



e-LABorate is the official quarterly electronic newsletter of the American Society for Clinical Laboratory Science-Minnesota

April 20, 2010



## “Unleash Your Potential” - a message from the President

~ *Bobbi Kochevar, ASCLS-MN President*

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~ *Rick Panning and Kathy Hansen, Co-Chairs MN Laboratory Licensure*

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## “Remembering Our History, Facing Our Future”

~ *Jillene Collins, Co-Chair 2010 Clinical Laboratory Collaborative*

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## ASCLS-MN Call for Nominations - Your Profession Needs You

Submitted by: *JoAnn Nickles, ASCLS-MN Past-President*

It is not too late to put your hat in the ring. We are in the process of filling our ballot of nominees for 2010-2011. We request that you think about submitting your name or the name of a colleague as a nominee for positions of leadership in ASCLS MN. Your participation in ASCLS MN helps us build [More...page: 4](#)



## ASCLS Leadership Academy and Legislative Symposium

~ *Christine Hinz (MLS), MN rep. to the ASCLS Leadership Academy 2009-2010*

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## Student Forum Chair ~*Yukiko Goto, ASCLS-MN Student Forum Chair*

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## 2010 Legislative Symposium ~*Kristi Enerson; ASCLS-MN Pres.-Elect*

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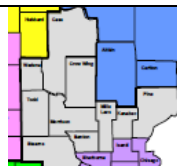
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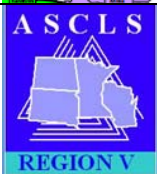
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### “Professional Visibility” - Region V Updates - February, 2010

~Deb Rodahl, ASCLS Region V Director

Despite the long, cold, and snowy winter, there is much activity occurring in Region V. It would be really easy this time of year to hibernate and let activities go dormant. That is not true of your ASCLS volunteers in Region V. [More....pg: 9](#)



### Board of Certification News – April, 2010

~ Kathy Hansen, Board Member - ASCP Board of Certification

The issue of continuing education credit (point) distribution for Certificate Maintenance (recertification) has become a hot topic for the Board of Certification. [More....page: 11](#)

### President’s Message



### Unleash Your Potential - President’s Message

Submitted by: Bobbi Kochevar, ASCLS-MN President

I’ve just finished reading this entire edition of e-Laborate. Having a sneak preview is just one of the many perks of being involved on the Communications Committee. As I read each article, I was struck by the wide range of activities in which our members are involved.

As laboratory professionals, our passion for the science is likely a big reason for being drawn to the profession. Let’s face it, with the intense curriculum and certification requirements; if you hold a degree in laboratory science, you certainly are a smart individual. It is this intelligence coupled with our analytical, critical thinking skills that allow us to be successful on the bench. Yet, our talents and skills go far beyond our knowledge of the sciences.

We have been very active pursuing licensure in Minnesota. Rick Panning and Kathy Hansen are leading this effort and provide us with the latest updates. The Clinical Lab Collaborative (CLC) is fast approaching in May. Jillene Collins is one of the co-chairs. Check out her article and be sure to register for this terrific event.

In addition to the CLC, we have a number of continuing education events going on throughout the state. Several area directors have provided updates on their respective areas. Thanks to Jess Peters (Metro), Lois Anderson (SE) and Karen Renaud (Central) for contributing.

We are fortunate to have our Region V Director hail from Minnesota. Deb



Rodahl provides an inspirational article on professional visibility complete with the first 5 steps of a 10 step program!

Confused about the recent Board of Registry (BOR)/NCA merger into the Board of Certification (BOC)? Or do you have comments/suggestions that you feel the new Board should consider? Kathy Hansen is a member of this new board and is very interested in hearing from you.

Along with these seasoned members, there are many personal accounts from a variety of members sharing first time experiences. Be sure to check out the articles by President-elect Kristi Enerson, student forum chair Yukiko Goto, and Leadership Academy student Christine Hinz. These individuals attended the March Legislative Symposium to enhance their professional journeys. Each shares their own perspective and gives us insight to their personal experiences.

This edition does a great job of showcasing the avenues, opportunities and activities that exist for laboratory professionals. ASCLS provides the platform and the resources. When you're ready to take that next step, regardless of how big or small, we're here for you. I encourage you to reflect on your own career path and your personal journey through the wonderful profession of Clinical Laboratory Science as you enjoy the various articles in this newsletter.

### Minnesota Laboratory Licensure Effort Stalls

*Submitted by: Rick Panning and Kathy Hansen, Licensure Coalition Chairs*

Thursday, Feb. 25, 2010, the bill to license laboratory professionals had its hearing with the MN House Licensure Division.

Testifying for the Licensure Coalition were Rick Panning, Kathy Hansen, Deb Rodahl and Dr. John McClure, pathologist from Methodist Hospital.

The only official opponent scheduled was a person from a reproductive lab in Woodbury representing AAB (American Association of Bioanalysts). They don't support the need for a Bachelor degree level MLS and said we were not flexible in this regard. The AAB testimony contained blatant untruths about the bill and misleading and incorrect data. During their testimony, they shared that Fairview Health Services and HealthEast were also opposed to this bill

Going into the hearing, we were quite sure we did not have enough votes to advance the bill to the full House Health Committee. We still wanted to have the opportunity to present our testimony and get a better sense of why committee members opposed licensure for laboratory professionals. Because we were going to lose the vote 4-3, our author, Rep. Erin Murphy, "laid the bill on the table" and did not have a vote in the committee.

With that, we were done for this session and will need to regroup for 2011 when we plan to reintroduce this bill.

Thank you for your support!

### "Remembering our History, Facing our Future"

**The 2010 Clinical Laboratory Collaborative**

*Submitted by: Jillene Collins, Co-Chair CLC – 2010*

We are very excited about the CLC meeting coming up in May! We are celebrating our profession with the theme of "Remembering our History; facing our Future"! Our meeting this year is going to be held May 24, 25, and 26 at the





Want to get involved?



Crowne Plaza Hotel on the St Paul Riverfront. The planning committee has been working hard to put together an exciting well-rounded event.

The Program Schedule can be found on the ASCLS-MN website at [www.asclsmn.org](http://www.asclsmn.org). Visit the website and check out our great educational offerings for yourself. We know you will find many sessions that you will be excited to attend. You will especially not want to miss our keynote address titled - "Remembering our History" by Karen Karni. In addition to the wonderful program we are having a fabulous social event at the Minnesota History Center on Tuesday evening May 25<sup>th</sup> from 5:00 to 8:00pm. Please join us for dinner and other fun activities!

We have over 50 exhibitors and some wonderful opportunities for further education with the vendors in our Lab Futures sessions in the exhibit hall.

Please log on to the ASCLS Website to get a peak at these events plus get yourself registered. The registration form is on the website and you now have the ability to pay online. We look forward to seeing you all there!

### **ASCLS-MN Call for Nominations - *Your Profession Needs You*** *Submitted by: JoAnn Nickles, ASCLS-MN Past-President*

It is not too late to put your hat in the ring. We are in the process of filling our ballot of nominees for 2010-2011. We request that you think about submitting your name or the name of a colleague as a nominee for positions of leadership in ASCLS MN. Your participation in ASCLS MN helps us build new relationships within our organization and in our profession. ASCLS members work together to promote our role that clinical laboratory professionals play on the healthcare team. Please look over the opportunities available and choose a position that interests you....we need you!

#### **President-Elect:**

Serves one year as President-elect, one year as President and one year as past-President. This is an exciting commitment at a high level of service to your professional organization. It is a three year commitment that most who have held this position are amazed at the energy of the organization locally and nationally. This position provides mentorship at the highest level and formal training from the national organization prior to the year as president. Although the commitment is high, so are the rewards.

#### **Area Senior Directors:**

ASCLS-MN has divided the state of Minnesota into seven areas (regions) to better meet the needs of our members through social and educational opportunities. During this one year commitment, you will gain a more thorough knowledge of our professional organization, ASCLS and ASCLS-MN. As a voting member of the Board of Directors, you will represent your region's voice in ASCLS-MN. You will also work closely with the State Board of Directors and Scientific Assembly Chairs to plan and hold educational meetings and promote membership in the organization. This is a wonderful way to become more active in your professional organization.

#### **Area Junior Directors:**

ASCLS-MN has divided the state of Minnesota into seven areas (regions) to better meet the needs of our members through social and educational opportunities. During this two year commitment, one year as Jr. Director and



one year as Sr. Director, you will gain a more thorough knowledge of our professional organization, ASCLS and ASCLS-MN. You will be working closely with the Area Senior Director and Scientific Assembly Chairs to plan and hold educational meetings and promote membership in the organization. This is a wonderful way to become more active in your professional organization.

**National Delegates:**

Delegates represent Minnesota at the national ASCLS meeting which will be held July 27-31, 2010 in Anaheim, CA. Delegates are expected to attend business meetings and represent Minnesota’s views on the issues. Delegates vote in elections and on issues presented at the national meeting. This is an opportunity to see your professional organization at work, promoting the profession and providing leadership at the national level. State organizations are allowed one delegate for each 50 members (for this year we will have 8 elected delegates plus the President and President-elect and Student Forum Chair. Each of the ASCLS-MN elected delegates will be given a \$250 stipend for attendance at the meeting.

Thank you to those of you who have already submitted your names to fill positions. If you are interested in being involved in ASCLS-MN, please contact JoAnn Nickles at 651-232-3748 (work) or e-mail at: [jnickles@healtheast.org](mailto:jnickles@healtheast.org) by **April 24, 2010.**

**The election will be held during the ASCLS MN Business Meeting scheduled for 3:00-4:00 pm on Monday, May 24, 2010, at the Clinical Laboratory Collaborative.**

Being involved in the decision-making of this organization is a great professional development and networking opportunity. This is one of the best ways to be involved in the future direction of **OUR** profession.

**ASCLS Leadership Academy and Legislative Symposium**

*Submitted by: Christine Hinz (MLS), MN representative to the ASCLS Leadership Academy 2009-2010*

One summer vacation, our family packed up the Delta 88 and took a road trip to Springfield, IL to see the home of Abraham Lincoln. Surely, this was not the typical vacation my friends were taking, but my mother was a firm believer in teaching our family the history of the country. We had many vacations like that and I thank mom for instilling in me the love of history I still have today.

So, you can imagine my excitement when I arrived in Washington DC for the ASCLS Leadership Academy and Legislative Symposium. I took a few hours on Friday to visit the Washington Monument, the Lincoln Memorial, and the Smithsonian. The highlight of sightseeing though was stopping at the Vietnam Memorial to have my picture taken next to my uncle’s name. If you look closely, you can see his name, James W. Fous. (See attached picture) He was a Medal of Honor recipient and I felt humbled and proud to see his name there. I enjoyed surprising mom recently with a picture of that moment for her birthday this year.



The Leadership Academy convened on Saturday. I was nominated from Minnesota to be a part of the Academy which is open to all ASCLS members. This is the third class of the ASCLS Leadership Academy which began its studies at the ASCLS Annual Meeting in Chicago last summer and will end this year at the Annual Meeting in Anaheim. Through meetings, conference calls, assignments and projects, the Leadership Academy focuses on providing the skills needed to make great leaders for ASCLS and the profession. We participated in activities and listened to lectures on team building, influencing, decision-making, delegating, and motivating. Our group also worked on two special projects: a “Face of the Laboratory” promotional video and a handbook for state societies and region directors to promote ASCLS membership benefits. On Sunday of the Legislative Symposium, we attended the ASCLS Board of Directors meeting to learn about how leadership within ASCLS works on a national scale. More information on the Leadership Academy can be found at <http://www.ascls.org/members/Academy/index.asp>.



Monday was the start of the Legislative Symposium. Almost 150 people packed the room to hear updates on healthcare reform, the personnel shortage, specimen collection fees, Department of Labor Grants, health information technology legislation, fee schedule modernization, and CLIA regulations. We also had specialized sessions on preparing for congressional visits, learning how congressional offices work, understanding how legislative staff view your visit and communicating issues effectively. I found the presentations on health care reform, fee schedule modernization, and preparing for our congressional visits to be the most informative and interesting.

The issues we focused on were reimbursement and training programs. First, we were able to communicate with legislators that the cut to the laboratory fee schedule, developed in 1984, as proposed under the Patient Protection and Affordable Care Act would have a negative impact on patients if it was not modernized to reflect the testing we perform today. We collectively asked that the laboratory community be brought to the table to modernize the fee schedule through negotiated rule making. We proposed that through this process we could still provide the savings Congress was looking for, but it would be done in a responsible manner that would not further hurt patient care.

Secondly, we asked for the reauthorization of the Workforce Reinvestment Act



and Career Pathways Innovation Fund. In the past, Minnesota has benefited from this fund that helps supply money for laboratory training programs. We thanked our legislators for this opportunity and emphasized that the personnel shortage still exists across the country. We want other states to have the same chance to provide training that will assist in the workforce shortage.

Overall, each of the legislative aides we met with had extensive knowledge of health care reform and to my surprise, our profession. It was clear to me that the work ASCLS has done over the years has made a difference. I was proud to be a part of it during an exciting time in Washington and I cannot wait to go back next year.

### Student Forum Update

*Submitted by: Yukiko Goto, ASCLS-MN Student Forum Chair*

Hello, my name is Yukiko Goto and I am the ASCLS-MN student representative. I am currently attending Argosy University within the MLT program. As the student representative, I am basically the eyes, ears, and voice of the students in Minnesota. Anything that I know or have learned, I pass the information to the students within the bi-weekly emails. Also, if any students have any questions or concerns, I encourage them to let me know and I will make it my mission to find an answer.

I have only held the position for a couple months, but it has been an amazing experience so far. Part of my involvement has been with attending the Legislative Symposium in Washington D.C. It was my first time at the Legislative Symposium, along with it being my first time in Washington D.C., and it was a lot of fun. The first day was packed with information, but it was presented in a way that was easy to understand. It was also helpful that the organization sent a lot of information via email before the trip so I could ease into the process.

On the second day, we walked all over Capitol Hill and talked with the Legislative Assistants. At first I was a little nervous to meet with all these people, since I had no idea what to expect. Yet, everyone that I had met was friendly and it was a very enjoyable experience. It was also really nice that there were experienced members on this trip so I could lean on them for assistance. Overall, it was a wonderful learning experience and I would recommend anyone who is able to go to attend next year.

I have very much enjoyed being part of ASCLS and I am really excited for all that is to come! In the near future, I am planning on having a fun event for all the students, so keep your eyes open.

### 2010 Legislative Symposium

*Submitted by: Kristi Enerson; ASCLS-MN President-Elect*

There are many reasons that we chose to become members of a professional



organization. This year's attendance at the Legislative Symposium in Washington D.C. only solidified my commitment to ASCLS and my profession. ASCLS remains a strong leader in government affairs that partnered with ASCP, CLMA, and AMT, and brought together 144 laboratory professionals for a common goal. This goal very much aligns with the **Voice**,

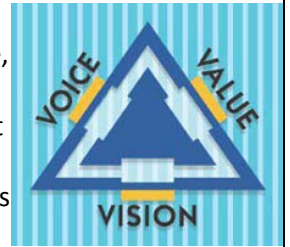




**Value, and Vision** of ASCLS.

First, we provided the **Value** of who we are as laboratorians. We had the opportunity to share what we do every single day to impact the care of our patients, including our legislators, and their families. The laboratory is usually the silent partner on the healthcare team, but we play a vital role in providing the foundation for the diagnosis and management of many conditions.

Next, we provided the **Voice** of the laboratory. We were able to communicate the impact the current fee schedule, created in 1984, has had on local laboratories and discussed how the cuts that were proposed in the current Senate bill would further impact our patients, their constituents. We collectively asked that when the bill was passed in the house as well as the reconciliation bill passed, the laboratory be part of determining how the laboratory fee schedule would be cut through negotiated rule-making. With this process, the laboratory would be part of the solution, while meeting budget terms. This process would "modernize" the fee schedule to meet the needs of the new, more complex testing currently performed while cutting reimbursement for testing that is now much cheaper to perform than back in 1984. Although cuts are hard to swallow, we at least can make the fee schedule more rational as we move forward.



The **Vision** of the laboratory was communicated by discussing the impact grant funds have had on the state of Minnesota. We need to all be very proud that Minnesota is looked to as a leader in growing Clinical Laboratory Science and Medical Laboratory Technician programs through grant funds such as those from the Department of Labor. We wanted to show support and thanks to our legislators for the opportunity that we have had as well as to ask them for continued support through reauthorization of the Workforce Investment Act and the Career Pathways Innovation Fund. These funds have been put to good use in our state and we want to make sure that such opportunities exist for other states in the country to assist with the workforce shortage.

My experience at the Legislative Symposium helped me realize the importance of being the face of the laboratory not only when we are called to action but in our daily interactions. We have the opportunity to ensure that everyone who interacts with us understands who we are and what we do. Even if you are not at the National Legislative Symposium, take the opportunity to attend the State Legislative Day or contact your legislators and invite them to see your laboratory. Make what you do important not only to you and the patients/clients you serve but also to the legislators that are in office to serve you!

**Metro Area Report**

*Submitted by: Jessica Peters; ASCLS-MN Metro Area Senior Director*

The Metro Area has been busy enjoying some great continuing education opportunities and some wonderful unseasonably warm weather. On January 30<sup>th</sup>, we had a very successful "Back to the Basics" Workshop hosted at Allina Commons with 77 attendees! There were 3.5 PACE credits offered. Nancy Brunzel presented on microscope 101/UA microscopics. Carol Manchester discussed Hgb A1C and average daily glucose monitoring, and Christine Hinz gave a presentation on leadership.



What's Happening in the Southeast Area?



We also held a continuing education event on March 9<sup>th</sup> at the HealthEast Midway Campus. There were two speakers that evening: Dr. James Abraham discussed celiac disease and Bob Stowers presented on blood bank automation.

We had one final event scheduled for 6:00 pm April 8<sup>th</sup> at Argosy University. The program will consist of Christine Hinz presenting "Masters in CLS: Personal Experiences of the Triumphs and Trials of an Online Program," and Paige O'Keefe presenting "Hepatitis A, B, & C- Making Sense of Alphabet Soup." Thanks to all who have attended the Metro Area events so far this year.

**Southeast Area Update**

**Submitted by: Lois Anderson; Sr. Director, SE Area ASCLS-MN**

As an academic advisor for medical laboratory science majors, it is exciting to see the hard work of my students rewarded as they accept and begin new internships and also graduate with their degrees in medical technology / clinical laboratory science.

Since both Laurie Bjerklie (SE Jr. Director) and I work with MLT and MLS students, we thought it would be fun to recognize our students with a Student Appreciation Day. We are planning this event for the end of our respective semesters. It will be a fun time for students to bond together and to receive more information about the wonderful opportunities that ASCLS has to offer. We hope to encourage more students to become members and continue those memberships into their professional careers. It has been a privilege to represent the Southeast Region as your Senior Director for the last two years. It has been an honor to serve with Laurie Bjerklie and I am confident that she will be an excellent resource and senior leader for the Southeast Region.

What's Happening in the Central Area?



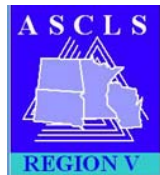
**Central Area Update**

**Submitted by: Karen Renaud, Jr. Director – Central Area**

The Central Region hosted its Winter Meeting Tuesday evening March 30, 2010. There were about 30 attendees who enjoyed a delicious taco dinner which was followed by two great speakers. First, Kathy Hansen, ASCLS representative to the new Board of Certification, described the new board, recertification status of former NCA and ASCP certified individuals, as well as the recertification process. She also then took questions from the audience.

Eileen McConnell from the North Central Region of the American Red Cross then talked about the different components derived from whole blood, rationale for choosing a specific component, and indications and use for each. Both talks were very enlightening, and even though it was a warm and beautiful evening, they were both worth staying inside to hear. Thank you to both speakers and to the sponsors: American Red Cross, CentraCare Health System, and Kanabec Hospital.

A Message from our Region V Director



**"Professional Visibility" Region V Updates – February, 2010**

**Submitted by: Deb Rodahl, ASCLS Region V Director**

Despite the long, cold, and snowy winter, there is much activity occurring in Region V. It would be really easy this time of year to hibernate and let activities go dormant. That is not true of your ASCLS volunteers in Region V. They have been busy putting forth local educational opportunities, planning for Spring Meetings, working on web sites, lobbying for government support (licensure or awareness), writing articles for newsletters, compiling newsletters, working on committees or task forces, and contributing to all kinds of projects geared to



promoting our profession and providing opportunities for you to stay current in your profession. **WOW** – these are our volunteers in ASCLS!! These are people who understand what **Professional Visibility** is all about.

**Professional Visibility** is something that we always seem to talk about when we are feeling less than valued. We whine that nursing gets all the public accolades and yet we hide behind the four walls of our laboratory and wonder why this is!! Good News!! There is help out there for us shy-aholics!! There is a 10-step program for achieving **Professional Visibility** that will be explored in this and future articles. These are the things that the people in the first paragraph are already doing and easy ways that we can all help give our profession the visibility and recognition we know that it deserves.

#### Step 1: Develop your elevator speech

Think of how you might try to describe your profession or what you do in the time it takes to ride an elevator with someone. This would be a 30-second speech that would provide the listener(s) with a general understanding of what we do. Take the time now to develop your elevator speech and practice with your co-workers. Then, when you are in an elevator (or other introduction opportunities) give it!

#### Step 2: Learn to network

I think we all understand that networking is a valuable mechanism where-by you get to know people in your profession and sometime in the future this will benefit you in your career. You meet people that you can go to for advice on career options or to compare notes on a new test or procedure, etc. However, it is equally important to be networking with people outside of your profession. Get to know those Nurses, Respiratory Therapy Practitioners, Physicians and other health care providers (or your colleagues in other areas of your schools). These are the people who need to know what we do and what we know. Getting to know these co-workers will lead to better team-work, better problem-solving, and ultimately better patient care. As a laboratory manager I am scheduling 30-minute meetings with my counterparts across the hospital and organization. Many have asked if there is a problem or agenda for why we are meeting. I sense that they are wondering if this is worth 30 minutes of their valuable time. So - I simply respond that I want to get to know them better, to understand their role in our organization, and their challenges and how the laboratory can support that. I never have a meeting request refused.

#### Step 3: Introduce yourself and what you do

Take every opportunity to introduce yourself to whoever you meet in your organization or on the street. Reach out and say hi to your other health care professionals when you are in the “neighborhood”. This is a combination of your elevator speech or networking on an informal basis and you never know where that might develop!

#### Step 4: Volunteer for events

The best way to gain visibility for you and your profession is to volunteer for “volunteer” activities with a group of co-workers. It could be the annual United Way fund-raising event in your work-place, staffing a water table at the local marathon or walk (great fun), or participating in your local ASCLS activities. Make sure you let others know that you and your group volunteered for these events – so write an article for your work-place newsletter or your local newspaper!!



Step 5: Speak to outside groups

This one is probably the most intimidating advice for people in our profession. But we have a lot of knowledge to share and are very capable (and organized) speakers. Start with a topic that is near and dear to your heart with a group that you are comfortable with. For example, if you worked to implement a new procedure in your lab, offer to give a brown bag seminar for the rest of the lab on what you did and what the value of the new procedure is! Before you know it, you will be a speaker at your state meeting. Don't forget to expand these speaking engagements to non-laboratory groups, thereby expanding their understanding of our profession.

I hope you will try out at least some of these steps to enhance your professional visibility. As a profession we need to be strategic and intentional to help others understand who we are and the great work that we do. More steps to come in the next article!!!

Please see my contact information below. I am always happy to connect with and hear from our members:

Deb Rodahl, ASCLS Region V Director  
[drodahl@earthlink.net](mailto:drodahl@earthlink.net) 651-779-8906

**Board of Certification News – April, 2010**

***Submitted by: Kathy Hansen, Board Member - ASCP Board of Certification***

The issue of continuing education credit (point) distribution for Certificate Maintenance (recertification) has become a hot topic for the Board of Certification.

The CMP (Certificate Maintenance Program) Committee plans to survey certificants in two ways during the spring and summer of 2010. The first survey to go out will go to all ASCP BOR certified individuals (pre-2004) who have chosen to voluntarily participate in CMP and will focus on why they made that choice and what benefits they see from it. This survey was planned prior to the unification of NCA and the ASCP BOR. The second survey will go to a broader group of randomly selected certificants. It will ask questions about the continuing education credit (point) distribution among other things. This survey should come out in June.

There are a number of opinions on the topic and the survey data should help to determine whether most certificants see the current requirements for generalist certificants to have continuing education in all four areas (two hours each in chemistry, hematology, blood bank, microbiology out of the 36 hours required per three years) as a barrier or as something that prompts them to learn about changes in the broader field of medical laboratory science. Please be sure to respond if you receive one of these surveys.

I am a board member of the new BOC. Please feel free to contact me about questions or concerns that you may have.

*Kathy Hansen* at: [khansen3@fairview.org](mailto:khansen3@fairview.org)

*Editor of ASCLS-MN e-LABorate Newsletter is Paula (Snippes) Vagnone. If you have any comments or questions, please contact her at:*

[paula.snippes@state.mn.us](mailto:paula.snippes@state.mn.us)

