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NPNMF

ADDRESSING THE NEEDS OF NEW PROFESSIONALS AND NEW MEMBERS AND PLANTING THE SEEDS FOR A PROMISING FUTURE.

E-newsletter

Purpose of the NPNMF: to engage and inform individuals new to the profession and ASCLS about the various opportunities that membership affords. Forum driven activities will support the needs and interests of Forum members.

Come Join Us in Washington, D.C. for the 2015 Legislative Symposium

- ◆ ASCLS is proud to work with CLMA, ASCP, AGT, and AMT on the Legislative Symposium each year. Through this ASCLS tradition that originated in 1989, the members of these organizations meet with their Representatives and Senators on Capitol Hill as a unified front on behalf of our profession. Each year these leading organizations urge their members and leaders to come to Washington to provide a visible and informed voice, and make our concerns known inside Congress.

Education, Experience, Leadership

- ◆ The Legislative Symposium provides a great education on the how-to's of lobbying. Attendees are coached on presentation techniques so they can effectively talk to their congressional representative during their appointments. They are well received in the congressional offices. Attendees return home from Washington with first-hand knowledge of the political system in action and confidence that they make a difference.
- ◆ The 2015 Legislative Symposium will be held March 16th - 17th at the Hilton Alexandria Old Town in Alexandria, VA. Each attendee will receive pre-meeting emails describing the issues to be discussed with their Congressional representatives as well as extensive information to be left with each office.
- ◆ Early registration deadline, for the discount fee of \$205, is February 15th. After February 15th, the fee is \$260. A confirmation email will be sent.



- ◆ All attendees will be housed at the Hilton Alexandria Old Town, located in historic Alexandria, VA; convenient to King Street shops and restaurants, Reagan National Airport and the King Street Metro stop (Blue and Yellow Lines). A block of rooms has been set aside for Legislative Symposium attendees and will be held until February 27th. Accommodations are \$149 for single or double rooms, plus any additional applicable taxes. To make reservations, please call the Hilton directly at 800-445-8667 and mention Hilton Old Town and the event, the American Society for Clinical Laboratory Science.
- ◆ The 2014 Legislative Symposium was held March 17-18. The issues that were discussed on the Hill, during the 2014 Legislative Symposium included CMS's proposed rule to update the clinical laboratory fee schedule and the need for a more transparent process, the personnel shortage and the need for funding for education programs, the value of laboratory services and Stark reform for in-office ancillary services. Documents were given out at each appointment. They were used to discuss the importance of our services and the issues with Members of Congress and/or their staff.



A Laboratorian in Legislation Year

By: Ian Wallace, New Professionals and New Members Forum Region VIII Representative and New Professional Representative on the Promotion to the Profession Committee

It always surprises me how much can change in a year and this year is no exception. As I sat and listened to how much had developed over one year when it came to laboratory science I felt many conflicting emotions. On one hand I was ecstatic that legislation had finally agreed to modernize the laboratory fee schedule, however, this emotion was soon met with deep concern as to how they were going to approach this task. It is great to be proactive towards change, but it should not be approached blindly. This is exactly how I feel about how this change to the fee schedule will be decided. To utilize “blanket coverage” in order to standardize costs does not make sense. Every lab offers different tests based on population. Labs use different reagents and instrumentation in order to give a value to a provider. With this in mind, I knew that when I spoke to my Representatives, I had to make this view come to light.

Throughout the past year we have all heard the “buzzwords” floating around the nation. Words like “sequester”, “Affordable Care Act”, and “Budget cuts”. What has been most surprising is that the laboratory has seen little to no gains even prior to these words being thrown around. That being said, when I learned that further cuts were to be implemented on the lab, my jaw dropped. How are we supposed to provide quality patient care, when we cannot afford to keep the qualified individuals who can interpret the tests that we run?

The fact that with these adjustments the laboratory is looking at cuts which could add up to an additional 20 percent over the next ten years was abysmal. This was another subject I knew I had to try and change in the eyes of my Representatives in DC.



Another issue I was emotional about surrounded the Workforce Investment Act. This Act is meant to provide funds to individuals wanting to enter the workforce in exchange for a commitment to that profession for a period of time. A sort of “teach a man to fish, rather than give a man a fish” situation. With this Act in place, we could potentially see a drastic rise in medical laboratory scientists, which in turn would greatly decrease the personnel shortage that we all struggle with on a daily basis. Alongside this Act is a Grants Program, the Allied Health Special Projects and Grants Program. This again has the potential to support individuals wanting to pursue a career in Medical Laboratory Science. This all sounds awesome doesn't it? The problem is no one seems to know where to pull the funds from and where to place them. I understand that the budget is enormous and that I am biased towards our profession, but with a known shortage in our field and a known

unemployment rate it seems like taking a risk on something like this could yield great results.

It is really quite eye opening going to the Legislative Symposium in your second year as a professional. I really do have a different outlook, because I have been exposed to how the changes affect the lab, I have gone through the troubles of making our lab as LEAN as possible, and you have put time and effort into making sure the patient always comes first. What was really reassuring is that I was able to thank my Representatives for listening to me and acting on everything I expressed to them last year. While I may seem bitter about what changes are occurring, the truth of the matter is that I just feel more determined to educate and help those that may not realize the value and impact we, as medical laboratory scientists, have on the livelihood of a human being. I continue to learn more and more every year on a local, state, and national level in order to continue to try and change our profession for the better. This year is another step forward, and while it may only be a baby step, I feel like after talking to my Representatives, they are eager to help us, which at the end of the day, is all I can truly ask for.



**NEW
PROFESSIONALS
AND NEW
MEMBERS
FORUM:**

**Recurring
Charges for the
2014-2015 year:**



- ◆ Establish a key network of those members interested in participating in efforts of the new group and communicate with them on a monthly basis.
- ◆ Educate members of the new group on ASCLS and opportunities within ASCLS so all involved gain a better understanding of the inner workings of ASCLS.
- ◆ Identify the needs of those new to the profession and/or ASCLS to determine how ASCLS can help meet those needs as an organization.

Importance of First Year Professionals and New Professionals

By: Crystal Mino, New Professionals and New Members Forum Board Liaison and First Year Professional Director on the Board of Directors



Becoming a First Year Professional (FYP) and New Professional (NP) can be a little confusing. You've moved from a student, where you knew exactly what role you played and where you were needed, to a less defined role. Plus, your life starts to become busier and often more complicated once you've graduated and started working. You're no longer eating, sleeping, and breathing your lab studies, so it's easier to forget that you're a needed member within ASCLS. Why are you needed?

Well it isn't news to hear how one of ASCLS's biggest losses in membership is from Student to FYP. For the reasons listed above, it's easy to see why. Life happens, and although you've begun to make decent money, you more than likely accumulated a pile of debt along the way, so you're still as poor as a student. This is where you, as an FYP, are so important. You can truly make an impact in this area, for whom better to influence a student to renew than someone who recently did? But how?

To start off, think about the reasons you choose to renew your membership. Personally, I love ASCLS for the people. I have made some lasting friendships, and even though I only see most of them once/twice a year, I still feel closer to many

of them than friends that live in my city. There's an instant connection you feel with other ASCLS members because, most likely, there's no one else in your life that actually understands that you're not a nurse or the excitement you get from looking at blood. So, why was ASCLS important enough to you, that you paid to stay a member? Excitement and passion are contagious, and when people see your enthusiasm for ASCLS, it will encourage them to renew.

There are different things FYPs and NPs can do to be involved and make a change within ASCLS. So over the next year, I challenge you to do one (more would be awesome though) of the ideas listed below:

1) See if your State/Region already has an FYP/ NP Representative. If not, ask to fill the position. As a representative, you'll be communicating with other reps in your region and even the nation, spreading ideas of activities that have been a success at keeping students interest. The position is also perfect for you to mentor the state/region student rep. Mentoring is key to the success of any organization, and our student reps need guidance and ideas of how things work and what to do.

2) Visit a college/university that has a MLS/MLT program in your state. Give a short presentation about ASCLS and its benefits. If you need ideas for this, email me at cmmino88@gmail.com. I can send you some PowerPoints to get you started. Don't forget to mention what ASCLS has done for you, and why you continue to be a part of it. Making it personal is how you'll win people over.

3) Attend your State and Region meetings! This gives you the opportunity to network with other FYPs, NPs, and students. In doing so, you'll establish a connection with people, which will allow you to be there and encourage them to renew.

ASCLS is a wonderful organization that allows us, as laboratory professionals, to bond and unit as one with any issues we see affecting our field. I know many of you see the benefits of being a member, and want to be a part of it for years to come. This can only happen if we reach out to others in our field that aren't members, and give them a reason to not only join but stay.



Why ASCLS?

By: Gretchen Brocksmith, New Professionals and New Members Forum Vice Chair and New Professional Representative on the Government Affairs Committee

“I am already a member of ASCP, why do I need to join ASCLS and ASCP?” “What is the difference between ASCLS and ASCP?” “What do any of them do for me?” If you are like me, you get asked these questions frequently. I am here to discuss the difference between the two and the benefits both offer for medical laboratory scientists.

The American Society for Clinical Laboratory Science (ASCLS) is the professional society for all medical laboratory scientists and medical laboratory technicians. The Society has faced many of the same growth challenges as other health professionals. Prior to being known as ASCLS, we were known as ASMT – American Society for Medical Technology. One of the first challenges was its efforts to become credentialed. Members were required to become board certified through ASCP. ASMT also sought out publishing their own journal, establishing a Constitution and Bylaws, supporting the emergence of state charters, and educating the people about the profession.

In the 1940s, membership grew largely because of properly educated and credentialed personnel. New issues evolved regarding the independence of the profession and the accreditation of education programs. National meetings were first held with physician groups, but in 1947 ASMT held its first convention. The 50s were marked by attempts to achieve professional status with Civil Service and Armed Forces and to upgrade educational/certification qualifications. The 1960s were years of controversy primarily involving ASCP Board of Schools and Board of Registry.



ASMT joined the International Association of Medical Laboratory Technologists and has been looked to by other nations as the standard-holder in laboratory science associations. In the 1970s, ASMT grew considerably with more than 30,000 members. PACE® was introduced for validating and documenting continuing education. ASMT, together with Central Michigan University, provided graduate programs for administration and educators. In the 1980s, the Clinical Laboratory Educators Conference (CLEC), along with the Legislative Symposium, were initiated, both of were originally sponsored by ASMT. The ASMT headquarters moved to Washington, D.C. to become more involved in influencing legislation in order to advance the profession. During the 1990s, what we now know as ASCLS was formed. The Society became partners with the American Association of Clinical Chemistry (AACC) to present one of the largest annual meetings for laboratory professionals in the country.

The American Society for Clinical Pathology (ASCP) is the largest professional membership organization for pathologists and laboratory professionals. ASCP is devoted to pathologists, medical affiliates, medical students, and laboratory professionals. They provide educational resources and professional development tools including publications, continuing education, professional certification, networking opportunities, and representation in Washington, D.C.

As a member of ASCP you are eligible for 6 free online CE credits, 3 laboratory journals which include Critical Values, Lab Medicine, and American Journal of Clinical Pathology, daily e-updates, and discounts to meetings and educational products.

ASCLS is an organization that represents and is led by laboratory professionals who look out for our best interests. They provide similar, and some may even say more extensive, opportunities to its members than other laboratory organizations do. We enhance professional knowledge through P.A.C.E.® with programs, webcasts, CD's and online course offerings through hundreds of quality programs on topics of critical interest. These P.A.C.E.® credits can go toward re-certification or to fulfill re-licensure requirements. When joining or renewing your membership, you automatically receive FOCUS which is published in our Clinical Laboratory Science Journal and is a great way of maintaining continuing education. This publication features articles in the latest research, education, and government activities affecting our profession. The ASCLS



Today Newsletter provides timely updates on legislation, education, and membership. Both are exceptional and keep members well informed. ASCLS offers personal discounts on health, auto, life and disability insurance.

Each year, in March, many of us head to Capitol Hill to discuss the issues that concern us as laboratory scientists. ASCP also brings their concerns to the Senate and the House. However, when we go to Washington, D.C. we fight strictly for concerns of the lab such patient safety, quality control, and other government issues. ASCP does not necessarily bring up all these issues that the lab faces. Without ASCLS there would not be a strong voice in government affairs for medical laboratory scientists.

A unique feature that ASCLS offers is its constituent societies. The Society is broken down from a national society to a regional, state and local society. Members discuss local and statewide problems, compare and contrast issues, obtain knowledge of standards and methodologies of different laboratories, and stimulate local/regional interest in the profession. State societies produce journals or newsletters to facilitate communications among their members. Workshops, seminars, and annual meetings are held to provide continuing education, to connect as a society, and to resolve concerns that may face the state.

Many of us (MLS and MLT) are certified through ASCP. It is important to know that you do not have to be a member of ASCP to maintain your certification. ASCLS provides many opportunities to earn continuing education to maintain your certification. We are the VOICE for all Medical Laboratory Professionals. Without ASCLS, as the originator of the Legislative Symposium, and its members we do not have the necessary means to have this voice heard. Please consider joining ASCLS. Visit our website www.ascls.org for more information. If you have any questions, anyone in your local society will be happy to answer or find the answer for you.

2014-2015 NPNMF Leadership Testimonies

"I got involved with ASCLS because I wanted to be active within my profession, and the first step I took was becoming the National Student Forum Chair. I've joined something much bigger than myself that gives a VOICE to every one of its members concerns, opinions, competence and professionalism. I'm always learning something valuable, and I want to continue to spread that with others."



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"I was fortunate enough to attend a school where the professors and upper classmen were very active within ASCLS. Their excitement for this organization was contagious, and I couldn't help but want to be a part of it. Through out my membership, I have been a State Student Rep, National Student Forum Chair, and now the First Year Professional Director. Each position confirmed to me why it's so beneficial to be a part of ASCLS. The people start to feel like family and are always there to help in anyway possible. I've have made friendships that I truly cherish, and learned how to be a professional in my everyday life. Over the next year, I want to see the NPNMF find ways we can connect with people who aren't members, and to help mentor the ones we have. I want people to know that, no matter what is going on in life or at work; there are people who they can turn to for assistance."

"I got involved with ASCLS as a student because I was highly influenced by many of my professors who were very active within ASCLS. I was blessed to be elected as the Georgia Student Forum Chair and then the National Student Forum Chair and had a great mentor that taught me the inner workings of ASCLS. I am thankful to be a part of ASCLS, where we obtain professional growth, lifelong friendships, and a voice in congressional affairs. ASCLS has provided me with a professional gateway to my career!"



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"I got involved with ASCLS as a student when I was elected Louisiana Student Forum Chair. I went to my first national meeting last year in Houston where I found a love for ASCLS. I was chosen as Student Representative of Region VII and also Student Representative of the Government Affairs Committee. I attended the Legislative Symposium where I learned how I could have an impact on congressional matters. I am very proud to be part of such a wonderful society where members have a voice and can grow professionally. I am very excited to see what we can accomplish this year!!"

2014-2015 NPNMF Leadership Testimonies

I had gotten involved with ASCLS because many of my professors from the University of Massachusetts Dartmouth were members and they had always brought up the fact of how great of an organization this was. My first event I attended I was a sophomore at the 2012 Legislative Symposium. From that one conference I noticed how everyone there had a passion for ASCLS and loved to motivate upcoming professionals. This wanted me to become more active within the organization and help guide other students and new/recent grads how this profession WILL lead you to a wonderful career. I am very excited to see what this this group of young, motivated, and active leaders will do within this following year!!



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"ASCLS has been a huge part of my life rooting from my earlier college years at the University of Massachusetts at Dartmouth. My professors were very active within the society. They encouraged not only myself but my fellow classmates to show their passion in their soon-to-be career by becoming active by attending meetings on the state and regional level. Personally, I was active with the Medical Laboratory Science Club at my school and the club advisor/ my professional mentor was also the Region 1 Director at the time. She needed a Region 1 student representative and encouraged me to take on the position. That I must say was the start to a beautiful journey I have had with ASCLS. Since then I have been active with ASCLS within Region-1, on a few national committees, traveled the country attending the national conferences, and met so many wonderful and highly decorated colleagues in our profession that have turned into family!"

"As a part of the New Professionals/ New Member Forum a goal of mine would be to involve more recent graduates to become more involved in the ASCLS. Not only to involve more people but to show recent graduates much like myself, that your education, learning, and involvement does not end after graduation but can continue once you have found a career in the field that you love. I also would like to show recent graduates and long time members the perks and opportunities of what being an ASCLS member can be. Also, I would like to promote the importance of the laboratory to other areas in the medical field. Being new into the profession I often see where the laboratory and its significance are often underestimated and unappreciated. I feel that we are unappreciated and not given credit for exactly what all the laboratory does due to the lack of education the other areas in healthcare fail to understand. I'd like to promote and emphasize exactly what we do and its importance to other areas in healthcare. I would also like to reach out to young students who are searching for a career in the health profession to give the laboratory a chance and to bring more light to our profession as a whole. There are always job opportunities available in many locations, and it is a goal of mine to introduce students into the "behind the scenes side" of healthcare."



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"I decided to join ASCLS because of how involved our teachers were at GRU. I absolutely loved it! It has given me so many chances to grow in our professional field that I never would have been able to without the involvement in our Society. You meet great people, create networks, and become the voice of the first year and new professionals to help make the profession better as a whole. It's a rewarding feeling."

2014-2015 NPNMF Leadership Testimonies

"My ASCLS involvement started Junior year in college. My then professor, now mentor, urged all her students to get actively involved in our professional organization. Joining ASCLS was one of the best decisions of my life. ASCLS not only provided me with a solid foundation for clinical laboratory science but also an extensive professional network, leadership development opportunities/growth and impelling advocacy for the profession."



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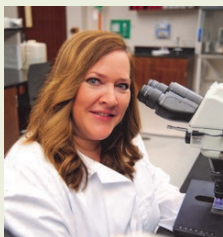
Karen Larson, New Professionals and New Members Forum Region V
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"I work as an acute care MLS for Fairview Health Services at the University of Minnesota Medical Center in Minneapolis. I first joined ASCLS during my clinical internship in 2012, serving as the Student Forum Chair for Minnesota and Region V. I became involved in ASCLS because I wanted to gain more leadership experience and meet other professionals who share my passion for laboratory medicine. The experiences I've had so far have been extremely rewarding and they keep me inspired to stay active in ASCLS. ASCLS has been instrumental in my growth and development as a laboratory professional. I am excited to see how we can work together this year as a larger team through the NPNMF to achieve our shared goals!"

"My name is Stephanie Godfrey and I am the Region VI NPNMF Representative. I received my undergraduate degree from Saint Louis University and moved to the Kansas City area a little over a year ago. I work at Community Blood Center of Greater Kansas City as an Immunohematology Reference Laboratory Technologist. I joined ASCLS in 2011 to learn about and stay current for my profession and to have the ability to network with other professionals locally and nationally. I am excited about the NPNMF this year as a new opportunity to learn and share with our members our initiatives and being able to collaborate with other NPNMF members to reach our committee goals."



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"I got involved in ASCLS while a student at Rose State College in Midwest City, Oklahoma. I was nominated to be the student representative for 2013-2014 as well as selected to attend the Annual Meeting in Chicago this past July. Now I will be the New Professional to represent ASCLS-Oklahoma as well as Region VII for 2014-2015. I have the honor to mentor for our new student representative that will be selected soon. I enjoy being involved in ASCLS in order to network with other like-minded professionals, learn more about my new career field and be cultivate my leadership skills. I look forward to encouraging all new laboratory technology students to get involved in their state, regional and national levels of ASCLS. I work at Community Hospital in Oklahoma City and enjoy my job, my colleagues and my new career!"

2014-2015 NPNMF Leadership Testimonies

"I got involved with ASCLS because I was told by an instructor that ASCLS offered all the things I enjoyed doing on a professional level. Things like the ability to continue learning, the opportunities to network and meet people from around the world, the chance to develop leadership skills to help my peers, and so much more. The most important thing I was told was that by joining ASCLS I would be having more than just a job, I'd be stepping into a career. I am excited to be a part of the NPNMF this year, because I know that we are the future of ASCLS as well as the profession of Medical Laboratory Science.

That being said, I want to work toward a better, stronger, and more prosperous future for our organization and our profession!"



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"The ASCLS is an investment in my future. My pride in my profession and peers drives me to stay involved. Out of all of the organizations that a clinical laboratory scientist could subscribe to, the ASCLS is the only one that truly fights for the advancement of the clinical scientist. For me, the ASCLS is the dividing line between a common job and a career. I just needed to ask myself what side of the line I wanted to be on."

"I joined ASCLS while I was a student due to the influence of my professors. They are passionate about this organization and have instilled that passion in me. I have had the pleasure of actively participating at the state level in Texas as a Student Forum Board member and as a Student Forum Vice-Chair at the national level. Recently, I moved to California and am working for VA Medical Center- Livermore Division. I have been appointed Region X Communications Coordinator and I will do my best to fulfill my role and represent ASCLS and my new region! I look forward to collaborating with other new professionals and new members that share the passion for the lab profession and for ASCLS."



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