you wish to participate in a future meeting.

Individual Member News

The ANCO Directory of Members & Membership Information 2005 was published and mailed in June to all physician members; nurse and office manager contacts; and, Corporate Member representatives. Additional copies are available from the ANCO office upon request. The next *Directory* will be published in June 2006.

The following **update(s) to the Directory** should be inserted in the appropriate location(s):

ALPHABETICAL DIRECTORY OF NURSE & OFFICE MANAGER CONTACTS

Mary Westenberg
Redwood Regional Oncology Center
121 Sotoyome Street, Suite 203
Santa Rosa, CA 95405
Telephone: (707) 525-4049
FAX: (707) 525-4071

Corporate Member News

ANCO thanks the following **Corporate Members** for their generous support that enables ANCO to grow and expand its services for the oncology community in Northern California, and to provide its members and their patients with substantial benefits in the areas of advocacy, education, and information dissemination:

*AMGEN • APP/Abraxis Oncology
Bayer Oncology/Onyx Pharmaceuticals
Berlex Laboratories • biogenIDEC*

Bristol-Myers Squibb Oncology
Cell Therapeutics • Chiron Corporation
Enzon Pharmaceuticals
Genentech BioOncology
Genitope Corporation • Genomic Health
GlaxoSmithKline
International Oncology Network
Lash Group Healthcare Consultants
Lilly Oncology • Matrix Oncology
MedImmune Oncology • MGI Pharma
Millennium • National Oncology Alliance
Novartis Oncology • Oncology Supply
Oncology Therapeutics Network • Onmark
Ortho Biotech/Tibotec Therapeutics
OSI Pharmaceuticals • Pfizer Oncology
Roche Oncology • Sanofi Aventis Oncology
Schering-Plough Oncology • SuperGen
US Oncology • Wyeth Oncology

We especially wish to thank and welcome *Enzon Pharmaceuticals* and *Onmark* as new Corporate Members in 2005. *AstraZeneca*, *Ligand Pharmaceuticals*, and *Oncotech* have not renewed their Corporate Membership for 2005.

biogenIDEC and *Genentech BioOncology* are supporting *Understanding Community Oncology Coding Guidelines for Optimal Patient Care*, a CD-ROM self-study CE program for oncology practice administrators and community oncologists featuring Michele Weiss. An order form is available from the ANCO office.

Genitope is hosting a *Corporate Friday Symposium on Clinical Advances in Idiotype Vaccine Therapy for NHL* preceding the 47th *American Society of Hematology Annual Meeting* featuring Ronald Levy, M.D., *Stanford University*, on December 2nd, 2005 at 12:30PM. The *Symposium* will be held at the *Sheraton New Orleans*. For more information visit www.hematology.org/meetings/2005/attendee/corporate_friday.cfm.

Millennium is supporting the *Multiple Myeloma Research Foundation's* on-line series of monthly (through December 2005) *Great Debates: Case-based Analyses of Treatment Options in Multiple Myeloma*. Visit www.multiplemyeloma.org to view the cases.

Pfizer Oncology is supporting the *Johns Hopkins School of Medicine* web teleconferences on breast

cancer. Visit www.ernjreg.com/jhutelecon for more information.

Institutional Member News

ANCO thanks the following **Institutional Members** for their support:

- *Stanford University Medical Oncology*
- *University of California, Davis, Cancer Center*
- *University of California, San Francisco*

For information on **continuing medical education meetings being organized by our Institutional Members**, please visit:

- cancer.stanfordhospital.com/newsEvents/events/default
- www.ucdmc.ucdavis.edu/cme/Confrnce/Confrnce.htm
- www.cme.ucsf.edu/cme/index.aspx?Display=Date

UCD's **online CME pain management courses** are now available at www.ucdmc.ucdavis.edu/cme/DistEd/WebEvents/PainEvents.htm.

Stanford's Advances in Hematology 2005 Symposium takes place in Palo Alto on November 4-5th. Visit hematology.stanford.edu/education/index.html for more information.

UCD's 6th *Annual Advances in Oncology: Updates from ASCO, ACCR, and SWOG* takes place in Sacramento on November 5th. Visit www.ucdmc.ucdavis.edu/cme/Confrnce/ONCOL06_11-5-05.pdf for more information.

The 7th *Annual UCSF/UCD Thoracic Oncology Conference* takes place in San Francisco on November 12th. Visit www.cme.ucsf.edu/cme/CourseDetail.aspx?coursenumber=MSU06002 for more information.

Publications, Services, & Surveys

ANCO is conducting its biennial *Practice Staff Salary Survey* in 3Q05. Data collected will be compared with that collected in 2003 and earlier. Please be sure to complete and return the ANCO *Practice Staff Salary Survey* as soon as possible.