



ASCLS is excited to introduce the ASCLS Voices Under 40, a monthly recognition of one of our many, talented and committed young professionals under 40 years old. The ASCLS Voices Spotlight has been developed to honor ASCLS members who have shown exceptional commitment to ASCLS, the laboratory profession, and their community at large at a younger age in their professional career. Each month we spotlight one of the Shining Voices who were selected from many nominations across the country.

Please meet Christie Massen, PhD, MS, MLS(ASCP)<sup>CM</sup> from Bismarck, North Dakota.

Christie is currently employed as the Director of the North Dakota Public Health Laboratory and as the Director of the MLT program at Minnesota State Community and Technical College. In her role with the North Dakota Department of Health, Christie is responsible for managing her team in both the routine functions of their mission while also leading them through the challenges of scaling up testing in response to the SARS-CoV-2 pandemic. In her role with as the MLT program director at the Minnesota State Community and Technical College, she directs her technical and leadership abilities at managing their accreditation and curriculum. Finally, Christie enjoys her role as an educator of future generations of laboratory professions both in Minnesota and with students enrolled at University of Cincinnati.



Christie serves ASCLS in many capacities, but she has found her passion in Leadership Development both at the regional and national levels. She says "my great accomplishment is getting other individuals involved in ASCLS". Christie's influence extends beyond getting new members to meetings. Her nominator says, Christie does more than recruitment, she inspires and shepherds "a new wave of ASCLS leaders". As a testament to Christie's skill at developing leaders, she has had the pleasure of witnessing individuals she recruited replacing her in leadership positions within North Dakota's constituent society.

Christie continues to be active in ASCLS because she recognizes the personal and professional relationships that grow from her involvement in the organization. She writes "The more you engage in ASLCS, the more relationships and connections you create!" Christie leans on these connections for professional advice and friendship. She explains that it is much easier and more effective to call colleagues when you already have an established personal or professional relationship.

Outside of leadership roles in ASCLS, Christie is an active contributor of scientific presentations for ASCLS and the North Dakota Department of Health. She also has served her profession through political advocacy with examples including being a Board Member for the North Dakota Board of Clinical Laboratory Practice and providing support testimony for legislation on several occasions.

Outside of ASCLS, Christie's proudest achievements are her children. She says "... they are a constant reminder of the purpose of life and help me realign my priorities daily."