



***Addressing the needs of the new professionals and new members and planting the seeds for a promising future!***

*The purpose of the NPNMF is to engage and inform individuals new to the profession or ASCLS about various opportunities that membership affords. Forum driven activities will support the needs and interests of the Forum members.*

### Contents

This Year for NPNMF	Page 1
Life as a New Lead	Page 3
New Facebook Page	Page 4
Meet your Leaders	Page 5

### **This Year for NPNMF...**

**Written by: Gretchen Brocksmith, NPNMF Chair**

I am very honored to be serving as your New Professionals and New Members Chair. We have a great Forum filled with wonderful, energetic, and passionate laboratory scientists. We are ready to take on our tasks and make our voices heard.

Each year, the Board of Directors gives our Forum a set of charges and we have to see that we meet these charges. Many of our charges are focused on new professionals entering the workplace and new professionals and new members understanding their role in ASCLS. We also try to focus on networking with members who would like to be involved in ASCLS and speaking with non-members to get them to join.

To increase awareness of the many talented, young, and active members we have created New Professionals and New Members Forum Spotlight in ASCLS Today Newsletter. Here the members of ASCLS are able to read about our gifted professionals. We have many new professionals that have already made a huge impact on ASCLS and hold important roles. We also have many

## NPNMF Charges 2015-2016

-  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
-  Educate members of the NPNMF on ASCLS and opportunities within ASCLS. All involved should gain a better understanding of the inner workings of ASCLS
-  Identify the needs of those new professionals and new members and determine how ASCLS can help meet those needs as an organization

new members who have a passion for their career and have shown that through their work. I am pleased to announce that we have already showcased Jonathan Gusilatar, Brandy Gunsolus, and Stephanie Noblit.

We are also trying to strengthen our Forum. Formerly, we were known as the New Professional Committee and last year we became the New Professional and New Member Forum to be more inclusive. We want to include not only new professionals but we want to represent all first year professionals as well as those new to ASCLS. Our Board Representative is the First Year Professional Director. This person was the National Student Forum Chair and when the term is over he/she moves into the role of FYP Director. The FYP Director is the voice for NPNMF on the Board of Directors. This has brought a bit of confusion to all new professionals, first year professionals, students, and new members. Our Forum has come together to try to find a way to strengthen the contribution and collaboration of new professionals and new members within ASCLS. We would like to have better representation of the NPNMF on the Board of Directors. We requested the Board to eliminate the name FYP Director and rename it to the NPNM Director. Since the FYP speaks for us and now we are a Forum of not only first year professionals, but new professionals and new members, we need to have a better representation on the Board for us.

Last year, the Forum started revising the New Professionals and New Members Guide. It is not yet completed and some key points are missing. One key point is the role of the Region Communication Coordinators, Vice-Chair, and Secretary. We would like to complete this task and have a Communication Coordinator appointed for every Region. We also would like the roles for the Region Communication Coordinator to be more defined and better communication with the states. We also want the terms each CC to reflect the term limit of the Region Director on the Board.

Currently, we are brainstorming many new ideas to increase membership within ASCLS and increase communication between new professionals and new members. Karen Larson, the NPNMF Vice-Chair, gave us a unique idea. At her hospital she put ASCLS candy wrappers around bite size candies. These wrappers had encouraging words about ASCLS and information of how to contact a member. We are encouraging our members to try this in their laboratory. We are also trying to come up with new ways to bring ASCLS up in the workplace and recruit new members. If anyone has ideas that has worked in their states, locally, or in their hospital please do not hesitate to share.

For our current new professionals and new members, we have developed a Facebook group to help stay active and in constant communication. Lacey has an excellent article about our page below.

As you can see we are continuing with our newsletter. We have many new voices on our forum who want to share their experiences with all ASCLS members. We also have lots of new and exciting articles to bring to everyone. We will also continue to write for the ASCLS Today Newsletter. I hope everyone enjoys reading our articles.

## Life as a New Lead

Written by: Karen Larsen, NPNMF Vice-Chair

I work for a large university hospital where I rotate in a variety of areas between our adult and children's hospitals. I've worked in the acute care laboratory as a Medical Laboratory Scientist for two years and five months now. I've been transitioning into my new role as the Chemistry Technical Lead for a little over one month now. I'd like to share with you what this time of change has been like.

I've been preparing and working towards this goal of being in a leadership role since I first started. After completing my training period as a new hire, I jumped right in - taking on extra responsibilities around the lab and working on special projects. I started small. A co-worker was going on maternity leave and my supervisor was looking for someone to cover this person's extra job responsibilities. I volunteered to help, monitoring that temperature logs were completed. I then started taking on my own extra projects. I found myself passionate about our outpatient laboratory services and quickly became the supervisor's right-hand person, working on many process improvement initiatives. Many times this required extra hours. Don't be afraid of extra work! This is your opportunity to develop your professional reputation, to learn new skills, and to gain great experience.

If you're aspiring towards a formal leadership role, you must first demonstrate your abilities as an informal leader. What does that really mean? An informal leader doesn't have a title to fall back on that gives them authority. People choose to follow them because they demonstrate the qualities of a great leader and have earned the respect of others. Because I spent two years as an informal leader in my lab, my transition to this formal role as the Chemistry Lead is smoother. My co-workers know they can rely on me, that I will always

provide help, and that it is safe to put their trust in me. Even though I have a lot left to learn to become a Chemistry expert, my co-workers are confident in me because of the leadership characteristics I've demonstrated on a daily basis.

So, what is the daily life of a lead like? There are so many things that are done behind-the-scenes that I wasn't exposed to before. I am learning all sorts of new things and that is one of the best parts! I'm learning how to enter CAP (College of American Pathologists) proficiency testing results into their online entry system.

You have to be very detail-oriented because one typo could result in a failure and put your lab at risk. I'm becoming very comfortable with calling our instrument service team for help troubleshooting issues over the phone. I learn more and more with each problem that arises, but there is still much that I don't know. If you find yourself in a new role like this, remember that you won't have answers 100% of the time. That's okay. It's how you respond that matters. When a co-worker comes to me with an issue that stumps me, I'll say, "That's a great question. I don't know the answer, but I'm going to make sure we use the right people and resources to find out." I'm fortunate to work with our extremely knowledgeable Chemistry Technical Specialist who supports me in this role. She treats me as an equal and her goal is to help me grow to a point that no matter which one of us is around, we can do everything the other can.

A big part of the job is teaching. I train our students and new hires, as well as current employees who are adding another testing area to their repertoire. I love watching people have that "Ah-ha!" moment when you can tell that whatever you said just made things click. It is extremely rewarding! I am also responsible for



administering annual competency assessments throughout the year. Making the deadline is very important, so I often multitask in order to do some of these assessments when I'm on the bench and the workload is lower. I also train others on new instruments as we implement them.

The last thing I want to touch on is my contribution to the workplace culture and morale. At a lead level, in many ways you are still viewed as a peer. In my opinion, this gives you an even greater opportunity to help shape the staff culture and attitude. In leading by example, you help set the tone and demonstrate the positive perspective you want to encourage in others. I make a conscious effort to arrive each day ready to work, to help, to be flexible, and to keep my stress level from negatively impacting others. This can be hard to do and I'm sure I don't always succeed. Having the right

attitude and always showing others respect makes teamwork possible and allows us to provide patients the best care! As a leader, I have an extra level of responsibility in promoting a great workplace culture.

While being a Technical Lead comes with extra challenges and a heavier workload, it also provides many rewards. I love helping others and really enjoy the special projects I get to be involved with. I experience greater satisfaction with my job when I'm learning new skills. One of my favorite quotes is, "If we are growing, we are always going to be outside our comfort zone." - John C. Maxwell. Wherever you are in your career, I hope you are encouraged to take advantage of opportunities to grow as a laboratory professional.

## **New Facebook for NPNMF!!**

**Written by: Lacey Campbell, NPNMF Past-Chair**

New Professionals and New Members now have a "home" on social media! For some time the NPNMF has talked about the need to have a separate Facebook account to meet the needs of new professionals and new members!

The Student Forum and FYP created a Facebook group a number of years ago as a way to communicate with students and recent graduates informational documents and resources that pertain to students. This information includes lists of scholarships that are available within ASCLS and all related Clinical Laboratory companies, interview skills, resume/curriculum vitae

writing, practice questions for the ASCP Board of Certification examination, suggestions on how to get involved in your state society, ASCLS Committees and explanations of what they participate in, national meeting information and reminders, etc. This Facebook group is geared towards students and FYPs within ASCLS, but has been able to expand its horizons and attract individuals who are not members of ASCLS over the years.

The idea of creating this New Professional and New Member Forum Facebook group came about in spring of 2014 when numerous new professionals approached us at the Legislative Symposium stating that they did not have a place they felt was appropriate to post information that pertained to the different needs and opinions of new professionals and new members. This Facebook page is intended to post information pertaining to finding CLS graduate schools to further our education, asking questions and educating other new professionals and new members on instruments within our labs, informing new professionals and new members of the opportunities to be involved within ASCLS on the state, regional, and national level, announce travel grants for upcoming national meetings, post job openings in our hospitals and clinics, share interviewing tips, provide leadership development opportunities, etc.

We intend this Facebook group to be the "home" for all new professionals and new members to come to as their first resort to find information that will help them in their professional life at work and within ASCLS. We only welcome positive posts and/or comments that will allow members to analyze or critically think about subject material that pertains to new professionals and new members. Please do not use this group to rant or complain, but rather to give information that will be used for the betterment of new professionals and new members.

So join today at <https://www.facebook.com/groups/NPNMF/> and bring forth your positive opinions, ideas, events, and suggestions on the New Professionals and New Members Forum Facebook Group!

# Meet Your Forum Leaders!!!



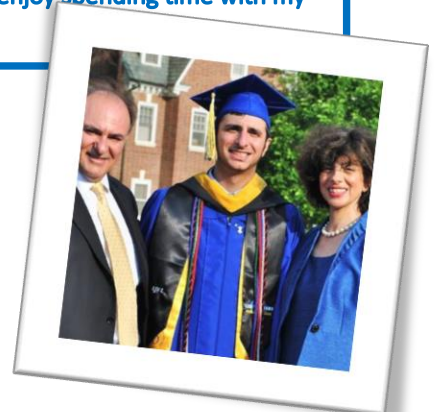
My name is Gretchen Brocksmith and I am the New Professionals and New Members Forum Chair 2015-2016. I am from New Orleans, LA and I am currently working at Ochsner Medical Center in the Hematology Laboratory. I started in ASCLS as a student member in Louisiana. I was elected Student Forum Chair of Louisiana 2013-2014. At my first National Meeting in Houston, I was appointed Student Representative of the Government Affairs Committee 2013-2014 and Student Representative of Region VII 2013-2014. In 2014, I was elected NPNMF Vice-Chair, which is a two-year role, first year as vice-chair and second year as chair. I am currently the New Professional for GAC, a Leadership Academy Inductee, the Secretary for the Diversity Advocacy Council, and participating in the Mentorship Program. I am thrilled to be the NPNMF Chair. We have many new and exciting issues to bring to ASCLS and have great leaders to accomplish our many tasks.

My name is Karen Larsen and I am the NPNMF Vice-Chair. I first joined ASCLS during my clinical rotation 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 connect with professionals who share my passion for laboratory medicine. By being involved, I have gained many ASCLS mentors whose guidance and support is invaluable as I progress in my career. I am now the Chemistry Lead at University of Minnesota Health – West Bank Laboratory. I am excited to see how we can work together this year to achieve our shared goals!



My name is Kim Baker and I am the NPNMF Secretary. I graduated from the University of Tennessee Health Science Center in Memphis, TNE with a Master's Degree in Clinical Laboratory Science. I currently work as a generalist at Methodist Le Bonheur Healthcare in Memphis. I am very active in her Community, being involved in many volunteer organizations. Junior League of Memphis, Big Brothers Big Sisters of Memphis, and Ronald McDonald House of Memphis are just a few. I love ASCLS and try to do all I can to stay involved with the organization. In my spare time, I enjoy spending time with my family and friends.

My name is Evan Katradis and I am the Region II Communication Coordinator. I am a recent graduate from the Medical Laboratory Science Program at the University of Delaware and I am currently working at John Hopkins in the Pathology/Microbiology Department. I was the State Representative for Delaware from 2013-2015. I was the Region II Student Representative from 2014-2015. I attended the Legislative Symposium in 2014, where I learned a great deal about healthcare policy as it relates to clinical laboratory science. Aside from working, I am huge basketball and football fan. I enjoy spending my time outdoors playing basketball, white water rafting, canoeing, and skiing.





My name is Tiffany Montalvo and I am the Region V Communication Coordinator. I graduated from South Dakota State University in May 2015. I am currently working Avera McKennan Hospital in Sioux Falls, SD. I have a strong passion for learning and interacting with people, and my hope is to coordinator those two passions as I continue with ASCLS. Being a part of this organization has opened my eyes to the opportunities that are available within my profession and has given me the desire to help students, and other non-members, to become active members. The bond that forms between the members goes way beyond typical “co-worker” relationship, rather it is a family all of its own, and that’s what keeps me active and passionate about ASCLS.

My name is James Gardner and I am the Region VII Co-Communication Coordinator. I am from Monroe, LA and currently working at IASIS Glenwood Regional Medical Center in West Monroe. I recently graduated in May 2015 but I have been involved in ASCLS at the State and Regional Level since a Student in 2014. I am getting my start at the National Level with GAC and serving as the Student Representative. I am very passionate about the profession and open to any ideas that will help with recruitment, recognition, inter-professional communication, etc.



My name is Cherika Robertson and I Region VII Co-Communication Coordinator. I have been a Medical Laboratory Scientist for 10 years with experience in all fields and a primary interest in blood banking. I am currently working in the Academic Services at the University of Arkansas Medical Sciences where I set up and assist students during their academic laboratory. I am also a Board Member for the Arkansas Chapter for ASCLS. When not working I enjoy being outdoors with my husband and son fishing, kayaking, camping, biking, and hiking.

My name is Ian Wallace and I am the Region VIII Communication Coordinator. 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, and the chance to develop leadership skills to help my peers. The most important thing I was told 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 part of NPNMF because I know that we are the future of ASCLS as well as the profession of Medical Laboratory Science. I want to work towards a better, stronger, and more prosperous future for our organization and our profession.





My name is Noel Clay and I am the Region X Communication Coordinator. I am originally from Lawrence, Kansas where I graduated with Bachelor's Degree in Clinical Laboratory Science from the University of Kansas. I was a member of the Army Reserve as Medical Technician from 2001-2002 and during that time was deployed to Bagram, Afghanistan and Tripler Army Medical Center in Hawaii. In 2012, I completed my Master's in Health Science from Trident University. While working as an MT at Tripler for the military I fell in love with Hawaii and decided to stay. I have now lived on the island of Oahu for 5 years and work for Diagnostic Laboratory Services.

My name is Lacey Campbell and I am the NPNMF Past-Chair. ASCLS has completely changed my professional life! I started out as a student member highly involved with the Student Forum in Georgia. I attended my first meeting summer of 2012 in Los Angeles and once I met the "ASCLS Family" I was completely hooked. Over the years, I transitioned from student to first year professional to new professional and have been truly blessed to have met the most influential mentors, colleagues, and friends that have helped me transform into a young professional for our organization and our profession. I am truly grateful for every opportunity ASCLS has created for me.



My name is Gilma Roncancio-Weemer and I am the NPNMF Advisor. By day I am the program director for HSHS St. John's Hospital School of Clinical Laboratory Science in Springfield, IL and by night, a partner with The Laboratory Consultants Inc. of IL. I have served ASCLS in many capacities at all levels from local to national and have grown both professionally and personally from my involvement. 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 NPNMF. I am so proud of how well the leadership handled the transition from the New Professional Committee to the Forum and 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!

My name is Nadine Fydryszewski and I am the NPNMF Board Liaison. My role is to bring the NPNMF concerns and requests for action to the ASCLS Board for consideration and vote. I also make every effort to attend Forum meetings to provide feedback and advice regarding Forum issues for Board consideration. I have been actively involved in ASCLS for 30+ years at the state, regional, and national level. On the national level I serve as the Region II Director. I have been Chair of the Annual Steering Committee, DCLS Oversight Committee, and Scope of Practice Paper Revision Task Force, just to name a few. I am a professor at Rutgers-School of Health Related Professions, Dept. of Clinical Laboratory Sciences. I am the program director of the graduate CLS programs: the Graduate Certification in CLS, the MS in CLS, and Doctorate in CLS (DCLS), the advanced practice doctorate for CLS in the country. The NPNMF is a critical component of ASCLS – you are the future of the organization and our profession!! Go Forth and Conquer!!



## Contacts

<b>Name</b>	<b>Position</b>	<b>Email</b>
<b>Gretchen Brocksmit</b>	<b>Chair</b>	<a href="mailto:gkbrocksmit@gmail.com">gkbrocksmit@gmail.com</a>
<b>Karen Larsen</b>	<b>Vice-Chair</b>	<a href="mailto:klarso42@fairview.org">klarso42@fairview.org</a>
<b>Kim Baker</b>	<b>Secretary</b>	<a href="mailto:kimariab@yahoo.com">kimariab@yahoo.com</a>
<b>Stephen Latuso</b>	<b>Region I CC</b>	<a href="mailto:sjlatuso3782@gmail.com">sjlatuso3782@gmail.com</a>
<b>Evan Ka</b>	<b>Region II CC</b>	<a href="mailto:eskat@udel.edu">eskat@udel.edu</a>
<b>Ally Thompson</b>	<b>Region III CC</b>	<a href="mailto:hillaryallisonthompson@gmail.com">hillaryallisonthompson@gmail.com</a>
<b>Mandie Jones</b>	<b>Region IV CC</b>	<a href="mailto:mandi.jones@stjohn.org">mandi.jones@stjohn.org</a>
<b>Tiffany Montalvo</b>	<b>Region V CC</b>	<a href="mailto:montalvo7211@gmail.com">montalvo7211@gmail.com</a>
<b>Stephanie Godfrey</b>	<b>Region VI CC</b>	<a href="mailto:sasrunr02@yahoo.com">sasrunr02@yahoo.com</a>
<b>Katie Franck</b>	<b>Region VI CC</b>	<a href="mailto:katie.l.franck@gmail.com">katie.l.franck@gmail.com</a>
<b>James Gardner</b>	<b>Region VII CC</b>	<a href="mailto:gardnejp@yahoo.com">gardnejp@yahoo.com</a>
<b>Cherika Robertson</b>	<b>Region VII CC</b>	<a href="mailto:cnrobertson@uams.edu">cnrobertson@uams.edu</a>
<b>Ian Wallace</b>	<b>Region VIII CC</b>	<a href="mailto:iwallace0904@gmail.com">iwallace0904@gmail.com</a>
<b>Noel Clay</b>	<b>Region X CC</b>	<a href="mailto:noelclay81@gmail.com">noelclay81@gmail.com</a>
<b>Lacey Campbell</b>	<b>Past-Chair</b>	<a href="mailto:laceyanncampbell@gmail.com">laceyanncampbell@gmail.com</a>
<b>Elizabeth Ezeb</b>	<b>FYP Director</b>	<a href="mailto:Elizabeth.ezeb@gmail.com">Elizabeth.ezeb@gmail.com</a>
<b>Gilma Roncancio Weemer</b>	<b>Advisor</b>	<a href="mailto:grwcls@comcast.net">grwcls@comcast.net</a>
<b>Nadine Fydryszewski</b>	<b>BOD Liaison</b>	<a href="mailto:fydrysna@shrp.rutgers.edu">fydrysna@shrp.rutgers.edu</a>
<b>Andrea Hickey</b>	<b>ASCLS Liaison</b>	<a href="mailto:andrea@ascls.org">andrea@ascls.org</a>