



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 James Payne IV, BS, CPT, from Spencerport, New York.

James is employed by the Monroe 2-Orleans Board of Cooperative Educational Services as the Medical Laboratory Assistant and Phlebotomy Program instructor. He has been actively involved in recruiting and training students in entry level health career skills education. He is passionate about advocating for pathways toward accessible education and empowering students to improve themselves through career training opportunities. He is also actively involved in professional development for educational methodologies and is a ready team player stepping into adult phlebotomy education training courses and serving on several health career educational task groups in New York.



James recent entry to ASCLS has been passionate and active. He jumped into the ASCLS Membership Committee with energy, getting connected and supporting the membership reactivation and recruitment efforts in Region I and ASCLS-New York's membership committees. He presented at the 2022 Clinical Laboratory Educators Conference in Denver, "Educating High School Student: A Model to Ending the Workforce Shortage," generating discussions that tethered the workforce crisis with the laboratory professional career ladder. His tools and efforts have spread through the community to place high school career programs such as his as the laboratory entry level career and promote this pathway as useful for recruitment and training efforts throughout the United States. As a spokesperson for professional recruitment efforts, James has appeared or written for eight different blogs or podcasts in the past two years.

James became involved in ASCLS when the COVID-19 pandemic gave him time to reflect on how his efforts in his own community could be useful and disseminated nationwide. He is passionate that the grassroots of ASCLS is effective when members lean in and are active on committees and perform the work of the Society and get active on social media to discuss the profession. He jumped directly into

work on the Membership Committee participating in committee presentations and was subsequently nominated and is currently serving as vice chair of the committee.

To date, his favorite personal accomplishment within ASCLS is his presentation at CLEC due to the connections and interest generated. After the session, more than a dozen participants have engaged him in forming their own MLA programs and adding his career exploration tools to their own websites. He has also been selected to serve on the ASCP's Workforce Steering Committee as the only high school level educator and the only one representing entry level laboratory professional careers.

Jim was highly recommended for this award by his peers. One of his nominators had this to say, "Jim has been a ready source of enthusiasm and energy. You can't help but be caught up in his passion to promote the profession."