Note From The President

During the General Business Meeting held at the New Orleans National Meeting last November, several questions were presented regarding the finances for the OPS meeting held in conjunction with the International Congress on Ophthalmology in Rome last spring. Neither the executive committee nor the Rome production team had the proper figures at hand, so a full report was promised, and follows:

Receipts
Advertising 16,698.00
Registration (Net) 4,135.13
Total Receipts 20,833.13

Payments
Telephone 3,040.31
Hotel 4,500.00
Social Program 6,340.00
Printing 10,244.17
Site Visit 1,960.61
Mail & Shipping 690.20
Exhibit 1,835.12
Miscellaneous 1,424.98
Total Payments 30,035.39

Meeting Total
- 30,035.39

One site visit was conducted by Michael Coppinger at OPS expense, prior to the meeting, to determine hotel availability and initiate contracts for meeting facilities. No other travel was conducted at the expense of the Society.

The Board of Directors has identified overly enthusiastic anticipation of commercial support, too extensive a social program, and excessive printing costs as the major reasons for the financial loss. We believe that other substantial benefits were realized from this first international meeting. We have established ourselves as credible educators in the field of Ophthalmic Photography, brought recognition to our profession in Europe, and provided a groundwork to extend the membership to a truly international base.

With these thoughts in mind, the Board has approved the recommendation of the Long Range Planning Committee to proceed with a second international meeting in conjunction with the International Congress in Singapore, 1990.

Paul R. Montague, CRA, FOPS
President
Chairman, Board of Directors

Advanced Course in Ophthalmic Photography

The 1987 Advanced Course In Ophthalmic Photography, to be held in Rochester, New York, in cooperation with Eastman Kodak, will be featuring the following lectures, symposia, and workshops from 25 April-1 May 1987:

CPR Course
Controversies in Ophthalmic Photography
Photographic Optics
Color Theory
Sensitometry
Photographic Chemistry
The Anterior Segment
Scleral Biomicroscopy lecture and workshop
External Eye Photography lecture and workshop
Specular Microscopy lecture and workshop
Kodak Management Seminar
Fundus Camera Design
Retinal Anatomy and Retinal Disorders
Problems Clinic
George Eastman House—guided tour
Monochromatic Photography
Goniography
Photographic Copywork
Portraiture
Close-Up Photography and Photomacrography
Photomicrography
Electronic Imaging—lecture and workshop

Course fee is $450. For more information, please contact:
Lawrence M. Merin, R.B.P.
Program Chairman
(713) 799-5938

Positions Wanted

Ophthalmic Photographer in the ophthalmic department at Henry Ford Hospital with 1 yr. experience and a B.F.A. in Photography seeks position in hospital or private practice. Experience in fundus photography, flourescent angiography, slit lamp, endothelial cell photography, copywork, darkroom techniques, and currently working towards C.R.A. level. Highly motivated, very reliable, and willing to relocate. Resume and references available upon request. Please call or write:
Michon R. Rozier
14550 Sussex
Detroit, MI 48227
Wk: (313) 876-3250

Deadline for submissions for next newsletter—April 15, 1987
Ophthalmic Photographers' Society
Board of Directors Meeting
Denver, Colorado January 9, 10, 11, 1987

Members Present:
Paul Montague — President
MacKenzie Timby, Jr. — Vice President
Bonnie Carlstrom — Treasurer
Michael Coppinger
Mark Maio
Bruce Morris
Sheila Smith-Brewer
Marsha Wight

Members Absent:
Csaba Martonyi
Jim Stoutenburg

1. President Montague called the meeting to order at 7:18 p.m., January 9, 1987.
2. President Montague read the official minutes of the previous Board of Directors meeting. Several corrections to the minutes were made. Bruce Morris moved to accept the minutes as corrected. The motion passed unanimously.
3. It was proposed that the secretary record the names and votes of each board member after each board action. Proposal was approved.

4. Treasurer’s Report — Bonnie Carlstrom
   Bonnie presented the Treasurer’s Report for 1986. December 1986 report was:
   Combined OPS Fund
   Beginning Balance $48,527.38
   Receipts 200.00
   Expenditures 17,894.63
   $30,832.75 Total Balance 1/9/87

   General OPS Fund
   Beginning Balance 33,576.52
   Receipts 200.00
   Expenditures 17,894.63
   $15,881.89 Total Balance 1/9/97

   President Montague will investigate the means of modifying the current treasury computer program to allow for itemized totals in separate accounts for each specific meeting.

5. Rome Account
   Bonnie Carlstrom presented the Treasury Report for ROMEX as of end of fiscal year 1985:
   Beginning Balance $ - 3,328.37
   Receipts + 1,000.00
   Balance as of Oct. ’85 $ - 2,328.37 Ending Balance
   [Represents total ROMEX deficit]

   Michael Coppinger moved that the Treasurer’s Report be accepted. Motion passed unanimously.
   "A treasurer’s addendum to this report will be presented.

6. President’s Report
   Bernard Milt has offered to do a pre-site inspection for the possible 1990 International Meeting in Singapore, while there on personal business. Information to be provided on a non-official basis.
   Michael Coppinger moved that the President’s Report be accepted. The motion passed unanimously.

7. New Orleans Report — Paul Montague
   New Orleans represented the largest attendance record in terms of attendees and collected registration fees. Total registration was 475.

8. Rochester Report — Ken Timby
   The Rochester Advanced Educational Program provides a total of 32 CEC hours. At this time the program is progressing on schedule. A potential loss of $5,000 was projected in the original planning stages and deemed acceptable by the Board with the goal of providing higher educational courses. Previous Rochester meeting showed a profit.
   In an effort to minimize expenses it was decided that faculty members share hotel rooms. Mark Maio will coordinate the room assignments. Faculty who wish to have a private room may do so by paying the difference in expenses. Faculty Air Travel will be determined by the most economical corner for the individual regions.
   Advertising for the meeting has been placed in ARGUS.

   The OPS suffered the loss of its Epson registration computer at the hotel in New Orleans in November. The hotel has agreed to make payment in full for the loss. It was noted that the Society may well gain from this experience by being able to upgrade the system with the money provided by the hotel insurance.

10. The meeting adjourned at 10:27 p.m. until 9:14 the following morning. Meeting reconvened at 9:14 a.m. 1-10-87. All members present except Csaba Martonyi and Jim Stoutenburg.

11. Editorial Committee — Paul Montague
   Terry Tomsen’s resignation as Advertising Director of the Journal was acknowledged. Mr. Tomsen’s extensive contributions to the Journal were commended.

   The proposed production schedule presented by Ken Fong and Marlene Fishman which will produce Vol. 9, #1 and #2, and Vol. 10, #1 and #2, by the end of the calendar year 1987 is an ambitious undertaking that will go a long way toward the credibility of the Journal.
   The proposed structure of the production team is a plan that should offer stability to the production effort. Some changes were made, mostly in semantics, that the Board would like to see incorporated.
   Funds will be provided for professional literary review. Don Wong is to be credited on the banner page as Founding Editor.
   Ken Timby moved that the Journal Committee Report be accepted. The motion passed unanimously.

12. Journal Budget
   The Board evaluated and discussed at length the journal budget presented in New Orleans. It was felt within the realm of possibility that four issues could be produced at a cost of $10,000.00 per issue and still remain solvent.
Want ed: S ENIOR OPTH ALMIC PHOTOGRAPHER.
Fluorescein (2 Positions Available).
The Fluorescein Dept of the Massachusetts Eye and Ear Infirmary, a Harvard-affiliated Boston teaching hospital, is in search of an experienced individual to produce fundus and anterior segment photographs and fluorescein angiograms of the eye. Must have broad knowledge of the anatomy and physiology of the eye and the field of ophthalmic photography. Limited research photography involved.

We offer an attractive salary and benefits package and are located convenient to public transportation.

If interested please send resume to Myriam Negron, Human Resources Department, 243 Charles Street, Boston, MA 02114.

Wanted: Ophthalmic Photographer, Northeastern Eye Institute, located in Scranton, Pennsylvania, has a newly created position for an ophthalmic photographer with a minimum of one year experience in fundus photography and fluorescein angiography and allied skills as they pertain to darkroom duties.

The position is full time and permanent with a salary range of $19,000 to $22,000 per year.

Interested persons should contact Stephen Gushue at (717) 342-3145. We are looking to have said position filled sometime in March.

Wanted: Ophthalmic Photographer, Central Florida.

Experience is required. Position requires a full-time, position requires experience with fluorescein angiography, A and B scans, and endo-endicous experience. Willing to train if willing to learn. Responsible for darkroom, copy work, and photographic library. State of the art facility conveniently located near beaches as well as the metro area. Send resume, starting salary requirements, to "Photographer," PO Box 127, DeLeon Springs, FL 32130.

Wanted: Director, Ophthalmic Media Services

The Estelle Doheny Eye Foundation is seeking a Director of Ophthalmic Media Services whose job duties will include the following: Must perform all types of ophthalmic patient photography. Supervise and train staff as related to ophthalmic media services department. Be responsible for department budget, ordering and monitoring supplies. Interact with facility residents, fellows and staff in teaching and clinical research projects. Develop department policies and procedures. Responsible for producing teaching slides for university faculty and instructors. Coordinate audio-visual equipment needed and staffing for scientific meetings. Develop courses in ophthalmic photography as part of the continuing medical education department. Develop and prepare grant proposals for equipment and department funding.

Requirements: Minimum 5 years experience in ophthalmic photography, including external slit-lamp, fundus, and fluorescein angiography required. Additional 5 years experience in biomedical photography required. Ten years experience working in a university teaching hospital, including 5 years experience working with residents as part of an ophthalmology residency program required. Must be certified as a retinal angiographer (C.R.A.) by the Ophthalmic Photographers Society (O.P.S.). Certification as an ophthalmic assistant (O.A.C.) or ophthalmic technician (O.T.) recognized by the Joint Commission of Allied Health Personnel in Ophthalmology (J.C.A.H.P.O.) is a plus. Two years minimum post secondary education. Must be able to interact professionally between staff, patients and physicians in a clinical/research environment. Must have experience teaching ophthalmic photography as an instructor for courses accredited by the O.P.S. and/or J.C.A.H.P.O.; and/ or such as ophthalmic photography workshops or continuing medical education courses. Overall background should include 5 years experience coordinating and operating audio-visual equipment for clinical/scientific ophthalmic meetings. Salary range: $45,000-$52,000 per year. Resume, salary history and 2 letters of reference must be received no later than May 30, 1987 by Personnel, Estelle Doheny Eye Foundation, 1355 San Pablo St., Room 205. Los Angeles, California 90033.

Wanted: Director of Media Services and Director of Medical Television. Immediate openings are available at King Khalid Eye Specialist Hospital in Riyadh, Saudi Arabia for a Director of Media Services and a Director of Medical Television with the following experience:

- Minimum 7 years experience.
- 2 years in Supervisory capacity.
- Hospital or University based Medical Photography/ Illustrations Department experience.
- M.B.I. or B.F.A. preferred.

An attractive salary and benefits package is offered. For immediate consideration, forward resume or call: Larry Bartlett, AMI 9465 Wilshire Blvd., Suite 307 Call Toll Free (800) 421-3344 Beverly Hills, CA 90212 or Call Collect (213) 281-5200

Wanted: Ophthalmic Photographer, Busy University Eye Clinic on Texas coastal area needs Ophthalmic Photographer with darkroom, fundus, and angiography experience. Excellent benefits, health insurance, retirement. Available immediately. We are an equal opportunity M/F/A affirmative action employer. Send resume with salary requirements to U.T. M.D. Personnel, 300 University Blvd., Galveston, TX 77550.

continued on page 6
After extended discussion and debate, the directors approved the policy of allowing all Board of Certification decisions as pertain to certification and education to be final. The BOD has three courses of action which may be taken when it is in disagreement with the BOC:

a. The BOD may request that the BOC reconsider a particular position, but the issue need not be placed on the BOC agenda, and the decision of the BOC is final.
b. If the BOD believes that the actions or directions of the BOC are not in the best interest of the Society, the Chairman of the BOD may voice that objection in writing to the Chairman of the BOC. The item must then be placed on the agenda of the next BOC meeting. The subsequent action of the BOC must be reported to the BOD.c. If the BOD agree that the actions or directions of the BOC are detrimental to the Society, its membership or the primary objectives of the BOC, the BOD will replace the Chairman of the BOC.

Means of Communication:

a. The BOD may require an item be placed on the agenda of the BOC, by presenting the item in writing to the Chairman of the BOC.
b. The BOD will appoint a liaison to the BOC who will attend BOD meetings at BOD request, for the purpose of presenting agenda items. The BOD has appointed MacKenzie Timby, Jr., to fill that position.
c. The BOC may request an item be added to the agenda of the BOD by presenting the item in writing to the Chairman of the BOD.
d. The BOC may send a representative to a BOD meeting for the purpose of presenting agenda items. Appointment of this liaison is not required by the BOD, but at the discretion of the BOC. Dual directorship is desirable.

e. The BOD will notify the Chairman of the BOC of the upcoming BOD meetings as they are known. A progress report of BOC work may be required, and should be submitted in writing to the Chairman of the BOD in advance of the meeting.
f. An annual budget for certification programs, educational materials, and BOC meetings will be required in writing to the BOD before November 1 of each year. Specific financial reports may be requested for the educational component of upcoming meetings.

President Montague requested a vote in favor of adopting the proposed Courses of Action and Means of Communication. The vote was unanimously in favor.

The Board voted to require the BOC to develop Rules and Procedures which govern its actions, and to provide for recording and publishing of accurate minutes for all meetings.

President Montague will direct the Chairman of the BOC to present an operating budget for the remainder of the calendar year 1987, and costs of the CRA certification programs for Philadelphia and Long Beach. It was recognized that a significant amount of work is needed to enact these new guidelines. A BOC meeting at a site other than the National Meeting would be considered by the Board. Show of hands was unanimously in favor of these proposals.

21. Membership lists for job placement services and salary surveys

A request for a copy of the Society mailing list for the purpose of job placement services and salary surveys was reviewed. Following discussion of the nature of the request, the Board maintains its position that salary surveys produce no meaningful information which might be useful to the membership. The request was rejected unanimously.

22. OPS Directory

Upon the suggestion of Bill Ludwig at the New Orleans Business meeting, production of the directory will begin in January instead of at the close of the year. This change in production date will result in a cost to the Society of $1,600.00 for 1987. The change in production date will also allow for the inclusion of accurate Society officer listings, contemporaneous membership additions, and inclusion of references to city/state location of each member. The Board felt that the benefits justified the expense.

Michael Coppinger moved to accept the change in production date, beginning January 1987. The motion passed unanimously.

23. Bonding

The names of President Montague, Bonnie Carlstrom, and Jim Scottenburg have been submitted for bonding with a national company. Paul and Bonnie will be bonded for $40,000.00 a piece. Jim will be bonded for $10,000.00.

24. Standing Rules and Operating Procedures

Completed copies of the Standing Rules and Operating Procedures of the OPS were approved. Secretarial fees of $7.50 per hour for revision of the Rules as needed was felt to be acceptable. Printing of the Rules at two-year intervals was also considered reasonable. Board approval of these actions was unanimous.

25. 1988 Mid-Year Meeting Site

The BOD has approved by unanimous vote the production of a basic entry level course at Park City, Utah, in 1988. The course structure will be the same as that for the 1985 Park City meeting. Michael Coppinger has been appointed as General Program Chairman, by the Vice-President, and has been directed to outline a plan that would provide a break-even point at 40 students, and provide for expansion to 80 students if required. It was noted that the size of the faculty for the 1985 Park City program was designed for over 100 students and that only 50 attended. The size of the faculty should be adjusted to accommodate fewer students. In addition, Michael will initiate an advertising campaign through JAOHP, BPA, OPS and other direct sources, expecting a return of 1% on all mailings. The Board of Certification is directed to provide the educational component for Park City '88. This course should be a comprehensive experience aimed at CRA certification. The BOD has no specific recommendations for changes to the 1985 program. A progress report should be included in the next BOC report to the Board of Directors.

26. Archives of Ophthalmology Issue for OPS Exhibit Winners

The Archives of Ophthalmology has proposed creating a special photo essay section for the publishing of winning photographs from the annual OOPS Scientific Exhibit. Maximum cost to the Society would be $400. Each photograph would be titled with the name of the photographer and the institution or place he/she is located. The Archives
13. **Honorary Life Membership**

The Honorary Life Membership award has been awarded for various reasons over the years; however, the criteria for the award, the method of nomination, and procedure for voting have not been clearly defined. The Board, with the feeling of responsibility for screening nominees, has postulated nominations until this criteria is more clearly defined. This action in part was precipitated by a feeling that recent nominations reflected a trend to bestow HLM status to individuals with little involvement to the Society. Following lengthy debate, the following **Criteria for Evaluation and Bestowal of the Honorary Life Membership** was set:

a. Nominator will submit a primary letter of nomination to the Honorary Life Membership Committee delineating the nominated individual's outstanding contributions to ophthalmic photography. This letter should be of a factual nature to include pertinent information as is found on a CV.

b. Three supporting letters seconding the nomination, ratifying or supporting the qualifications of the nominee are to be submitted to the HLM Committee. These letters could be of a more personal nature.

c. All letters to be sent to the Chairman of the HLM Committee — currently Terry Tomer.

d. The HLM Committee would function as an information gathering entity. The task of verifying applications for integrity, completeness, and appropriateness would fall to the HLM Committee.

e. The HLM has the right and responsibility to forward those applications deemed appropriate to the BOD to be entered as an item of agenda at the next board meeting.

f. The BOD reviews the applications and decides which nominees be put on the ballot.

g. Once the BOD has approved the application, it becomes the responsibility of the HLM Committee to solicit a CV and photo for publication. The CV, photo, and supporting statements would be published in the ballot. Approval by majority vote by the BOS general membership constitutes election to the HLM.

Nominations received at this time, and fulfilling the above criteria, will be included on the Board Agenda for Fall 1987 in time for inclusion on the 1988 ballot.

Ken Timby moved to adopt, as proposed, the nominating procedures for Honorary Life Membership. The motion passed unanimously.

Michael Copping moved to incorporate the new procedures into the Standing Rules and Operating Procedures.

14. **Outstanding Contribution Award**

**Criteria for Nomination** — Recipient must be an active OPS member who has made outstanding contributions to the Society and to the craft of ophthalmic photography.

**Nomination Procedures** — Same as those for HLM with the exception of requiring review at a committee level prior to review by the Board. Nominations must originate from an OPS member.

**Award Restrictions** — OCA awards are given at the discretion of the Board with approval by majority vote. The awards are presented at the annual banquet and limited in number per year at the discretion of the Board. Denise Bartlett moved to accept the nominating procedures for Outstanding Contribution Award. The motion passed unanimously.

15. **International Congress of Ophthalmology 1990**

The recommendation of the Long Range Planning Committee to coordinate an International Meeting in conjunction with the International Congress of Ophthalmology in Singapore, 1990, was entertained.

The BOD discussed the successes and failures of the ROME meeting and concluded that budgetary adjustments could have been made rather than an additional burden to the Society. It was agreed that the meeting is an active means of expanding the field of ophthalmic photography abroad.

The BOC will provide the educational component. The vice-president will appoint the Program Chairman (per OPS By-laws) who will in turn appoint the Co-Chairman. A strong, concise, supportive rationale for proceeding with the Singapore meeting was verbalized. There were no dissenting opinions.

Michael Copping moved to accept the invitation of Dr. Arthur S.M. Lim, Congress President, to produce a Satellite OPS symposium. The motion passed unanimously.

16. **Foreign Dues**

Journal subscription dues for non-North American subscribers might be increased to cover the additional overseas mailing expense. It was the decision of the BOD to not discourage international memberships by increasing dues, nor to raise membership dues across the board, to cover these costs.

17. **Expense Vouchers**

Itemized expense vouchers for all members of the BOD/BOC and affected parties are to be used. Use of these forms was considered vital for proper accounting. IRS review, and control of expenditures.

Guidelines for reasonable expenses in the areas of hotel/air fare/food/mileage/phone calls were set. These guidelines are meant to provide good examples that are representative of the overall conservative philosophy of the Board regarding expense reimbursements. The Board expressed approval of this action.

18. **Meeting Adjourned**

Meeting was adjourned at 6:00 p.m. and reconvened at 9:22 a.m., January 11, 1987.

19. **Board of Certification/Board of Directors Operating Procedures**

The responsibilities and operating procedures for the Board of Certification, and the method of interaction between the BOC and BOD was discussed at length. The evolution of the BOC was discussed. The responsibility of the BOC and the exact relationship between the BOC and the BOD has never been clearly defined. A firm definition is necessary for inclusion in the newly accepted Standing Rules and Procedures.

The Board agreed that the duties and responsibilities of the BOC differ significantly from those of a committee that merely makes suggestions to the BOD for action.
**Wanted:** Ophthalmic Photographer. An outstanding opportunity is available for an Ophthalmic Photographer at King Khaled Eye Specialist Hospital in Riyadh, Saudi Arabia. Requirements include:
- Minimum of five years experience in Ophthalmic Photography
- Working knowledge of Ophthalmic Anatomy, Physiology and terminology
- Comprehensive knowledge of fundus cameras, fluorescein angiography, external photography, darkroom procedures, and photographic chemistry
- Certification as a Retinal Angiographer preferred
- An attractive salary and benefits package is offered. For immediate consideration, forward resume or call:
  Larry Bartlett
  AMI
  9465 Wilshire Blvd., Suite 307
  Beverly Hills, CA 90212
  Call Toll Free (800) 421-3344 or Call Collect (213) 281-5200

**Wanted**—Vitreo-Retinal surgeon is looking for an experienced Ophthalmic Photographer, CRA preferred. Must be experienced in high volume fluorescein angiography, fundus photography, and slit lamp photography. Must also be adept at stereo photography. Will be responsible for all darkroom processing and printing. Will be required to prepare high quality posterior segment surgery video tapes on occasion. Competitive salary and benefits package. Please send resume and salary requirements to:
  Louanne Mahl RN
c/o Chas. F. Manl M.D. PSC
  224 E. Broadway Suite 410
  Louisville, Ky. 40202
  Phone: 502-589-1500

**Wanted:** Ophthalmic Photographer for regional medical center in southern Oregon. Experience in fundus photography, fluorescein angiography, ultrasound biometry, and dark room necessary.
- Rogue Valley Medical Center is a 305-bed regional medical center serving southern Oregon and northern California. Our rural-life community is surrounded by forested mountains and offers unlimited outdoor recreation, excellent schools, college, and the world famous Shakespearean Festival, plus mild winters, near the redwoods and ocean. Competitive salary and benefits. Send resume and salary requirements or contact personnel.
  Rogue Valley Medical Center
  2825 Barnett Road
  Medford, Oregon 97504
  (503) 770-4243

**Wanted:** Temporary ophthalmic photographer for maternity leave—June 1–Sept. 1, 1987. Must have experience in stereofundus photography and fluorescein angiography. If interested, please contact:
  Joanne Aguilar
  Retina Consultants
  10 Elm Grove Avenue
  Providence, RI 02906
  401-274-5844

**Wanted:** Ophthalmic photographer for Florida practice. Proficient in slit-lamp, fundus photography, and video. 50% of work is in video. Send resume to:
  Ann Price
  70 Carlton Dr.
  Atlanta, Ga. 30342