

# The Connection

January 2015

## Inside this issue:

Science and Sports – They have more in	1
ASCLS Membership Package Information	2
Region V Tri-State Leadership Academy	3
What's new with Membership	5
Why Join ASCLS	5
Views on Professional Societal Member-	6
Enriching Your Professional Life	6

## Special points of interest:

- ◆ New Member Certificates - 4
- ◆ Comics - 7
- ◆ ASCLS State Meeting Information - 8
- ◆ ASCLS State Meeting Registration Form - 9
- ◆ Auto Renewal Information - 12

## Science and Sports – They have more in common than just starting with an “S”



Alice Hawley  
President

Don't know if you are a sports follower or not but there have definitely been some wild football games lately. I live in a Viking household, except for my daughter who is a Packer fan. My husband despairs as to how she ever went over to the “dark side”. And, if you watched the playoff games just this last weekend you saw the Green Bay Packers basically seem to have the game wrapped up. But the Seattle Seahawks would not give up – they continued to persevere and just kept plugging away – they kept doing the basics, played good football and won in overtime. They won the chance to get one more visit to the Super Bowl.

What our family does all agree on is that NDSU has a great football team.

Our family is all NDSU (North Dakota State University) alum and/or current students. And the NDSU “4 peat” of winning the FCS National Championship for the 4<sup>th</sup> time in a row was quite the game. That last 90 seconds had more ups and downs than a roller coaster!

I will always associate football with science. My high school Biology/Chemistry instructor was also one of the football coaches. Each Friday's class before a game we all had to guess the score and be able to say how we got to that score - and the more innovative we could be the better. So, if our team was to earn 14 points, it could be just two touchdowns with the points after OR...it could be a field goal, one touchdown with a two point conversion and one more field goal. We got extra points if we could come up with something special!

Well, I might not be into football but I am into ASCLS. And we are definitely at the point of having to think up something “special” and/or “innovative” if we want to keep our organization viable and able to meet the needs of ALL laboratorians whether they are members or not. Our “ups and downs” are in a down cycle but we have the opportunity to get it going back up.

It has been so exciting to see the support we are getting in North Dakota from our university and internship programs in regards to membership. This year ASCLS offered a new “innovative” option to educational programs that would allow them to obtain a membership for their students at reduced rates. Therefore, I am excited to say that we now have 42 student members of ASCLS-ND. WOW!!! If you are like us we have had staffing shortages for so long and just the thought of 42 students in our state is a WIN-WIN! Now we need to “champion” ASCLS and help our students see the professional advantages of belonging to ASCLS as they transfer into a first year professional. How about a “job board” page on our ASCLS-ND website where your lab could advertise openings? This could be our **first “Win”!** Let me know what you think.

**Win #2** is the wonderful opportunity you have right now as a member to get a \$25.00 credit for each new member you bring into our ASCLS family.

Continued on page 4

## ASCLS-ND MEMBERSHIP PACKAGE INFORMATION

ASCLS now offers two different membership packages: a Laboratory managers Package that offers reduced rates for your entire lab and an Educators Package that offers reduced rates for students and faculty.

### LABORATORY MANAGERS PACKAGE RATES AND INFO:

ASCLS wants to make taking care of your employees' professional and continuing education need easier! As one of our valued members in laboratory administration, we are offering a special discounted dues package that would give all of your scientific staff Professional 1 status as new or renewing ASCLS members if joining on a group of 10 or more (see rates below).\*

**RATES:** (Payment must be received in one check-personal or institutional checks are accepted)

- 10-24 employees \$750 (one free registration to an ASCLS national meeting)
- 25-74 employees \$2,250 (two free registrations to an ASCLS national meeting)
- 75-150 employees \$5,000 (three free registrations to an ASCLS national meeting)
- 151-250 employees \$8,750 (four free registrations to an ASCLS national meeting)
- 251-500 employees \$16,500 (five free registrations to an ASCLS national meeting)
- 500+ employees \$22,000 (six free registrations to an ASCLS national meeting)

### EDUCATORS PACKAGE RATES AND INFO:

As one of our valued members in clinical laboratory science education, we are offering a special discount dues package that would give all of your facility Professional 1 status as new or renewing ASCLS members and all of your students ASCLS membership if joining in a group (see rates below).\*

**FOR HOSPITAL BASED PROGRAMS:** Take advantage of this offer and extend the rates to your clinical instructors and your academic affiliates' liaison.

**FOR UNIVERSITY/COLLEGE BASED PROGRAMS:** Thank your clinical affiliates with this access to free CE for the professionals who teach your students.

**RATES:** (names must be submitted on a special form and payment must be received in one check-personal or institutional checks accepted):

- For programs with 2-15 students: \$5 per student and \$48 per faculty/clinical preceptor and one free registration to an ASCLS national meeting
- For programs with 16-50 students: \$5 per student and \$48 per faculty/clinical preceptor and two free registrations to an ASCLS national meeting
- For programs with 51 or more students \$5 per student and \$48 per faculty/clinical preceptor and three free registrations to an ASCLS national meeting

**\* State dues will be invoiced with your membership at a rate of \$5 per person for both packages. This will allow you to take advantage of local continuing education and networking opportunities at member rates!**

### **BENEFITS:**

These membership packages entitle you and your institution to :

- **FREE** registration(s) to an ASCLS national meeting-the Annual Meeting and Clinical Lab Expo, Legislative Symposium or the Clinical laboratory Educators' Conference (CLEC)-to use as you wish (number of **FREE** registrations varies by number of employees). This is a potential savings of \$1,200 or more!
- **FREE** downloads of your employees' completed continuing education (CE) to the Board of Certification (BOC). ASCLS will keep track of any CE earned by your staff with CE Organizer. We will send the information to BOC for the member's certification maintenance.
- A 15% discount on all Medical laboratory Professions Week items.

**For one fee, every staff member will have:**

- Electronic access to the journal and newsletter; one hard copy would be mailed to a designated person for posting/sharing.
- Access to all ASCLS continuing education offerings and programs for FREE or deep discounts.



Nicole Lemieux  
President elect

Continued on page 9

## REGION V TRI-STATE LEADERSHIP ACADEMY

*Do you want to know more about ASCLS?*

*Do you want to enhance your personal and professional knowledge?*

*Do you want to grow as a leader?*

*If you answered yes to these questions you would be a great candidate for the Region V Tri-State Leadership Academy.*

*The leadership academy provides information and training in the following areas:*

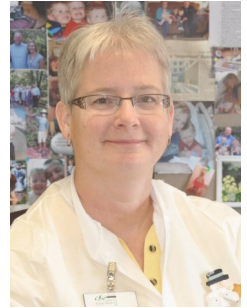
- *History of ASCLS*
- *Leadership and communications Styles*
- *Goals and Strategic Planning*
- *Organizational skills –time management*
- *Conflict Management*
- *Conducting successful meetings*
- *Professional advocacy*
- *Recruitment strategies*
- *Leadership book discussions*
- *Group teambuilding project*
- *Participation in meetings*

*To qualify for the Leadership Academy you must be a ASCLS professional member and complete a competitive application process.*

*If selected you must be able to attend 2 fall Region V Tri State 2-day symposiums , attend a 1-day leadership retreat, and attend class conference calls.*

*Growing as a leader and professional may be at your fingertips!*

*For more information contact: Stacy Askvig, [stacy.askvig@med.und.edu](mailto:stacy.askvig@med.und.edu)*



Stacy Askvig  
Leadership Academy  
Committee member

Continued from page 1

With 4 new members you could get your membership for free. [http://www.ascls.org/images/membership/Member\\_Rewards\\_Flyer.pdf](http://www.ascls.org/images/membership/Member_Rewards_Flyer.pdf)

Plus, these new members get the opportunity to belong to a great professional organization that is constantly working for them.

Just recently our own Elissa Passiment, ASCLS Executive Vice President, was one of the major speakers in a national conference dealing with issues such as Laboratory Developed Tests, the impact of such tests and how the FDA and Medicare are impacting regulations which could extend to the testing in our own laboratories throughout the US. **Win #3** is that ASCLS is consistently fighting to ensure that our profession and our ability to provide great patient care is not impeded by governmental regulations that are developed without the proper knowledge of what laboratories and lab professionals really do. ASCLS continually champions on our behalf!



*National Medical Laboratory Week*

National Medical Laboratory Week 2015: April 19 – 25



**Get a \$10 gift card for each new member you bring into the ASCLS family by May 2015!**

Your name \_\_\_\_\_ ASCLS ID \_\_\_\_\_

New member name \_\_\_\_\_

**Send Coupons to:**

**Nicole Lemieux**

**7525 37th St SE**

**Jamestown, ND58401**

**1/2 Price State Meeting Registration**

Be entered to win the drawing when you renew your membership by February 1, 2015

Your name \_\_\_\_\_

ASCLS Member ID \_\_\_\_\_

I renewed my membership on \_\_\_\_\_



Nicole Lemieux  
President elect

### What's new with Membership?

As of the last membership roster released December 5<sup>th</sup>, North Dakota has 83 members, 33 of which are Student Members. WOW! I'd personally like to welcome all of our new student members! We love having you and hope you continue to be a member as you begin your professional careers! To really get what ASCLS is about, definitely check out our spring meeting in Minot! I know that's what hooked me as a student member.

Remember there are membership programs available that I talked about in our previous issue. There are institution and educators packages. Highlights include decreased rates and FREE National Meeting registrations! By the way, this year's National Meeting will be held in Atlanta. I hear great things about Atlanta as the hotel and the conference center are right next to each other. No bus rides to go back and forth!

Did you know membership is prorated? Things got hectic and you didn't get your renewal done by August 1<sup>st</sup> and didn't get around until October? That stinks you missed out on 3 months of great ASCLS membership (and those awesome free CEUs you get for renewing on time), but you only have to pay dues for 9 months.

There's still time to send in coupons for getting new members! You can mail or email me. Who wouldn't want \$10?! And not only does ND reward you, so does the National ASCLS offices. Let's get recruiting!

The free meeting registration for members renewed by December 1<sup>st</sup> and the half meeting registration for renewal by February 1<sup>st</sup> will be announced soon!

Nicole Lemieux  
7525 37<sup>th</sup> ST SE  
Jamestown, ND 58401



Stacy Askvig  
ASCLS Leadership Committee

### Why join ASCLS?

I can get my continuing education through them anyway. Why should I pay money to an organization that I really do not use? I do not need to be connected where I work. Everything I need, I can get without paying for ASCLS. What do they give me? I do not need to be a professional where I work. No one sees me anyway.

This is some of the ideas that went through my head before I joined ASCLS. I was always able to go to the meetings and profit from the continuing education and did not feel that I would gain anything else by paying the money.

This went on for years; all the while I was watching my husband paying money for associations in his profession. I finally asked why this was important. He said that to be a professional you need to be in contact with people in your profession to share ideas, goals and work for the better cause in your profession.

To reap the benefit of ASCLS you need to be involved to see what the organization is all about. What they really provide for you that you do not see directly. To be a professional you need to interact with other professionals and support your profession. Over the years that I have been a member I have meet many people who I feel that I can call and ask their opinion on a problem that I may be having and get an honest answer. I hope they feel the same. We need to work together to support and make the profession more visible and provide benefits to all the clinical laboratory scientists.

Continued on page 11



Shannon Jongeward,  
MLS(ASCP)<sup>CM</sup>

### Views on Professional Societal Membership

Brooke L. Solberg  
MLS(ASCP)<sup>CM</sup>



Those of us that are active participants in ASCLS recognize its critical role in fostering the laboratory profession. Unfortunately, as evidenced by declining membership rates, there are many laboratory professionals that are choosing not to be part of the organization. If ASCLS is to be able to continue serving our profession in a meaningful way, this trend must be reversed.

One of the first steps in addressing this type of issue is to get feedback from potential members. As part of the University of North Dakota's (UND) Master of Science (MS) in Medical Laboratory Science (MLS) degree program, students are required to take a course titled *Current Trends and Issues for the Laboratory Professional* (note: pre-requisites for the MS in MLS program include MLS certification, a Bachelor's Degree, and a recommended  $\geq 3$  years of clinical experience). During this class, students have the opportunity to discuss and debate topics with significant ramifications for the field. As such, this course seemed a natural place to begin a conversation about professional societies with individuals that have an obvious interest in the profession.

Sixteen MS in MLS students from all over the US took part in this course during the Fall of 2015. As part of the course unit on professional society membership, students were presented with the following open-ended questions: Continued on page 10

### Enriching Your Professional Life.



Nicole Lemieux  
Leadership Academy  
2014

next year's Region V Symposium.

Part of the Leadership Academy curriculum is a group project. Students begin brainstorming and start their project when they meet up at the Region V Symposium in October. They continually work on their project throughout the next twelve months. Finally, they present their finished project at the

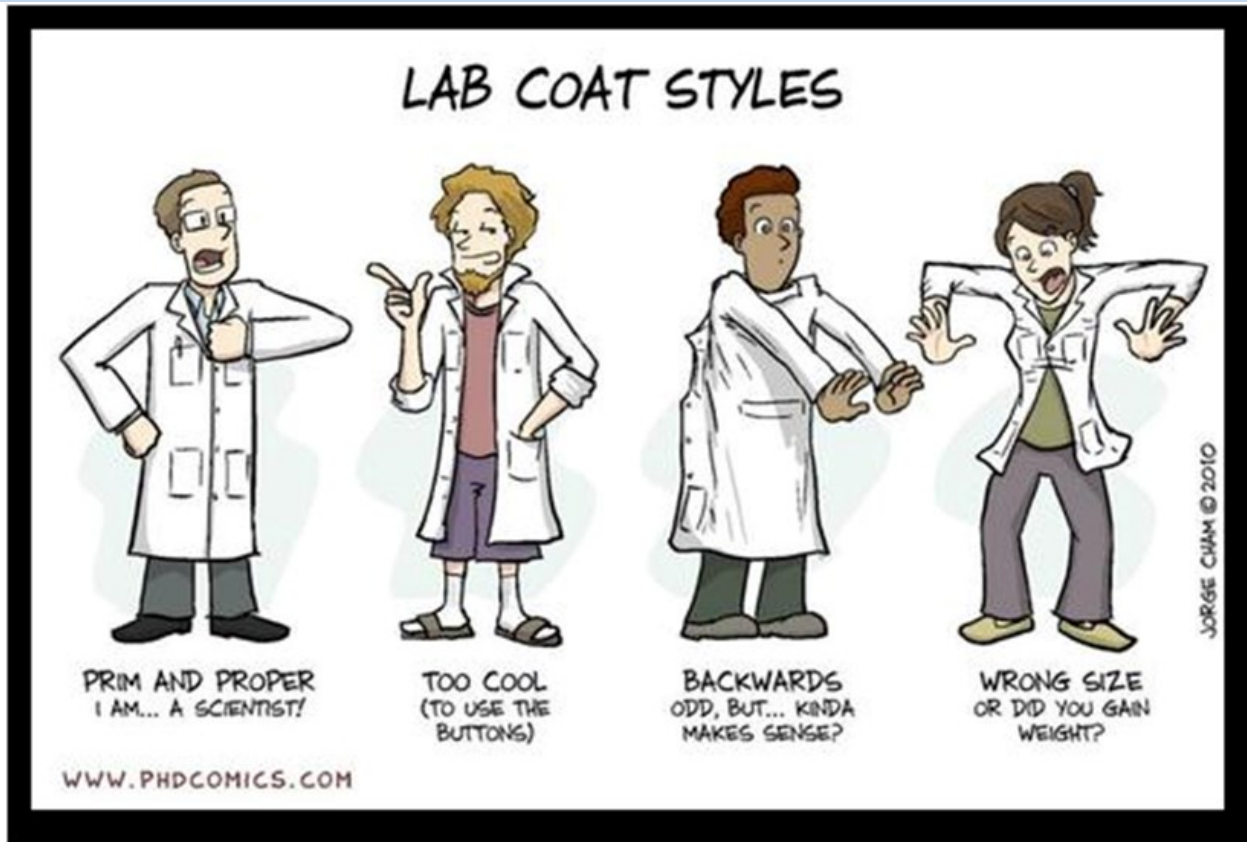
The inaugural Region V Tri-State Leadership Academy (Class '13-'14) entitled their project "Enriching Your Professional Life." We choose our project because we felt there was so much ASCLS offers that isn't obviously known to laboratory professionals. We also wanted to take a different approach; an approach that was a little less in your face, but that brought the recruitment process into the lab.

We began our project by picking out topics that we felt ASCLS helped enrich our own professional lives: Medical Laboratory Professionals Week, Patient Care, Professionalism, Respectful Workplace, Government Affairs, Teamwork and Collaboration, History, Leadership, Licensure, Core Values, Continuing Education and Networking, and Personal and Professional Growth. We then began to develop our toolkit based off these ideals.

Our toolkit was designed to be brought into the lab. With these ideals we created a 12 month calendar. Each month emphasized a different topic and gave tips and anecdotes. We also created motivational posters, locker hangers, candy wrappers, and buttons; all things that are subtle, but can create an impact when used. We envisioned coworkers giving each other candy wrapped in a leadership wrapper when they caught a fellow coworker demonstrating great leadership. Or we thought our posters could be put up in the lab office to remind staff to treat each other with respect. And above all, ASCLS would be at the center as an organization that inspires and teaches these principles to its members. Continued on Page 12

Our toolbox with all these templates are located at <http://www.ascls-sd.org/tri-state-leadership-academy/id55.html> (the website can also be found by going to our ND homepage [www.asclsnd.org](http://www.asclsnd.org)). We encourage you to use these during Lab Week or throughout the entire year!

Interested in applying for Leadership Academy? Apply at <http://www.ascls-sd.org/tri-state-leadership-academy/index.html>. Applications are being accepted until June 1<sup>st</sup>!



Is Your Information Up-to-date?

Please take a moment to make sure your information is current. You can do this by going to the website at:

<http://www.ascls.org/members/login.asp>

**2015 ASCLS-ND State Meeting**

**NEW HORIZONS: THE FUTURE IS HERE**

**April 13-15, 2015 ~~~**

**Holiday Inn Riverside**

2200 Burdick Expressway East  
 Minot, ND 58701  
 (701) 852-2504

**Registration**

\*Late fee of \$15 for registrations posted after March 30, 2015

Paper- 1) Please fill out the registration on the last page of this document or print registration format [www.asclsnd.org](http://www.asclsnd.org)

2) Submit paper registration and appropriate fees to:

Make checks out to: ASCLS-ND

mail to: Pat Halvorson, 5730 27<sup>th</sup> Ave SE, Minot ND, 58701

Online- 1) Please visit [www.asclsnd.org](http://www.asclsnd.org) to access the online registration options (coming soon)

2) Online payment options with PayPal using either Credit or Debit

\*additional fees may apply for credit card payments

Confirmation- upon receipt and processing of registration, a confirmation email will be sent. Please make sure the email address provided is current.

Communication- Email is the preferred way of communication in case of session changes or a means of providing additional pertinent information prior to meeting.

**Accommodations** – A block of rooms are reserved at the Holiday Inn Riverside for \$99.95 plus tax. All rooms contain two double beds with fridge, microwave, coffee maker, complimentary high-speed internet, iron and ironing board. For reservations please call Holiday Inn Riverside at (701) 852-2504 and reference ASCLS-ND State meeting to guarantee rate.

Rooms will be held until March 30, 2015

**Questions-** If you have any questions please feel free to contact Liane Anderson at 701-721-6633 [darli80@gmail.com](mailto:darli80@gmail.com)

**Tentative Meeting Schedule**

<u>Monday April 13</u>	<u>Tuesday April 14</u>	<u>Wednesday April 15</u>
11 am Board meeting	8am-5:15pm	8am- 1pm
12:30pm-8pm	6 sessions	4 sessions
4 sessions	Keynote in AM	
	12pm Business lunch	
	5:30pm Vendor Social	

Session details and speaker information to follow. Most sessions will have two speakers to choose from.



## Registration Form

2015 ASCLS-ND State Meeting Registration – **NEW HORIZONS: THE FUTURE IS HERE**

Please circle selections, total your fees, and submit registration form with payment

Mail checks made out to ASCLS-ND to  
Pat Halvorson  
5730 27<sup>th</sup> Ave SE  
Minot, ND 58701

Online Registration and payments using Pay-Pal coming soon at [www.asclsnd.org](http://www.asclsnd.org)

\*Add \$15.00 for any registration post March 30, 2015

	<b>Total Meeting</b>	<b>4/13 only</b> (includes afternoon and evening breaks)	<b>4/14 only All sessions</b> (includes breakfast, lunch, vendor night and both breaks)	<b>4/14 AM only</b> (includes breakfast and AM break)	<b>4/14 PM only</b> (includes lunch PM break)	<b>4/14 Vendor Social only</b> (includes supper)	<b>4/15 only</b> (includes breakfast and break)
ASCLS Member	\$250	\$60	\$150	\$55	\$70	\$25	\$60
Non-ASCLS Member	\$300	\$70	\$170	\$65	\$75	\$30	\$70
Student Member	\$60	\$25	\$50	\$25	\$25	\$15	\$25
Student Non-Member	\$90	\$35	\$65	\$35	\$35	\$25	\$35
Late Fee*	\$15	\$15	\$15	\$15	\$15	\$15	\$15
Sub-Total							
Grand Total	\$						

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Town/State/Zip: \_\_\_\_\_

Institution: \_\_\_\_\_

Email Address (required): \_\_\_\_\_

ASCLS Member #: \_\_\_\_\_

Do you have food restrictions: NO/YES (if so please explain) \_\_\_\_\_

Would you be willing to help moderate a session you plan to attend? YES/NO

Continued from page 6

1. Are you currently a member of a professional society? If so, which one(s)?
2. If you are currently a member, why did you join?
3. If you are not currently a member, what holds you back from joining?
4. What do you see as the advantages of being part of a professional society?
5. What do you see as the disadvantages of being part of a professional society?
6. What could professional organizations do to entice you to become a member?
- . In your opinion, what is the role of a professional organization?

After a few minutes to consider these questions an in-class discussion ensued, facilitated by the course instructor.

Responses indicated that half of the students were members of at least one professional society. All eight of these respondents indicated they were members of the American Society for Clinical Pathology (ASCP), with two of the eight also being members of ASCLS. In order of frequency, students cited the following as reasons for joining these societies: to have access to continuing education (CE) sources; to enhance their resumes; for reduced conference fees; and for CE documentation/tracking services. Of note, one student stated that he joined ASCP to “maintain certification”, even though ASCP certification can be maintained without societal membership. This highlights a common misconception amongst new professionals, and one that could potentially harm ASCLS membership rates for those individuals only able to participate in one professional organization.

Individuals not currently enrolled in a professional society unanimously reported that the cost of membership was the main factor holding them back from participation. A few also mentioned that they did not see the benefit in joining. These responses mirrored those cited as being ‘disadvantages’ of being part of a professional society, with cost again topping the list.

Conversely, students felt that opportunities for CE credits and an ability to stay abreast of current professional issues were the main advantages of societal membership. Another frequently mentioned benefit was the ability to network with other professionals. Also making the list of advantages was: being able to bring awareness to the workplace; having an organizational voice; lobbying or political involvement; and easy documentation/reporting of CE credits.

When asked what professional organizations such as ASCLS could do to entice new members, students decisively agreed that drastically lowering the cost of membership would likely be the biggest incentive. While ideal, students recognized that significantly lowering fees might not be feasible from an organizational standpoint. As such, they felt that offering a considerable amount of free CE credits as part of membership would be the next best alternative. One student proposed the inclusion of one free conference or meeting registration per year as a perk of membership. Others felt that organizations needed to do a better job of demonstrating the benefits of membership, reaching out to new graduates, and showing people how to get involved. It was also recognized that organizations, and particularly ASCLS, were missing the mark on self-promotion. For example, almost all of the students were aware of the availability of discounted CE credits through ASCP membership, but only one knew of similar offers from ASCLS.

Finally, students were asked to describe what they felt the role of a professional organization should be. Over half of the responses indicated that laboratory-related professional societies need to help promote recognition of the profession throughout healthcare. Students also felt that professional organizations should play an integral role in providing a “network of support” for its members.

Although these comments come from a very small number of laboratory professionals, there are common themes that seem likely to be echoed throughout the field. Assuming these views hold true for a majority of laboratorians, the news is not all bad for ASCLS in that these requests are not unreasonable. If what laboratory professionals want is a society that will promote themselves and the profession, increase recognition of the field throughout healthcare, and offer opportunities for continued learning at a reasonable price, ASCLS has the power to be that source.

Continued from page 5

You may not like politics but it is the means in this country to get things changed for the better in your profession. Do you want better fees, better training and help with wages. ASCLS does this! But it costs money. You do not have to be involved directly but you can support the cause and with this support you can voice your opinions. Again, it might not always be what you want but at least you had a voice and there are people who will do this for you.

No one is going to bat for you at work except yourself. You can sit and stay with the status quo or you can step out of your safe box; utilize ASCLS expertise and make your lab a better place to work, provide better customer service for your patients and produce better results for your physicians. Make your profession a shining star in your company!

Be a professional, Be proud, Be a Clinical Laboratory Scientist!

Stacy Askvig MS, MT(ASCP)

### **TAKEN FROM ASCLS NOTIFICATIONS**

Dear ASCLS Members,

The awards season is upon us. It is time to recognize your fellow members and activities that are "The Best" by nominating them for an award.

A full listing of all awards and scholarships can be found on the ASCLS website under the "About" tab or by visiting <http://www.ascls.org/about-us/scholarships-and-awards-celebrate>. This information can also be located under the "Lab Professionals" and "Students" menus. You can download the overall awards guidelines, or you can access the individual awards and/or scholarships on the table located to the right side of the webpage.

You, your Constituent Society President, and/or Awards Chair can instigate the nomination form. Check it out and recognize your colleagues or yourself!

Please contact [awards@ascls.org](mailto:awards@ascls.org) with any questions.

# DID YOU KNOW????

## AUTO RENEWAL IS BACK!

**If you are renewing on line:** When you complete your renewal purchase through the online store, sign up for recurring payments by clicking the box that says "I Agree to Recurring Payment Option".

**If you are renewing by paper (pdf) form printed off the website:**

102.

---

**PAYMENT INFORMATION**

Check (payable to ASCLS)

Visa                                       MasterCard  
 American Express                       Discover

Card No.: \_\_\_\_\_

Exp. Date: \_\_\_\_\_

Cardholder's Name: \_\_\_\_\_

Cardholder's Signature: \_\_\_\_\_

YES, I want to use automatic renewal for (check all that apply):

future dues

future contributions as indicated at left

future CE programs as indicated at left

I understand the above card will be charged each year by July 31<sup>st</sup> at the appropriate amount.

**This option is NOT on the initial application form; only on renewal applications.**

**GET PUBLISHED IN:**

**THE CONNECTION**

Have an article you would like to publish? Have information you would like to get out to other MLS professionals?

Send it to me and I can get it into the next issue of The Connection. Newsletters are sent out January, April, July, October.

Send all information to: Sharon Reistad at [sharon.reistad@med.und.edu](mailto:sharon.reistad@med.und.edu)