



## THE CULTURE

### New Professionals and New Members Forum E-Newsletter

#### Looking to the Future

by: Kelcey Harper, MLS(ASCP)<sup>cm</sup>  
NPNMF Chair



It is hard to believe it is almost December, as it feels like we were just in sunny San Diego a few short weeks ago! I am excited to be serving as your NPNMF Chair for the year and excited to see what we accomplish together.

So far this year, we have been working together towards another successful Lab Week Run! Every year this event grows beyond our expectations and we cannot wait to see the results this year! The medals for participants are as unique as they come, and we hope to raise even more money to be used for scholarships and travel grants to the Annual Meeting. Keep an eye out in 2018 for information for this year's run and start recruiting your friends, family, and coworkers to join you! You do not have to be a runner – you can walk, jog, kayak, bike...the possibilities are endless! Join us in celebrating our profession all while supporting scholarships.

#### ISSUE 1, FALL 2017

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*Keep Calm and Put your Lab Coat On*

One of our charges this year is to find ways to better address the needs and concerns of new members. New members may not be new professionals – they could be someone in the profession for 30 years but is just joining ASCLS, or they could be a student or first year professional joining for the first time. We are in the process of creating a task force and to do that, we need YOU! If you are a new member, please reach out to us! We would love to have your input and hear what you need from ASCLS!

## Reflecting on My Experiences at ASCLS San Diego

By: Kim P Novatko

I think that this was a wonderful introduction to the workings of a great national organization.

As a new member of Region III and the Florida contingency, I was able to be introduced and reacquaint myself with members. These social events (lunch and dinner) Sunday were a stepping off to a great welcome.

At the First Timers and Student Breakfast I took the opportunity to meet a student that would just be entering the profession. She was there with her mother, also an MLS. I was awed by her interest and enthusiasm to be part of the profession. As an instructor for a new MLS program she provided insight into her training and learning processes. I really connected because I am also the mother of an MLS and the wife of a Laboratory Director. It is refreshing to see the profession being adopted within generations of a family.

During the ASCLS Update and Open Forum it was informative as to where as an organization we are going. What are the challenges that we face maintaining our membership and how we can encourage new members to become

involved. I was amazed at the years of service many of the members had contributed to the organization.

The Region III Caucus was a breakout session with the members from our area of the country. Most of the discussion revolved around where the Triennium would be held. Florida is the hosting region and I look forward to part of the planning. It was at this meeting that I received my "Key to the Future" award. It was truly a great honor that the members of Florida recognized by immediate involvement in starting up the student poster contest in Florida.

In the New Professional and New Members Forum the level of involvement of the new professionals was amazing to me. I was so impressed with how at such an early time in their career they had decided to devote time and energy to bettering who they were, how they could move forward in the organization and how to make the organization grow. The virtual race that was highlighted was a very inventive way to showcase who we are. I was warmly welcomed by Karen and met many of the candidates for

the election of new officers.

On to the Jeopardy game! It was a lot of fun. Very challenging to the students. Kind of enlightened me to a lot of what I have forgotten academically in areas that I have not worked in or that I do not teach. Need to get back to the books.

I did attend the mixer Monday evening. Felt a little out of place in such a young crowd, but definitely enjoyable. A lot of laughs and just getting to know the new and student members. Erin, the new student chair kept up an ongoing conversation at the table.

Tuesday and a new round of sessions. Started the day with the Zen of Professional Service. Although I am now looking at my profession in a different light and finding my way to how I may be more involved, the session affirmed my decision to become a leader and hopefully an inspiration.

Onto Transfusion Reactions. As a Blood Banker most of my career I choose this educational meeting to see what was new. I had discovered Dr. Chaffin on YouTube as a refreshing way to present Blood Banking. I was not disappointed.

## New Professional and New Member Director Update

By: Karen Larson

As your board liaison, I am pleased to share an update about the meetings and activities of the ASCLS Board of Directors (BOD). These updates will be one of the ways that I communicate directly with our NPNMF members. I will also start using the ASCLS Online Member Community to stay in touch. If you haven't already done so, please visit [connect.ascls.org](http://connect.ascls.org), access your member profile, and update information about yourself. New volunteer opportunities will be available soon and having a completed profile will help ensure you're ready to easily apply for the volunteer positions you might be interested in.



So far this year, the BOD has had several meetings so that we can stay in touch together and have a better understanding of the needs and wants of constituent societies, committees, forums, and task forces. Here are some key items I think you'll be interested in:

- ASCLS will be using Zoom to hold meetings instead of our traditional conference call numbers. This will allow the NPNMF leadership team to see each other by video while on the call, share a computer screen, and feel more familiar with putting faces to names.
- Communication is one of the key focuses this year of the BOD. You should already be seeing the latest issues of ASCLS Today arriving in your mailbox, but now you'll find some articles on social media as well.
- Planning for the 2018 Annual Meeting in Chicago is already underway. We have a great line-up of speakers and some speakers will be using creative new styles to keep the scientific sessions lively and engaging for the audience. Did you know that tootsie rolls were invented

Chicago? Get ready for some deep-dish pizza and lots of fun!

- Never been to an annual meeting? No worries! We've got you covered with annual meeting ambassadors who will be ready to help make your first annual experience a great one!
- Are you an undergraduate or graduate student taking classes either part or full time? Scholarships are now available from our professional fraternity, Alpha Mu Tau, the Education and Research Fund and the Diversity Advocacy Council! The deadline is April 1, 2018. Don't miss out on the chance to apply by visiting the ASCLS website.

Please don't hesitate to e-mail me at [klarso42@fairview.org](mailto:klarso42@fairview.org). I am happy to be serving as your New Professional and New Member Director and look forward to helping you in any way I can!

**Reflecting...(Continued)**

I next attended the Molecular Education in MLS Programs session. As previously stated we are a new MLS program and are always interested in how others are teaching any particular subject. As an open discussion we were able to align what we were doing with what others have discovered.

At this point we (my program director and myself) took advantage of exploring the exhibits at the AACC. With the college investing in a new laboratory for the MLS program we were very interested in seeing the many types of instrumentation available any making contacts with the various vendors. This was just a scoping out mission for our strategizing meeting on what we were looking for and possibly the best vendors to accomplish this.

I next attended the NPNM Forum Elections. I enjoyed listening to the candidates express their views on where they perceive the organization heading and how they would like to implement their new ideas. Again I am so happy to see these young adults taking charge of their lives and infusing an organization with a new outlook.

The Presidents Reception was a lovely evening. Good food, good wine and good company. I did spend part of my time at the Hope table accepting (and making) donations. It is always gratifying to see others giving to a wonderful cause.

Wednesday was a day spent at AACC Exhibit Hall. First to the Scientific Assembly meeting. Maybe once our NAACLS accreditation is done I may consider writing. Toured the poster exhibits to bring back inspiration for our students. Then on to a tiring day on our feet again exploring and solidifying some of our instrument selections. A very fruitful day.

Thursday the meeting was coming to a close. The Member's Award Ceremony showcased the wonderful accomplishments of the members. They did serve as great models of what one can do within the organization.

The Diversity and Bias presentation was informative in making everyone aware of what we may be presenting to the outside world. We need to work on our unconscious bias.

We also need to promote our outward appearance to the public as discussed in the Stories to Promote the Importance of Clinical Lab Services. We can no longer just be content to sit in the basement doing tests. We are important part of the healthcare team and we need to make the general public aware.

In all, it was a very rewarding experience attending my first national meeting of ASCLS. I thank you and Beckman Coulter again for giving me this opportunity. I grew in my professional career this week and am hoping that I too can promote this organization not only to my students, but to the public at large.

I am looking forward to Chicago. Hope to see you there.



NPNMF Travel Grant Recipients Kim P. Novatko and Anne Gaffney  
at Annual Meeting 2017 in San Diego, CA

### **Social Media:**

For those of you on Facebook, we have some exciting new posts we'll be sharing with you on a regular basis! Every week you'll find new content on continuing education opportunities, ways to advance your career, and posts about book suggestions, interesting scientific articles, blogs, and more. You can join our Facebook group by searching, "ASCLS NPNMF Group." We have nearly 300 members and hope you will join in for the fun. Stay tuned for more ways to keep in touch on social media - we're exploring LinkedIn.

### **E-Newsletters:**

Yay! You're already here! We'll bring you useful information and share our voices. In this issue you'll even get to know our many NPNMF leaders as they introduce themselves. We have a fabulous line-up of authors ready to contribute, so be sure to catch all four issues this year.

## ASCLS Annual Meeting Summary of Attendance By Anne Gaffney

San Diego is a beautiful city and a perfect destination for the 2017 ASCLS annual meeting. My first attendance at the annual meeting was filled with learning, fun, excitement as I presented my graduate project, and more fun attending the President's reception and afterglow. I have a better understanding of ASCLS, its structure, business model, and how the organization influences and protects our profession.

The following are events I attended and my take-aways:

- **First-timers breakfast** – A wonderful breakfast on the Palm Terrace. I sat with a lab director, retired military, and enjoyed his lab career story. I was introduced to many new professionals and some not so new ones. I continued to see some of these faces through-out the meeting. New relationships were created.
- **Professional Issues Update/Open Forum/Candidate Presentations** – The meeting was very informative. Updates on issues were presented. I especially liked the outline of what is ahead for ASCLS. **Region VIII Caucus** – The main topic was our annual regional conference, IMSS, in Jackson, Wyoming. We have a vocal group of professionals and discussion centered on the plausibility to continue the conference, the structure of rotating states to coordinate the conference, as well as reaching out to surrounding states to support the conference.
- **New Professionals and New Members Forum (NPNMF)** – We had a packed room. It was great to see so many new young professionals! Karen Larsen did a great job explaining how the NPNMF works, the roles/responsibilities of the various offices, and succession once elected. Candidates for office were nominated. Voting would take place at the NPNMF elections and business meeting the next evening. A NPNMF silent auction followed the meeting.
- **Colorado State dinner at Puestos** – About 20 people gathered for food and drink, friendship and networking. I knew about half the people and now know all 20!
- **The Zen of Professional Service** – Kathy Doig is a great speaker inspiring us to embrace our profession. My take-away was personal. I was presenting shortly after her presentation and was a bit nervous. When she stopped and declared the wrong slides had been uploaded, gave AV a thumb drive with correct slides and proceeded to tell us that her back up thumb drive had crashed to the floor with her laptop and broke, but wait, she had another back-up, I laughed and nodded. I also brought two back-up drives. It happens to the best. It was calming. Funny how we relate and let go...
- **Case Study Presentations and Member Submitted Research:**
  - *Phytochemical Effect on Colorectal Cancers* – The study looked at epidemiology of non-hereditary colon cancer and increasing incidence in 20-39 year olds. The increase in young people eating Western diet is attributed to fast food, processed food and not eating enough fruits and vegetables. Cancer risk is low in India. Turmeric has shown to kill cancer cells but you would have to eat pounds of it a day. Scientists started looking at synergistic interactions with other chemicals and found Kaempferol (found in lentils, broccoli and other cruciferous vegetables). Synthetically developed turmeric and kaempferold does not show same effect. Take away: Eat your fruits and vegetables; “add a little spice to live a healthy life.”
  - *Inpatient Utilization of Point of Care Concomitant Glucose Testing* – This was my presentation. Twelve minutes really does go fast! Had enough time for one question.
  - *Planting Your Lab Garden with your OWN seeds* – A Novel Approach to the Laboratory Professional Shortage – A hospital system in Manhattan was expanding creating a need for additional 12 Med Techs. A large number of their current staff would be retiring in the next few years. After spending money on recruitment which was not successful, HR lab administration, and Senior Leadership brainstormed and decided to grow their own. The hospital partnered with a college who already

had a program in place that was NAACLS and state accredited. Students were recruited from within (researchers, PAs, etc.) who continued to receive a salary while the attended MLS school paid for by the hospital. Five years later the outcome has been positive and they have engaged lab professionals. Money was invested in people, not recruitment.

- *Development of a Microscopic Method to Diagnose Hemoglobin C Conditions for Use in Developing Countries* – Kayla Smith, an undergrad student, presented her work to develop a test which could be performed in undeveloped counties. Work was done with a group in Africa who will be utilizing this method. Due to lack of resources, money to purchase equipment or even lack of refrigeration/electricity led to a manual methodology. Hgb C crystalized easily and a method was developed adding RBCs to salt based solution and incubating (best results were at around 37-40°C which is room temp at many of the locations). The crystals can be seen and counted microscopically. The test to include buffered saline, new methylene blue, and parafilm would cost 9 cents. Kayla received an award at ASCLS for her work.
- **Avoiding Accidental Leadership** – Many times professionals find themselves in a leadership position without the skills needed to succeed (Accidental Leadership). Susan Stalewski facilitated this interactive session to gather ideas on how we can mentor and educate staff to become successful leaders.
- **Reviewing Manuscripts for Scientific Journals: A Guide for Authors and Reviewers of Clinical Laboratory Science Journal** – Perry Scanlon lead this presentation which was focused on how to peer review a journal. I attended to know how to write a manuscript for the CLN journal. Details were presented which will be very helpful to me.
- **HOPE Donations** – I enjoyed collecting the donations for SAY San Diego.
- **President's Reception and Afterglow** – I met with the Rutgers faculty, students, and alumni for a photo op prior to enjoying food and drink poolside. It was a wonderful evening of meeting new people, raising money, watching Karrie and Andrea dive into the pool fully clothed... The dancing was so much fun and the dance contest topped off the evening.
- **Clinical Lab Expo** – A day was spent at the convention center expo and poster exhibits.
  - Siemens Clinitek – found out there was a new software update which could “crop” operator ID badge. Just in time for our implementation and now no need to create a second account in the POC middleware! Probably the best take-away do to its direct effect on a work process.
  - Learned how a teleprompter works!
  - The WASP – Microbiology automated!
  - Poster presentations
  - Many vendors, could have spent another day at the expo.
- **The Members Award Ceremony**
- **Recognizing and Counteracting Bias to Increase Diversity and Inclusion** – Olivia Herriford gave an eye opening presentation on unconscious bias. The story of her own unconscious bias, realized when flying to the Bahamas, gave me chills. The pilot was a black man and she, a black woman, questioned whether he knew how to fly the plane. I had discussions later on her presentation and reflected not only on my own bias, but also on how others have bias given their experience in life. My perspective is just a small view...
- **Telling Stories to Promote the Importance of Clinical Lab Services to the Public** – I certainly enjoyed Alan HB Wu's stories of lab situations gone wrong and his embellishments for some fictional endings!
- **ASCLS House of Delegates** – It was interesting and educational to observe the workings of the House of Delegates. I now know what being a delegate means. The motions to the board for recognition was uplifting!

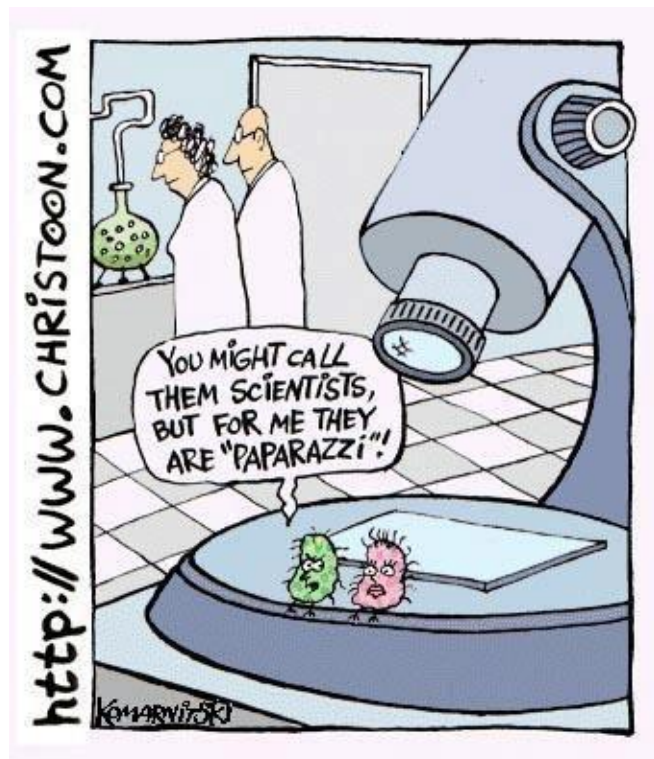
Thank you, ASCLS, for supporting my travel to San Diego to attend the national meeting. I will see you in Chicago next year!

### What's the buzz?

This year, the ASCLS NPNMF has started some fun, helpful, and informative columns on our Facebook page! Check out the summaries for more information on these new columns below!

1. **Maintenance Monday**: Continuing education related posts so you can stay up to date on your CE Credits!
2. **Trivia Thursday**: Bits of trivial knowledge about all the different disciplines.
3. **Spotlight Saturday**: Find out what your fellow State and Regional reps are up to and what is going on in ASCLS and the profession as a whole.

Join and check out our NPNMF Facebook page for these posts and more! Go to <https://www.facebook.com/groups/NPNMF/>





## What's With All these Committees?

By: Rebecca Matthews

Despite my attendance at three national meetings and my active involvement in ASCLS since my years as a student, I still have very little knowledge and understanding of the network of committees within ASCLS. With 2017-2018 being my first term on a national committee, I decided it was about time to explore exactly what opportunities these committees embody for someone looking to become more involved in the future of our profession as well as our professional organization. Throughout this article I will touch on a few of the twenty-one committees as established by the ASCLS Bylaws. Not all will get due attention, unfortunately, however if you find yourself yearning to learn more about any particular one, I encourage you to reach out to the committee chair, whose contact information can be found on the ASCLS website's homepage.

First, let us focus on the subgroups that are representative of specific member brackets of the organization: the New Professionals New Member Forum (NPNMF) and the Student Forum (SF). Although these are hopefully familiar entities to you, I just wanted to emphasize the goal of these forums is ultimately to give a voice to the newest generation of professionals that are entering the field of clinical laboratory sciences. Being the "fresh blood", so to speak, we offer unique perspectives to our peers and carry different needs than other membership populations, especially when it comes to acclimating to the professional organization and the clinical laboratory as a whole. Working closely with each other, the NPNMF and SF strive to create and promote networking, scholarship, and travel opportunities for members within these populations as well as serve as your voice at the national level with the Board of Directors.

Closely related in premise to the NPNMF and SF is the Diversity Advocacy Committee (DAC). The DAC is dedicated to creating a social and fraternal atmosphere within ASCLS, and ensuring that the diversity within the professional organization accurately and appropriately reflects the wide range of diversity that we have within our profession. A representative from this committee is also appointed to the Membership Committee (MC) and the Abstract and Proposal Review Committee (APRC). The former is tasked with ensuring continual membership through initiatives to boost member retention and lapsed-member campaigns. In addition, the MC aims to increase the appeal of ASCLS to all laboratory practitioners, including phlebotomists and laboratory assistants. The APRC is responsible for developing, implementing, and continually revising the policies and procedures set in place for abstract proposals, poster submissions, and case study presentations to appear at the annual national meeting.

If you have ever been to a national meeting, you can appreciate how much time, preparation, teamwork, and resources go into creating the continuing education opportunities, networking events, award ceremonies, and socials that culminate into one extravagant conference. There is no question that such a grand display requires the collaboration of many specialized committees. At the top of this list is the Annual Meeting Steering Committee, composed of dedicated individuals who spend the year planning and coordinating all of the details, big and small, and promoting the meeting to ensure that there is something for everyone to enjoy and take away.

Another key player is the Awards Committee, a task force that promotes and advertises all of the awards that are provided through ASCLS, including but not limited to the Alpha Mu Tau Scholarships, Keys to the Future, Education and Research Fund Scholarships and Grants, the New Professional Leadership Award, and the Lifetime Achievement Award. In addition, the AC is in charge of conducting the Industry and Members Awards ceremony at the national meeting. On a similar note, the P.A.C.E. Committee ensures that all of the seminars and educational programs present not only at the national meeting but all throughout the constituent societies of ASCLS adhere to the necessary guidelines and provide information that is pertinent to our profession.

One of the greatest benefits of ASCLS is that it is an organization that is entirely dedicated to clinical laboratory professionals, and they allow us to have a voice on legislation and policy proposals that directly affect our day-to-day operations. The Government Action Committee (GAC) and the Political Action Committee

*Continued on page 10*

*(Committees Continued)*

(PAC) work together to stay on top of legislation that is pertinent to our field and disseminate this information to members. Whereas the GAC drafts and prepares responses to legislative and regulatory initiatives, the PAC is committed to organize fundraisers to support lobbyist that will speak on our behalf. The PAC works with an ASCLS Legislative Consultant to determine where the most immediate and relevant need is to allocate these funds. Both committees reinforce to our peers, other healthcare professionals, government officials, and the public how important the field of clinical laboratory science is to modern health care.

In the same vein, there is an entire committee, the Promotion of the Profession Committee (PPC), whose sole purpose is to reiterate the value of clinical laboratory sciences in today's healthcare systems. Through publications, fundraising campaigns, and collaborations with other professional organizations related to the clinical laboratory, the PPC increases exposure of our profession to other healthcare professionals as well as to the public. Be honest: how many times have you been called a nurse? Even when you try to explain what your responsibilities are at your job, there are few people who can differentiate our profession from others in the medical field. The PPC tries to address that misconception by serving as the face of clinical laboratory sciences to the public eye.

Part of advocating for our profession is remaining informed and continually amending educational curriculums. The Mentorship Committee is a fairly recent establishment that was organized as a result of member requests. It created, organized, and continues to maintain the ASCLS Mentorship program in which students, new members, and new professionals are paired with seasoned professional with similar interests and expertise. Through monthly phone calls or meetings, this program provides a means for the newer generations of professionals to receive guidance on moving up in the laboratory, pursuing further education, and anything else that comes to mind. On a related note, there is also a Leadership Development Committee (LDC) which is dedicated to keeping leadership resources available to members, identify members who show promising leadership skills, and provide nominations for the Leadership Academy, an intensive year-long program organized by the Leadership Academy Committee (LAC). The LAC establishes the curriculum, activities, and projects involved in completing the Leadership Academy, ensuring there is focus on rising issues in leadership and the development of strong leaders who will have a positive impact on caring forth the mission of ASCLS and bringing recognition to the field of clinical laboratory sciences.

In addition to building recognition for our field, ASCLS is also a huge advocate of patient safety. The Patient Safety Committee (PSC) stays on top of literature regarding safety in the laboratory and continually uses publications, pamphlets, and job aids to reiterate and education laboratorians, health care professionals, and the public about the importance of patient safety and how it affects the quality of care patients receive. Aimed at improving safety for all patients through education and various tools, the PSC strengthens media presence surround patient safety and proposes appropriate amendments to curriculum to educational programs within the field of clinical laboratory sciences.

Following the theme of education, there is a resource that can be found on the ASCLS website under the "ASCLS Store" tab that is called the "Body of Knowledge". The BOK is a publication that establishes the essential knowledge base for clinical laboratory professionals and thereby identifies our relationship to other healthcare professionals as well as the public. ASCLS has the Body of Knowledge Committee that is responsible for keeping this information accurate and up-to-date and proposing revisions that are then voted upon at the House of Delegates. This serves as a valuable resource in writing job descriptions, differentiating between levels of education, writing curriculum, training modules, and more.

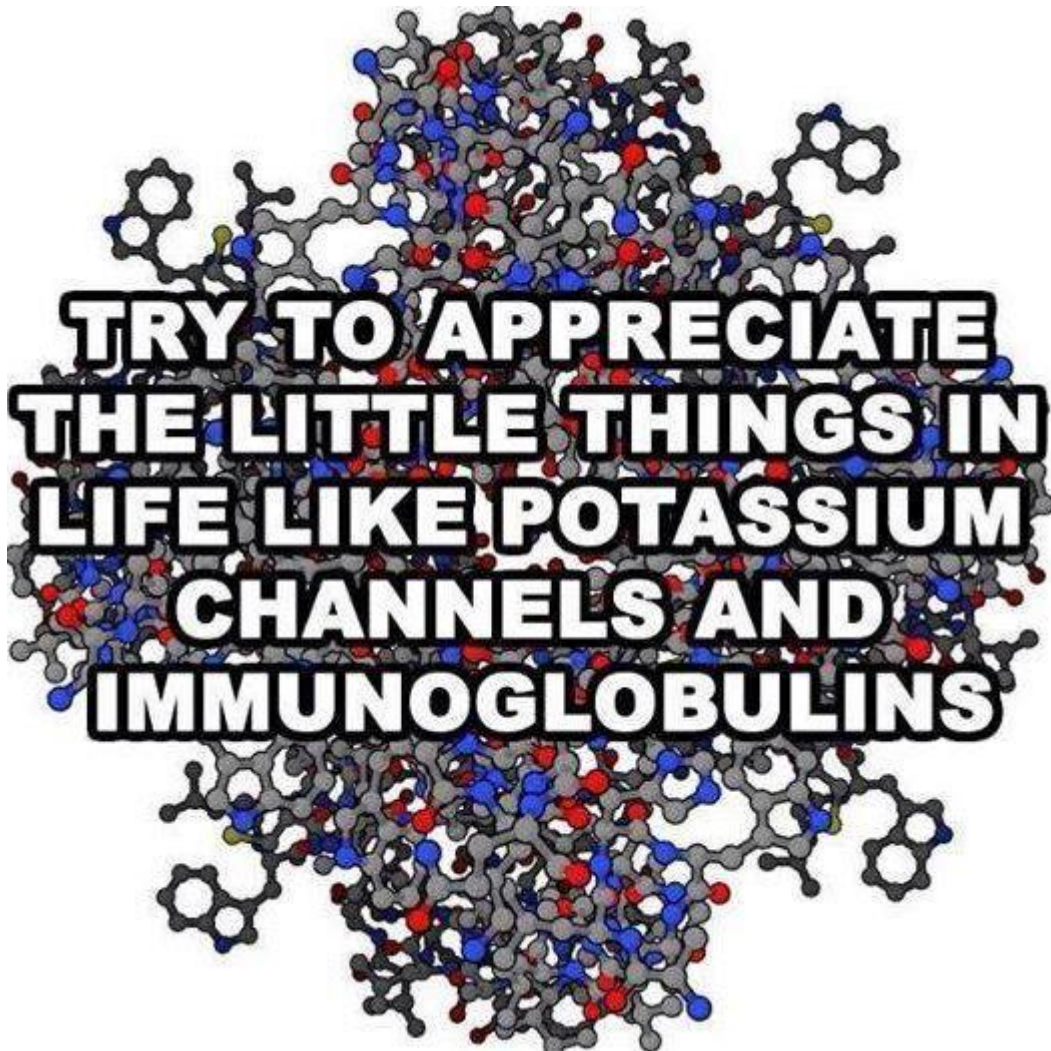
Speaking of curriculum, each discipline within the field of clinical laboratory sciences has its own Scientific Assembly (SA) which is composed of experts and technical reviewers that remain diligently informed regarding progress and developments within that specific subset of laboratory medicine. To learn more about these assemblies and to join an assembly that is best suited to your needs as a professional, feel free to look under your "Communities and Groups" tab on your ASCLS Account/Profile.

Just to quickly mention the remaining groups: the Bylaws Committee regulates the policies and procedures by which bylaws are created, enforced, and approved both at the national level and by the constituent societies. When reviewing current bylaws, and amendments or changes are required to be brought up to the Board of Directors for review. The Product Development Committee is involved in the development, maintenance, and creation of publications and products that are used by many of the committees and professionals. They create learning modules and educational resources for constituent societies and analyze

*(Committees Continued)*

the benefits of collaborating with related health professions outside of ASCLS. Last but not least, there is a committee devoted to the relatively new Doctorate in Clinical Laboratory Sciences (DCLS). Identifying potential institutions that could support a DCLS program, ensuring certification eligibility, defining the education and professional standards for DCLS graduates, and facilitating open communication and the sharing of resources between programs are just a few of the charges of this particular committee.

I know that this information was at times tedious and perhaps overwhelming, but the fact of the matter is, there are opportunities to become involved in our profession and this professional organization in many different ways. One of the greatest things about working in healthcare is that we are always evolving. There is always more to learn, more to teach, and more to achieve. These committees are just another way in which we can make our voices heard and make the changes that will ultimately lead to a stronger, better, and safer field of clinical laboratory sciences in the future.



## NPNM Forum Leadership Roster 2017-2018

<b><u>Position</u></b>	<b><u>Name</u></b>	<b><u>Email</u></b>
<b>Chair</b>	Kelcey Harper	kelcey.harper9@gmail.com
<b>Vice-Chair</b>	Elizabeth LeFors	e.stepplefors@gmail.com
<b>Secretary</b>	Rebecca Matthews	Rebeccamatthews2012@gmail.com
<b>Board Liaison</b>	Karen Larson	klarso42@fairview.org
<b>Advisor</b>	Gilma Roncancio-Weemer	gilma.roncancio-weemer@hshs.org
<b>Staff Liaison</b>	Andrea Hickey	andrea@ascls.org
<b>Region I</b>	Nathan Howell	howell.nathan.s@gmail.com
<b>Region II</b>	Jason Frazier	jasonfr@uab.edu
<b>Region III</b>	Ally Storla	allystorla@gmail.com
<b>Region IV</b>		
<b>Region V</b>	Bridget Parsons	bridget371203@gmail.com
<b>Region VI</b>	Stephanie Godfrey	sasrunr02@yahoo.com
<b>Region VII</b>	James Gardner	gardnejp@yahoo.com
<b>Region VIII</b>	Ashley Schlosser	Ashann85@gmail.com
<b>Region IX</b>	Sarah Hof	Hof.sarahk@gmail.com
<b>Region X</b>	Amanda Fulton	areiner8182@gmail.com

## ASCLS NPNMF 2016 - 2017 Leadership Biographies

### **Karen Larson**

#### **New Professional and New Member Director, NPNMF Board Liaison**

I grew up in Michigan and graduated from the Honors College at Michigan State University with a BS degree in Medical Technology. She completed her internship at Fairview Health Services in Minnesota and began working as a generalist at University of Minnesota Medical Center. I am the Laboratory Supervisor at the Fairview Bloomington and Burnsville Clinics. From 2012 to 2013 I served as both the Minnesota and Region V Student Forum Chair. During my past four years serving on the NPNMF, I have been the Region V Communication Coordinator, the Vice-Chair, and the Chair. I have also served on several ASCLS committees and am a graduate from the first class of the Region V Leadership Academy. I enjoy knitting, playing piano, and camping along Lake Superior with my husband. As your NPNM Director and Board Liaison, I am excited to represent you on the ASCLS Board of Directors.



### **Kelcey Harper**

#### **ASCLS NPNMF Chair**

Hi everyone! I grew up in Massachusetts and graduated from the University of Massachusetts Lowell in 2016 with a BS degree in Medical Laboratory Science. After graduation, I began working as a generalist at New England Baptist Hospital in Boston, MA. From 2015-2016, I served as both Student Forum Chair for ASCLS-Central New England and Region I Student Forum Representative. I also served as the Student Forum Liaison to the Diversity Advocacy Council. As Student Forum Chair, I helped plan a successful student day at the ASCLS-CNE Annual Meeting in Providence, RI. From 2016-2017, Kelcey served as the Vice Chair of the NPNMF, as well as the First Year Professional Director for ASCLS-CNE. I am excited to be a part of the NPNMF and cannot wait to see what we can accomplish together this year! I enjoy skiing, brewery tours & playing guitar. I'm an avid Boston sports fan and enjoy cheering on my UMass Lowell River Hawks Hockey team and can't wait to see Tom Brady get a 6th Super Bowl Ring in 2018.



**Gilma Roncancio-Weemer****Advisor**

My name is Gilma Roncancio-Weemer and I'm the program director for a hospital based clinical laboratory science program at HSHS St. John's Hospital Springfield, IL. I am the appointed Advisor to the NPNMF and as such I provide the Forum officers with guidance and mentoring, educating them about ASCLS protocols and operating procedure. I have served ASCLS in many leadership positions from the local to national level. When I was the ASCLS Secretary/Treasurer I served as the Board liaison to the task force that recommended the restructure resulting in the formation of the NPNMF. I have been fortunate to be involved with the Forum since its inception and so proud of the ongoing Forum accomplishments. If you're a new member or new professional, you're in great hands so let the Forum leaders know what ASCLS can do for you!

**Elizabeth Stepp LeFors, MLS (ASCP)<sup>CM</sup>****NPNM Forum Vice Chair**

Hey, guys! I was born and raised in Mississippi where I earned a B.S. in Microbiology from Mississippi State University in 2009. Life eventually took me to Colorado a few years later where I earned her degree in Medical Laboratory Sciences from the University of Colorado Colorado Springs in 2015. I completed my internship at University of Colorado Health Memorial Central Hospital in Colorado Springs where I was hired upon completion of the BOC. I worked there for two years, serving as a Charge Tech for evening shift. I have recently moved back to Mississippi and work for Baptist Health Systems Golden Triangle as a generalist. I joined ASCLS as a student in 2014 and served as the National Student Forum Secretary and the Colorado Student Forum Representative and Colorado's Co-webmaster from 2015-2016. The next year (2016-2017), I served as the Region VIII Communication Coordinator and Colorado's NPNM Forum Representative, in addition to working on the Promotion of the Profession Committee and as Colorado's co-webmaster and Fundraising Chair. During her free time, I am an active member of Daughters of the American Revolution, Philanthropic Education Organization, and Sigma Alpha Iota. I enjoy sewing, crocheting, cooking and baking, playing video and table top games, reading, singing, drinking wine and whiskey, cosplaying, and playing the flute and piccolo.



**Rebecca Matthews**  
**NPNM Forum Secretary**

I was born and raised in Richmond, Virginia, and received her Bachelor's Degree in Clinical Laboratory Sciences from Virginia Commonwealth University in 2016. I have been involved with ASCLS since my first year in the program, starting as the student representative for Virginia and moving up to the Region II Student Representative within a year. After my first national meeting in Atlanta, Georgia, I went home and visited 7 different MLS/MLT programs across the state advocating for the professional and for ASCLS. Following graduation I began working as a generalist on night shift at a hospital outside the city, and then moved on to a specialist position in the Blood Bank at Virginia Commonwealth University Health System. In my free time, I enjoy playing the piano, guitar, and violin, traveling, trying new wineries and breweries, and cooking.



**Nathan Howell**  
**Region I Communication Coordinator**

My name is Nathan Howell and I am the Region I Communication Coordinator. I recently graduated from the Clinical Laboratory Science program at Stony Brook University. I am currently working in the Chemistry department of the Automated laboratory for Northwell Health's Core laboratory. I have been involved with ASCLS at the state level since my junior year in 2014 as a Student Representative, and have just transitioned to our New Professional Representative. When not working, I enjoy gaming, watching hockey, woodworking, exercising, and practicing and competing in triathlons.



**Jason Frazier:**  
**Region II Communication Coordinator**

I'm Jason Frazier and I'm the Region 2 Communication Coordinator. I am currently working in Hematology at VCU Medical Center in Richmond, VA. I'm originally from Nashville, TN, where I got a Bachelor's in Biochemistry, then I moved to Birmingham, AL to get my Masters in CLS. In AL I became the Alabama Student Rep, then I served as the Student Rep for Region 3, and just recently I was the NPNMF Rep for the Patient Safety Committee. I have really enjoyed working in leadership positions with ASCLS and I look forward to representing Region 2's interests as a part of the NPNMF.



**Ally Storla**  
**Region III Communication Coordinator**

Hello I am Ally Storla, the Region III Communication Coordinator for the New Professionals New Members Forum and this will be my third and final year serving the forum. I wear a lot of hats in ASCLS, in ASCLS Georgia I am President-Elect and webmaster. In ASCLS Scientific Assembly I am serving as Generalist Chair. I am most known for kicking off the New Professionals New Members Forum Lab Week Run Fundraiser which benefits the forum by providing travel scholarships for the new professionals and new members of ASCLS to attend our annual meeting and legislative symposium (visit [www.labweekrun.com](http://www.labweekrun.com) for more information). I love being involved with ASCLS. I have a second family, wonderful friends, and I have learned how to do so much. I encourage everyone who is a member to step up and take on something you may not know if you can do or not. The experiences I've gained are incredibly rewarding and the friendships are amazing. Please become involved and see for yourself.



## **Bridget Parsons** **Region V Communication Coordinator**

My name is Bridget Parsons and I am the Region V Communication Coordinator. I graduated from South Dakota State University in 2015 and I now work in St. Cloud, Minnesota as a Generalist at the St. Cloud Hospital. My passion for ASCLS began at my first state meeting in South Dakota, where I was elected the Student Representative. From there, I have experience as the Region V Student Representative, Central Minnesota Junior Representative, and Central Minnesota Senior Representative. Last year, I was honored to be awarded the National Student Leadership award, and I continue to strive to live up to this. ASCLS has allowed me to meet so many extraordinary people, who have become my friends and mentors and I am so appreciative for the opportunities it has allowed me to be a part of.



## **Stephanie Godfrey** **Region VI Communication Coordinator.**

My name is Stephanie Godfrey. I am the Region VI Communication Coordinator. I was born and grew up in Kansas. I am the Pres-Elect for ASCLS-Missouri. I have been a lab scientist for 3 years with a focus in blood banking. I currently work at Community Blood Center in Kansas City, MO. I became a member of ASCLS in 2011 as a student and I am in my first 3 years of practicing lab medicine in the field. Some fun facts about me are that I enjoy genealogy, walking/hiking, working out puzzles (e.g. Sudoku, Escape rooms) and spending time with family and friends. I look forward to getting to know everyone this year.

## **James Gardner** **Region VII Co-Communication Coordinator**

My name is James Gardner and I am the Region VII Co-Communication Coordinator. I am from Monroe, LA and currently working the night shift at Glenwood Regional Medical Center in West Monroe. This is my second year working with the NPNMF and also serving on the Government Affairs Committee (GAC) as the New Professional Representative. In my spare time, I enjoy traveling the country, being outdoors, and playing soccer on the off chance.



**Sarah Hof**  
**Region IX Communication Coordinator**

Sarah Hof is a new Medical Laboratory Scientist, having passed her certification in 2017. Before finding the medical profession, she attained a Masters Degree in Molecular Bioscience from Washington State University where she studied host-pathogen interactions. Originally from Minnesota, she moved west for graduate school, fell in love with the area and decided to stay. She currently lives and works in Seattle, Washington.



**Amanda Fulton**  
**Region X Communication Coordinator**

Hi, My name is Amanda Fulton, I am the region X communications coordinator. I graduated from the University of California Santa Cruz with a bachelor's degree in Molecular Biology. My journey in the clinical lab began when I started working in a Molecular diagnostics lab in Honolulu, Hawaii. I very much enjoy my career of working in a laboratory, and I love being on the forefront of all the new exciting science that is emerging!

I was introduced to ASCLS through my laboratory manager, which at the time, was the Hawaii ASCLS president. After involvement with some small local ASCLS events, I really began to enjoy being a part of ASCLS community, and have been involved ever since!

My goal is to continue working with the organization in hopes of inspiring other young professionals to become a part of the community. I feel very grateful for the different learning opportunities and experiences ASCLS has provided for me. I hope to create and share those experiences with the fellow laboratory community!



## Purpose and Charges of the ASCLS NPNMF 2016-2017

The **purpose** of the ASCLS NPNMF is 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.

**Charge 1:** Establish a key network of those members interested in participating in efforts of the NPNMF and communicate with them on a monthly basis, reporting all activities to the ASCLS Board of Directors.

**Charge 2:** Educate members of the NPNMF on ASCLS and opportunities within ASCLS. All involved should gain a better understanding of the inner workings of ASCLS.

**Charge 3:** Identify the needs of those new professionals and new members and determine how ASCLS can help meet those needs as an organization.

**Charge 4:** Prepare an article and submit photos on new professional activities, topics of interest, concerns etc. for every other issue of ASCLS Today.

**Charge 5:** Continue publishing E-newsletter focused on activities and interest of New Professionals and New Members to be published and distributed on a regular basis.

**Charge 6:** Recommend to the President-elect up to two NP members to each of the following committees: Awards, Bylaws, Government Affairs Committee, Leadership Development Committee, Membership Committee, P.A.C.E.®, Patient Safety, Political Action, Product Development, and Promotion of the Profession.

**Charge 7:** Review and update the NPNMF Quick Guide and determine if it should become SOP

**Charge 8:** Create New Member Taskforce

If you have an announcement, article or essay you would like to contribute to *The Culture*, please feel free to submit it for publication!

Please send ideas and submissions with the subject line, "NPNMF E-Newsletter Submission" to Elizabeth LeFors at [e.stepplefors@gmail.com](mailto:e.stepplefors@gmail.com)

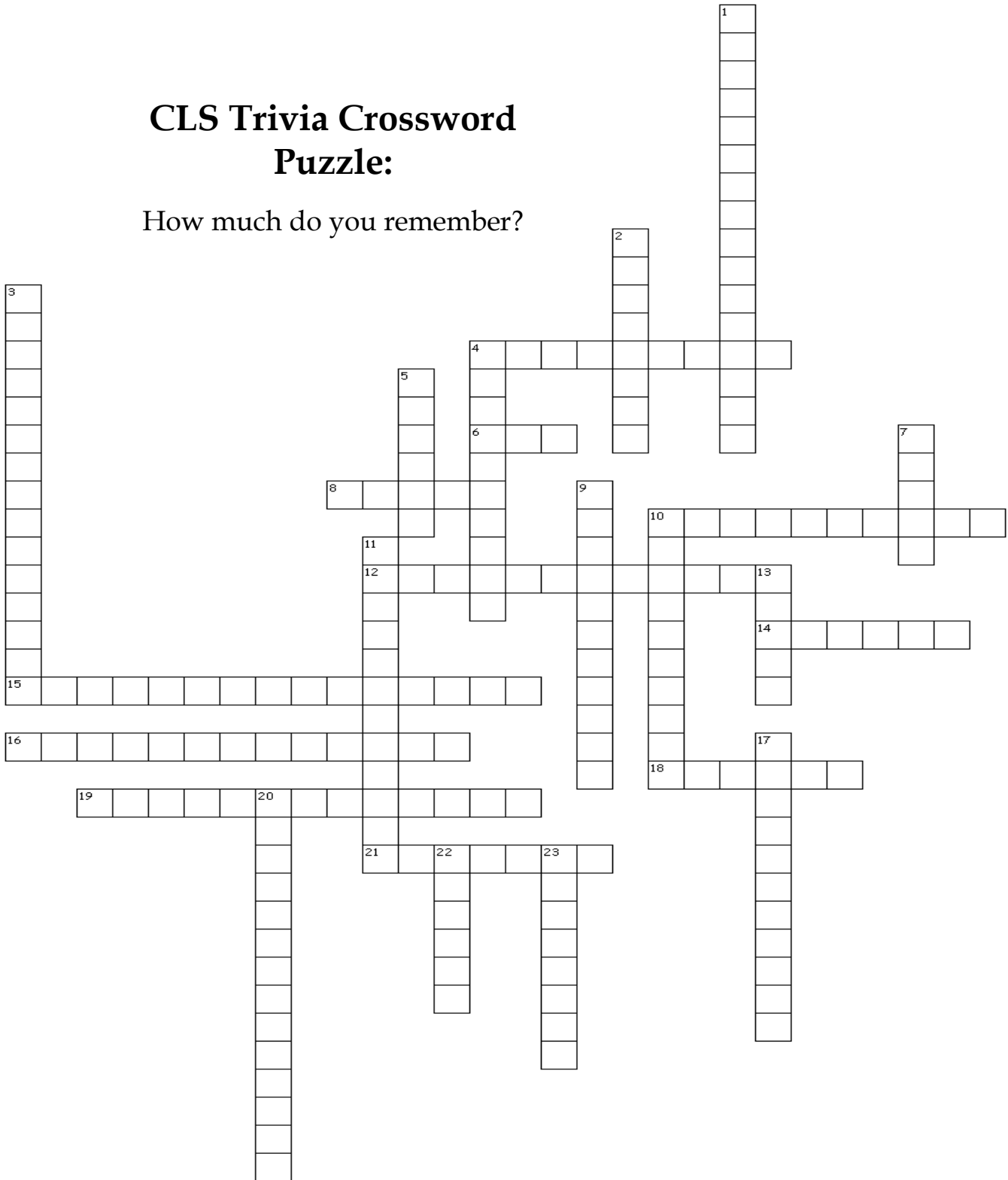
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[http://www.ascls.org/  
new-professional-new-](http://www.ascls.org/new-professional-new-)

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**Co-Editors:** Elizabeth LeFors and Rebecca Matthews

# CLS Trivia Crossword Puzzle:

How much do you remember?



**Across**

4. This agar is specific for gram-negative organisms and differentiates lactose fermenters
6. This enzyme is secreted from the kidneys to stimulate RBC production
8. Hemoglobin is typically expressed with these units of measurement
10. Streptococcus \_\_\_\_\_ is more commonly referred to as Group B Strep (GBS)
12. This term refers to the partnership between RBC antigens that causes them to demonstrate dosage
14. \_\_\_\_\_ cholerae is a gram-negative bacterium known for causing rice-water stool formation
15. This hematological illness is characterized by the overproduction of plasma cells, presence of rouleaux on the PBS, and fibrosis of the bone marrow
16. These immature WBCs are characteristic of AML-M3
18. This organ removes old RBCs from circulation and serves as one of the primary sites for platelet sequestration
19. This anticoagulant is used for blood collected for coagulation testing
21. Fructose and glucose create this disaccharide

**Down**

1. This instrument calculates the concentration of an analyte by measuring the Absorption of light through the cuvette
2. Dolichus \_\_\_\_\_ is the anti-A1 Lectin
3. \_\_\_\_\_ and \_\_\_\_\_ are the two cations that are included in the calculation of the anion gap
4. \_\_\_\_\_ furfur is the etiologic agent of Tinea Versicolor
5. Patients who have the rare \_\_\_\_\_ phenotype do not produce the H antigen needed for ABO antigen formation
7. These antigens are adsorbed onto the surface of RBCs and disappear during pregnancy
9. This Enteric organism (g. species) typically appears grossly mucoid and bright purple on MAC
10. These are the building blocks of proteins
11. This condition will cause high Amylase and Lipase test results
13. AST and ALT are indicators of this organ's functionality
17. The first responders of your immune system
20. These cells are only found in the bone marrow of healthy individuals and are responsible for producing platelets
22. Wilson's disease causes this element to build up primarily in the kidney, eyes, and brain
23. This is the counterstain that is used when gram staining