



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

December, 2009



## “On Common Ground” - a message from the President

~ *Bobbi Kochevar, ASCLS-MN President*

Have you ever attended the high school reunion of your spouse? Or have you ever tagged along to a party of one of your friend’s where you didn’t know anyone?

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## Minnesota Laboratory Licensure Effort Continues

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

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## “Remembering Our History, Facing Our Future”

~ *Jo Ann Nickles, Co-Chair 2010 Clinical Laboratory Collaborative*

Mark your calendars for the 2010 Clinical Laboratory Collaborative. Start your summer with the CLC meeting on May 24, 25, and 26, 2010. This will be the Mon., Tues., and Wed. before Memorial Day Weekend.

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## “Moving Forward”

~ *Mallory Yelenich-Huss, ASCLS-MN Student Forum Chair*

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## Legislative Day, March 15-16<sup>th</sup>, 2010

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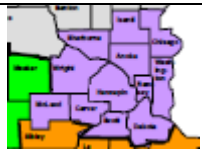


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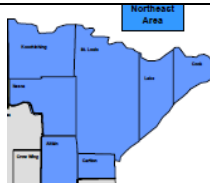
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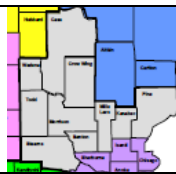
## Metro Area Report ~ *Jess Peters, Metro Area Sr. Director*

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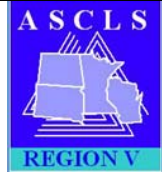
### Northeast Area Update ~ Steve Mattson, NE Area Sr. Director

Greetings to all from the Northland! It has been an out-of-the-ordinary autumn and early winter across northeastern Minnesota with respect to the weather. As I write this, there is still visible green grass present in my front yard, with no need (as of yet) to fire up the snow blower. [More....page: 8](#)



### Central Area Update ~ Karen Renaud, Central Area Jr. Director

The Central Area held an education event on Tuesday October 27<sup>th</sup> in St. Cloud. Due to a great response to registration, the event was moved to a location with a larger capacity than originally planned. [More....page: 8](#)



### Region V Updates - November, 2009

~Deb Rodahl, ASCLS Region V Director

I am a firm believer in the value that ASCLS brings to the Clinical Laboratory Sciences profession and to the practitioners within this profession. [More....pg: 9](#)



### The Changing World of Certification

You have probably heard news about the merger of the two largest laboratory certification agencies, the ASCP Board of Registry (BOR) and the National Credentialing Agency (NCA). The newly formed group is called the ASCP Board of Certification (BOC). [More....page: 10](#)

### President's Message



### On Common Ground - President's Message

*Submitted by: Bobbi Kochevar*

Have you ever attended the high school reunion of your spouse? Or have you ever tagged along to a party of one of your friend's where you didn't know anyone? Situations such as these can make you a little uncomfortable, especially when it comes to breaking the ice and striking up conversation. Topics of discussion tend to focus on common areas of knowledge and interest such as the weather, sports teams or current events.

I remember back in my college days when I was working on my MT degree and also working at Ponderosa Steakhouse. My manager John had asked me what I was majoring in. I was aware how little was known about my studies (there were only five of us in the program at Winona State University), so I began to tell him about laboratory science and that I would soon have a degree in Medical Technology. He looked at me and said "You're going to be a Med Tech? I'm a Med Tech." I thought, clearly this man is mistaken. But then he reached into his wallet and pulled out his ASCP card. I couldn't believe it. From that point forward, it seemed that we were connected on a different level. There seemed to be a greater appreciation for each other.

Being a member of ASCLS connects laboratorians, breaks the ice, and provides that common ground. I've noticed that conversations I have at work with my colleagues do not readily translate over to my family. Here's proof: While getting ready for lunch one day, I asked my husband to aliquot the soup. He turned towards me with a confused look and said "What did you just ask?" See, I bet every one of you knew what I was asking him to do!

I am very appreciative and proud to be a member of ASCLS. The networking is priceless and the opportunities for participation allow each member to determine their level of involvement. ASCLS provides the framework to mentor and educate you. We offer formal mentoring programs such as our E-mentor



program. E-mentor pairs you up with a volunteer mentor allowing the exchange of advice and guidance related to ASCLS, leadership topics, or the profession as a whole. If this is not your style, perhaps you'd consider volunteering for a committee or filling a position at the State level. There are many resources available to support you "on the job".

Here are a few leadership positions to consider. These individuals are voting members on the State Board. In addition, they provide communication and plan educational experiences for their particular areas:

- Northwest Area Junior Director; West Central Area Junior Director
- Southwest Area Junior Director; First Year Professional Representative

Our scientific assembly (SA) chairs serve as resources for topics and potential speakers in the area of their expertise for area and state continuing education events. They are non voting members of the State Board:

- Industry SA; Generalist/Public Health SA; Molecular Diagnostics/Genetics SA
- Regulatory Affairs/Quality Management SA

Let me know if you'd like to get more actively involved with ASCLS. We've broken the ice, have similar interests, and are truly on common ground. Now the next step is up to you.

Before I close, let me say in full disclosure: Since I'm married to my senior high school prom date, attending reunions has not been an issue for us. And, in case anyone is wondering, I'm proud to say, my husband now knows how to aliquot the soup!

### **Minnesota Laboratory Licensure Effort Continues**

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

Last spring, we reported that we were successful in getting the licensure bill for Minnesota laboratory personnel (S999) through three Senate committees. We were unable to get hearings of the bill in the House, and had to end our effort for 2009. Now we are gearing up for hearings on the bill in the House when the 2010 session starts in early February.

Throughout the summer and fall, activity has continued in several areas: The major effort has been work with the Council of Health Boards (CHB). The CHB was established by the state legislature to review proposals for licensing health professions, and it consists of representation from each of the existing licensing boards for other health professions. Although review by the CHB is at the option of the chair of the Health Committee in either the House or the Senate, we anticipated that the House may decide to require the review. Because the review takes six months, we wanted to have it done before the "short" legislative session begins in February.

We submitted a very thorough questionnaire (60 questions) about our bill and the background information to the CHB. The CHB appointed a subcommittee of three professions (Nursing, Dentistry, and Psychology) to review the laboratory bill. Rick Panning, Kathy Hansen, and our lobbyist Vic Moore met four times with the subcommittee to review the questionnaire and the bill in detail. The subcommittee made a few suggestions to clarify wording, which have been incorporated into the version of the bill that will be considered in 2010. On December 1, the full Council of Health Boards, representing about 20 professions, approved the report of the subcommittee. (At the same meeting, the CHB also considered licensure reports for massage therapists and for "body





art” practitioners.)

Although the CHB does not recommend to the legislature whether to pass the bill or not, their report is very positive about the content of our bill and the reasons for requesting licensure for laboratorians.

We have continued discussion with stakeholders who have opposed the bill in the past.

- The Minnesota Society for Pathology (MSP) has been instrumental in helping with our responses to wording changes requested by the College of American Pathologists (CAP).
- We have continued discussions with the American Association of Bioanalysts (AAB) and have come to agreement on some issues. We expect that they will continue to oppose the bill, as they do not agree that there is need for a BS degree level laboratorian, a component of the bill that we are not willing to change.
- We have continued discussions with health systems and individual hospitals, some of whom are still concerned that additional costs to them would be created by licensing laboratorians. (Data from ASCP surveys shows that salaries in states with and without licensure are essentially identical. Practitioners will pay a licensure fee.)

We will need to ramp up our advocacy efforts in January, especially to those members of the House who serve on the Licensure Subdivision and the full Health Committee. We will be contacting members of the Licensure Coalition organizations who live in the House districts of those committee members, and asking you to contact your representative.

This journey has been a marathon, not a sprint, but we continue to work toward success in passing this bill with your help!

**“REMEMBERING OUR HISTORY, FACING OUR FUTURE”**

**The 2010 Clinical Laboratory Collaborative**

**Submitted by: Jo Ann Nickles, Chair CLC – 2010**

Mark your calendars for the 2010 Clinical Laboratory Collaborative. Start your summer with the CLC meeting on May 24, 25, and 26, 2010. This will be the Monday, Tuesday and Wednesday before Memorial Day Weekend. The meeting will take place at the Crowne Plaza Riverfront Hotel in St. Paul (same location as 2008). The committees are busy planning the event. More volunteers are always welcome.

Our theme this year will be “Remembering our History, Facing Our Future”. It is important to remember events and people from the past, how laboratories looked in the past, how we worked in the past then look how far we have come in a relatively short period of time. It is exciting to see what the future holds for clinical laboratories. It is also imperative that we as laboratory professionals get our faces out in the public. Show off the important and interesting work we perform every day. Get to know each other and form strong networking bonds that will propel us into the future.

Information will be on the ASCLS MN website soon. Any questions or if you would like to volunteer, please contact JoAnn Nickles at [jnickles@healtheast.org](mailto:jnickles@healtheast.org).

**Moving Forward** *Submitted by: Mallory Yelenich-Huss;  
U of MN Class of '09; ASCLS-MN Student Forum Chair*

It's the season of endings and new beginnings. We celebrate all the things we are thankful for over the past twelve months, and look brightly toward the new year. I am experiencing a particularly strong feeling of anticipation for 2010.

As the year closes, so will my time as the ASCLS-MN Student Forum representative. I will be moving into the New Professional position within our state organization, coinciding nicely with my graduation and (hopefully) the start of a new job. ASCLS-MN students and new professionals have a lot to look forward to in the coming months. I will be working with the Student Forum chair to start a committee that involves both students and new professionals in order to provide a resource for those transitioning from the educational to the practical aspect of the lab sciences. Those interested in becoming involved should e-mail me at [yelen004@umn.edu](mailto:yelen004@umn.edu).

Another year means another ASCLS Legislative Symposium in March. Previously, our members have lobbied against competitive bidding and for an updated Medicare fee schedule, as well as allotted funding for laboratory science coursework and training. With such a focus on health care reform this legislative session, ASCLS needs to have strong voices representing us to Congress. I encourage all of our members to become involved in the Legislative Symposium, even if it just includes writing a letter to your state representatives.

New Year's Resolutions are a popular tradition. The start of a new year is a good time to reassess career goals and plan for educational advances. Is now a good time to consider continuing on to a Bachelor's program? How about an MBA or even working on a PhD in one of the sciences? Is it time for a change of scenery, or to be trained in a different area of the lab? I myself have finally achieved a goal that has been a long-time planned: Acceptance to medical school. I am looking brightly toward the coming year, and thinking warmly on the preparation my Clinical Laboratory Science degree has given me. I do not think I could be moving forward as I am without the experience of my involvement of the American Society for Clinical Laboratory Sciences.

**Legislative Day, March 15-16<sup>th</sup>, 2010***Submitted by: Sharon Pendergrass, ASCLS-MN Government Affairs Chair*

With all the news about the Health Care Reform bills going on in the Senate and House of Representatives, have you wondered how this is going to impact the laboratory? Right now the House of Representatives bill is proposing a 1.5-1.7% reduction in the Clinical Laboratory Fee Schedule over the next 5 years which amounts to a \$5 billion reduction for laboratory reimbursement. The Senate version of the Health Care Reform Act would result in a \$100 million reduction in laboratory reimbursements. On the positive side the House Health Bill includes scholarships to help students pay for clinical lab training and provide incentives to academic programs to train and maintain laboratory personnel. As we all know, these bills have only passed the first hurdle. There are many more hurdles to come before the final version is signed by the President.



Want to get involved?



If you are concerned about what your Senators and House of Representatives are proposing for you profession, I would highly recommend attending the Legislative Symposium in Washington, D.C that ASCLS co-sponsors each year along with CLMA, ASCP, and AMT. This year the symposium will be held on March 15-16<sup>th</sup>, 2010 at the Hyatt Hotel in Crystal City, Arlington, Virginia. [www.ascls.org/conferences/2010LegDay/Flyer%20LEGDAY%202010.doc](http://www.ascls.org/conferences/2010LegDay/Flyer%20LEGDAY%202010.doc) The first day is spent learning the current laboratory issues as presented by leading industry and professional leaders. You also learn how to approach and talk with the Legislative Assistants to best explain our professional issues. The next day is spent actually meeting with Legislative Assistants for your State Senator and House of Representatives. You spend 10-15 minutes with each Legislative Assistant to present the laboratory issues that you learned about the day before. We are given handouts that guide our presentations and are left with the Legislative Assistants to detail our issues.

If you think that your voice doesn't matter, think again. We as a profession were able to stop the Competitive Bidding Demonstration project that was part of the 2003 Medicare Modernization Act. It took a lot of voices to convince our legislators that this project would be detrimental to our laboratory profession. When I attended the Legislative Symposium the next year, I wondered if there could be any new issues that would need our support. Well, there was a whole new set of issues and concerns ranging from the Clinical Laboratory Fee Schedule, to the Laboratory Personnel Shortage, to the Specimen Collection Fee. I'm sure this years Symposium will deal with the Health Care Reform bills but the issues from last year have not been resolved yet. So our work continues.

Come join me in Washington D.C if you would like to learn about issues facing our profession; meet other laboratory professionals from throughout the United States; and have access to leading industry and professional leaders as well as your State Senators and House of Representatives. The experience is very intense and very rewarding. Once you attend, you will look forward to attending again the next year.

### The Scientific Assembly Offers Opportunities

*Submitted by: Jeremy Angell, CIPIb(NCA); ASCLS-MN Scientific Assembly Chair*

Whether a new student or life long contributor to our great profession, the purpose of the ASCLS Scientific Assembly is to draw together members from each medical laboratory science specialty to share information, discuss trends, and solve problems. The Scientific Assemblies provide the invaluable opportunity for their members to network within their own scientific disciplines, which is a cornerstone for professional and personal growth.

When applying for membership, ASCLS invites all members to join up to two Scientific Assembly sections of their choice; an option that can always be modified as our professional interests expand. All of us, whether we wish to lead, participate, or simply network through bulletin boards and "listservs", are encouraged to join and participate.

Some of our member colleagues are international experts. Most of us are everyday practitioners, and many are brand-new to our profession. With your involvement at the state or national levels, the Scientific Assembly can achieve its goals of providing expertise, serving as a resource, identifying talent, offering



continuing education options, and contributing valuable input into clinical standards for our specialties.

The Minnesota branch of the ASCLS Scientific Assembly has a strong core of knowledge and talent among its individual section chairpersons. We have representation in many specialties such as chemistry/urinalysis, microbiology, immunology, hematology, phlebotomy/point-of-care, education, and administration. There are currently opportunities available in the disciplines of histology/cytology, public health, industry, molecular/genetics, regulatory affairs and more.

Do you have a passion for your profession? Are you looking for ways to be more engaged? Do you have questions to ask – ideas to share? Do you have contacts within your professional interest that could be excellent sources of information to our laboratory community? Do you ever think, “Why?” or “Why not?” The assembly offerings are your places to find out and to make it happen. You could be the resource for expertise within your discipline.

If you are in need of guidance within your specialty or would like to know more about the ASCLS-MN Scientific Assembly and your specific section(s), I invite you to go to [www.asclsmn.org](http://www.asclsmn.org) and follow the committee links. While currently under construction, upon completion of our new and improved webpage you will be able to email directly to your individual specialty resource at the click of a link. Or, you can drop me a line at [angellj@centracare.com](mailto:angellj@centracare.com) as the committee chairperson. Our team looks forward to hearing from you.

### Metro Area Report

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

This year the Metro Area is planning another full calendar of events. We have a strong group of committee members this year that have been busy getting all of the details together, so a big thank you goes out to this group.

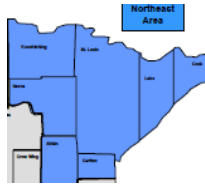
We have already had two successful events so far this year. On October 27<sup>th</sup>, we had about 25 students gather at Rasmussen College in Lake Elmo/Woodbury to hear speakers talk on scholarships and ASCLS membership. We also had Mike McDonald from Abbott present information on Labs are Vital and a “Tick Talk” that was presented by Dr. James Strom of Allina. There were plenty of raffle prizes as the students feasted on pizza and desserts, and received educational freebies from Abbott Diagnostics.

On November 11<sup>th</sup> we held our Kick Off event at the VA Medical Center-Minneapolis. We had about 35 participants attending to listen to our two great speakers for the night. Dr. Art Braden from Roche Diagnostics presented “H1N1: A clinical overview and laboratory testing dilemma,” and Paula Snippes from the Minnesota Department of Health presented “The Laboratory Response to Influenza: Update for 2009-2010 Season.” We also had the HealthPartners mascots Petey P Cup and Pokey greeting attendees and posing for pictures during the social hour/dinner portion of the night.

Don't forget to mark your calendars for the Metro Area upcoming events. We will be having another “Back to the Basics” workshop this year; it will be held on Saturday January 30<sup>th</sup> at the Allina Commons. There will be presentations on the changes in Hgb A1C testing, microscopics/UA, and leadership. On March 9<sup>th</sup> we will be holding an event at the HealthEast Midway Campus on the topics of Celiac Disease and blood bank automation. And finally, we will be hosting an



What's Happening in the Northeast Area?



event in April (date and place to be determined) with presentations in microbiology and coagulation. We look forward to seeing many faces, both familiar and new, at the remaining events for the year!

**Northeast Area Update**

*Submitted by: Steve Mattson, MBA, CLS(NCA); Director, NE Area ASCLS-MN*

Greetings to all from the Northland! It has been an out-of-the-ordinary autumn and early winter across northeastern Minnesota with respect to the weather. As I write this, there is still visible green grass present in my front yard, with no need (as of yet) to fire up the snow blower. However, we hearty Minnesotans know this kind of December weather will not last. You can almost see folks walking down the street with watchful, anticipation-filled eyes; waiting for the "other shoe to drop." Reality is on its way...riding the wave of a snowy, cold jet stream.

The NE Area was happy to co-sponsor (with SMDC Laboratory Department's CE committee) a wonderfully-received Continuing Education event on December 3<sup>rd</sup>. It was entitled, "One Piece of the Puzzle: Using Flow Cytometry as a Diagnostic Tool," and was presented by Sarah Lander, MT and Dr. Brad Davis, MD. With this event, we took advantage of multiple technological tools to expand the scope of participation. Using live videoconferencing, we made it possible to beam this presentation across all of SMDC's regional sites in NE Minnesota and NW Wisconsin. At the meeting, we had a great turnout of 'live' participants, along with 'virtual' participants in both Hibbing, MN and Spooner, WI. Because this was the 'first time' employing such technology for a CE event, we learned a lot and will make our next presentation even smoother...hopefully, expanding participation even further! For those of you who could not make the presentation, the event was also recorded. If you would like a copy of the DVD, or have further questions regarding this presentation, please contact me ([smattson3@smdc.org](mailto:smattson3@smdc.org)).

We in the NE Area now have our sights set on an early Spring CE event, and I would gladly solicit any ideas for topics and any feedback on how to make such presentations more accessible. Along with organizing CE events, we are also focused on membership in the NE Area. Expanding our membership base is not only important to the longevity of our society, but it is important to our field. Having a professional organization that specifically focuses on the fields and disciplines that fall under the umbrella of Clinical Laboratory Science is unbelievably important. In these ever-changing times, especially with respect to health care reform, it is imperative that our field has a voice on a grass-roots and national, legislative level. ASCLS is *our* voice, through *our* membership. For all members, I extend a sincere 'thank you' for your continued support....and, for those potential members, I invite you to become a part of ASCLS and the future of our field. I wish you all a happy holiday season and warm thoughts through another great Minnesota winter!

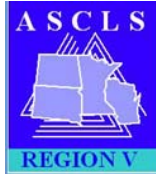
**Central Area Update**

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

The Central Area held an education event on Tuesday October 27<sup>th</sup> in St. Cloud. Due to a great response to registration, the event was moved to a location with a larger capacity than originally planned. A light supper was provided for over 50 people before two speakers provided timely and informative talks. Paul



What's Happening in the Central Area?



Boschee, a molecular systems specialist for Cepheid, presented an overview and introduction to the future of Molecular Diagnostic Testing including the clinical and financial impact of a variety of applications. Paula Snippes, MLS Program Advisor at the Minnesota Department of Health, then had an interactive presentation discussing the current situation and plans for response by the MDH to the current influenza season. Both sessions were very interesting and well received by those in attendance.

A second educational event for the central region will be planned for early 2010.

## Region V Updates - November, 2009

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

I am a firm believer in the value that ASCLS brings to the Clinical Laboratory Sciences profession and to the practitioners within this profession. ASCLS has helped shape who I am professionally and personally, to which I will always be grateful. ASCLS's "Voice, Value, and Vision" is more than a catchy slogan, and more than the sum of its parts. The Voice of our grass roots membership is the foundation of ASCLS and what makes this organization so effective. The Value is there for each and every one of us – simply for the taking, whether through ASCLS leadership mentoring, the numerous opportunities for networking and continuing education, or through the tireless advocacy provided by our national office. ASCLS has also clearly demonstrated the Vision to plan for the future while dealing with the reality of today. We have proven time and again the power that we have when we all work together for the same goals. ASCLS provides the foundation that allows us to do that.

### **Membership (VOICE):**

Today many people ask themselves "what's in it for me" when they are asked to participate in something. We want to know that we will gain something for the effort. That something is not always related to financial ties. In fact most people want to know there is value from the experience in terms of educational learning, professional experience (will look good on the resume), or from what good it will do for others (volunteerism). ASCLS fits well with these personal values or goals. It offers tremendous educational opportunities locally and nationally as well as in electronic format. ASCLS offers fantastic networking opportunities while at the same time providing opportunities to volunteer through the local meetings and leadership roles. However, ASCLS is so much more than this when you also look at the resources available online, the legislative monitoring and lobbying activity managed by our executive office, and the true belief that we can make a difference in health care across the country.

We need your VOICE to help other laboratory professionals understand the value and importance of being involved in a professional organization. Your voice can help connect with those who need to see the VALUE and VISION that membership and active involvement in ASCLS can bring. Membership renewal time may have come to a close but that does not mean that our efforts have ended. Membership renewal and recruitment is a year-round activity for which we all can participate.

**Education (VALUE):**

**FALL SYMPOSIUM**



**VOICE-VALUE-VISION**

In October I had the great pleasure of attending the Region V meeting in Watertown, South Dakota. The hospitality of the planning committee led by Mona Glysteen was outstanding! This was a first-class meeting with first-class speakers, including: ASCLS President Mary Ann McLane, ASCLS Executive Director Elissa Passiment, former ASCLS Presidents Rick Panning and Susan Morris, and former Region V Director Lezlee Koch - just to name a few. While this may have been the last of the Region V Tri-State meetings to be held, I am very pleased to announce a new Region V Symposium that will have its inaugural event in October 2010. The new Fall Symposium will meet every year in October and will rotate between Rochester, Minnesota and Fargo, North Dakota. Planning duties for the meeting will be shared by all four states in Region V and will rotate each year. The first planning committee is already working on the Symposium for October 7 -8, 2010. The new symposium format will include an afternoon keynote speaker and evening exhibits for the first day and then a full day of educational opportunities on Friday. More information will be coming from the 2010 planning committee being chaired by Joyce White and Talora Zank from Wisconsin.

**ASCLS National Updates (VISION):**

The transition of the NCA merger with the ASCLS Board of Registry has officially begun with the new Board of Certification (BOC). There are many questions related to the new credentials and how recertification will work for NCA members. This transition is in its infancy and to avoid giving any misinformation, I advise everyone to be watching the communications that come out from the BOC as well as checking the ASCLS Web site at <http://www.ascp.org/FunctionalNavigation/certification.aspx> for updated communications and at [http://www.ascls.org/FAQs%20BOR\\_NCA%20Unification.pdf](http://www.ascls.org/FAQs%20BOR_NCA%20Unification.pdf) for answers to frequently asked questions. ASCLS is very well represented with our members on the new board including Kathy Hansen, Susan Beck, Scott Aikey, and Susan Morris.

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

**The Changing World of Certification**

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

You have probably heard news about the merger of the two largest laboratory certification agencies, the ASCP Board of Registry (BOR) and the National Credentialing Agency (NCA). The newly formed group is called the ASCP Board of Certification (BOC).

Part of the reason for the merger at this time is that the philosophical differences that divided the BOR and NCA (and led to the formation of NCA in the mid 1970's) have been resolved. These are:

- Certification of the profession by the profession. (The new 26 member BOC does include five pathologists, but 20 of the members are laboratory professionals. The previous NCA Board did not have any physician members.)





- Recertification by continuing education (CE) as a condition for maintaining certification status. (NCA always required this; ASCP has required for those certified since 1/1/04.)
- Use of job analysis as the basis for competency-based, legally defensible examinations.

These principles are part of the new BOC policies. The existence of one major certification agency will also reduce confusion among students and employers about qualifications.

Since its founding in 1928, ASCP has certified more than 400,000 laboratorians and estimates that as many as 250,000 of them may still be in the work force at this time. NCA, founded in 1976, brought about 75,000 active and inactive certificants to the merger.

As you may know, the former titles of the various certifications have also been changed/combined as part of the merger, with the most visible change being the use of Medical Laboratory Scientist for the baccalaureate degree generalist. This new title is more consistent with those used in Europe and much of the rest of the world.

ASCP BOR	NCA	ASCP BOC
MT(ASCP) or MT(ASCP) <sup>CM</sup>	CLS(NCA)	MLS(ASCP) <sup>CM</sup>
MLT(ASCP) or MLT(ASCP) <sup>CM</sup>	CLT(NCA)	MLT(ASCP) <sup>CM</sup>
	CLSp(CG) (cytogenetics)	CG(ASCP) <sup>CM</sup>
MP(ASCP) or MP(ASCP) <sup>CM</sup> (molecular pathology)	CLSp(MB) (molecular biology)	MB(ASCP) <sup>CM</sup>
DLM(ASCP) or DLM(ASCP) <sup>CM</sup> (management)	CLDir or CLSup (director or supervisor)	DLM(ASCP) <sup>CM</sup>
PBT(ASCP)	CLPIb	PBT(ASCP) <sup>CM</sup>
Categorical certifications (chem., heme, blood bank, micro)	Categorical certifications (chem., heme, blood bank, micro)	C(ASCP) <sup>CM</sup> H(ASCP) <sup>CM</sup> BB(ASCP) <sup>CM</sup> M(ASCP) <sup>CM</sup>

Those who had active status with NCA or who have participated in the ASCP certificate maintenance program were automatically transferred to the new titles on 10/23/09. ASCP has used the superscript CM (Certificate Maintenance) to designate those who are recertifying, either voluntarily or because it is required for them (see below).

Here are the various scenarios that apply to those previously certified by one of the former agencies:

- Certified by ASCP prior to January 1, 2004: This conferred “lifetime certification”, although these individuals are strongly encouraged to voluntarily participate in the recertification (certificate maintenance) program. If not recertifying, these individuals will continue to use the old MT(ASCP), MLT(ASCP), PBT(ASCP), etc designations.
- Certified by ASCP after January 1, 2004: These individuals are required to recertify by submitting documentation of continuing education every three years to the certificate maintenance program. They will use the new designation of MLS(ASCP)<sup>CM</sup>, MLT(ASCP)<sup>CM</sup>, etc. If they do not recertify, they are considered to be no longer certified, and any caller to the BOC will be told that they are not currently certified.



- Certified by NCA at any time and have continued to recertify: Those with current certification status with NCA (remember that one of the founding principles of NCA was to require recertification) have been transferred to the BOC data base and have received the new titles of MLS(ASCP)<sup>CM</sup>, MLT(ASCP)<sup>CM</sup>, etc.
- Certified by NCA at any time and have not continued to recertify: These individuals are NOT considered certified at this time. Any caller to the BOC to verify certification status will be told that they are not certified. These individuals have the option at any time to begin participating in the recertification (certificate maintenance) program by submitting evidence of CE. They can then use the new titles of MLS(ASCP)<sup>CM</sup>, MLT(ASCP)<sup>CM</sup>, etc, and will have to continue to recertify every three years.

*Note: Those who recertify during 2010 may use either the former BOR or NCA criteria for distribution of CE credits.*

I am a board member of the new BOC and am serving on the certificate maintenance (recertification) committee. Please feel free to contact me about questions or concerns that you may have.

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