



	Group A	Group B	Group AB	Group O
Red blood cell type				

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.

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Edited by: Gretchen Brocksmith, NPNMF Chair

**DON'T FORGET ABOUT
MEDICAL LABORATORY
PROFESSIONALS WEEK!!!
APRIL 24-APRIL 30**

Join Us for the 84th Annual Meeting in Philadelphia, PA!! **Written by: Lacey A. Campbell, Past-Chair**



The sun is out, the flowers are blooming, and we are all getting a little spring fever! For those of us in ASCLS, we are getting SUMMER FEVER for our Annual Meeting and Clinical Laboratory Expo! This year, we are so proud to host the 84th Annual Meeting and Clinical Lab Expo in the beautiful Philadelphia, PA from July 31st through August 4th. This year's meeting will be hosted at the famous Loews Philadelphia Hotel in the heart of Philly. With only four months away, now is the time to start making plans to attend the most exciting meeting of the year!

The Annual Meeting Steering Committee has been working hard over the last eight months to prepare an outstanding program of speakers from all scientific realms related to the clinical laboratory. With many suggestions of the years for a shorter meeting, attendees to the 2016 ASCLS Meeting will notice the many changes in the format of the meeting.

Starting on Sunday, July 31st, the ASCLS Board of Directors meeting will cover the concerns and discussion of the issues raised by national, regional, and state leadership nationwide. Throughout the day on Sunday, we will host governance meetings to include some of the ASCLS Committee face-to-face meetings, which are open to all members who are interested in getting involved!

Monday, August 1st will be packed for both professional and student track attendees beginning at 8:00 a.m. with the Issues Update and Open Forum. This will be followed by the BOC and NAACLS update. The Candidates' presentations will also be held on Monday for attendees to visit with them and ask about their plan of action if elected into the respective position. Regional Caucuses will be held Monday and will include a provided lunch for attendees to network with their fellow regional colleagues. The evening will conclude with the First Timer's and Student Reception & Student Silent Auction, followed by State and Regional Society dinners at a restaurant of their choice.

Scientific Assembly meetings will be held Tuesday morning, August 2nd and will include breakfast. During these sessions you may attend the section of the laboratory that interests you the most to be able to make connections within those departments. The ASCLS Elections will be held later Wednesday afternoon to place your vote for the individuals you feel will represent us best in the respective position for which they are running. Make sure to cast your ballot and "have your voice heard." Tuesday night, August 2nd, the President's Reception and E&R Silent Auction will be held boasting an incredible D.J., heavy hors d'oeuvres, and a whole lot of shaking it on the dance floor!

Next, the Industry Awards will honor those partnerships we share with scientific companies around the world to better the field of Clinical Laboratory Science. A Plenary Session, followed by the ASCLS Elections will be held on Wednesday, August 3rd in the morning with the Member Awards session later that same day in the afternoon. Wednesday night, August 3rd, the Alpha Mu Tau banquet (by invitation only) will be held.

The final day will conclude with the House of Delegates on Thursday, August 4th from 2:00 – 4:30 p.m. During this event, representatives from the entire national delegation discuss important issues that have been placed before the Board for amendments and approval to keep the organization up to date in this ever-changing field. If you have never experienced a House of Delegates session, I highly recommend to first-time attendees to truly learn the governance of our professional organization and what we are facing in the clinical laboratory!

The Clinical Lab Expo will be held as normal Tuesday – Thursday of the meeting. There will be dedicated exhibit hours for ASCLS attendees on both Wednesday and Thursday mornings. Continuing education sessions will be offered on Monday afternoon, all day Tuesday and Wednesday and Thursday morning. Attendees will be able to earn 15 hours of continuing education credit hours if they attend all of the offered educational sessions, including an additional 1 hour for completing the Exhibit Hall quiz.

If you normally attend the Board meeting and stay through to the end of the ASCLS House of Delegates, you would most likely fly in Saturday night, July 30th or early July 31st and leave after the House on Thursday, August 4th. If you are not planning to attend the governance and only attend continuing education and the Clinical Laboratory Expo, you would most likely fly in Monday morning, August 1st and leave after the last CE session on Thursday, August 4th.

The Clinical Laboratory Exposition boasts itself as the largest trade show of laboratory equipment and services in the world. In my opinion, the expo is the most incredible part of the Annual Meeting! You can network with colleagues, learn about the newest instruments and technologies, and possibly make connections for your future career path. The Clinical Laboratory Expo is filled with products that would improve the quality of laboratory services.

Get ready to make plans for the first week of August to visit *The City of Brotherly Love* at the 2016 ASCLS Annual Meeting and Clinical Laboratory Expo in Philadelphia, PA at the Loews Hotel. It's the best opportunity of the year to hear outstanding scientific sessions, participate in governance, and take advantage of the largest laboratory exposition in the world. We look forward to welcoming you to Philly!



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

LEARNING HOW TO LEAD THE WAY

Written by: IAN WALLACE

Over the past year I have had the honor and privilege of being a part of the ASCLS National Leadership Academy. Our group was composed of six other individuals from around the country and me, along with our instructor. During this time, we learned our strengths when it came to leadership and communication styles, as well as, how to work better alongside individuals that have differing styles than our own. We learned techniques to help us with time management, mentorship, and strategic planning, all of which we can utilize both inside and outside of the laboratory. In between learning about these skill sets, we were challenged to create something that would benefit ASCLS on a National level.

What we created over this past year was a project that we feel will advance the public knowledge of our organization. Our project, "Explore ASCLS through Infographics: A Visual Collaboration of the Laboratory Profession and Professional Representation" set up a foundation for future individuals to be informed about ASCLS in a quick and easy format. For those who do not know, an infographic is a visual image such as a chart or diagram used to represent information or data. We focused on three main areas, which we believed best described the organization and our profession in Medical Laboratory Science. These areas were, "ASCLS Membership Categories and Benefits", "Careers in Medical Laboratory Science", and "ASCLS Committees". By simplifying the data and adding graphics to enhance the information we are trying to portray, we have the potential to reach new demographics, specifically younger generations, who are curious about what Medical Laboratory Science is, as well as, what ASCLS is and how the association can benefit your careers in the field. In time, we hope that ASCLS builds on the foundation we provided to allow for a quick and easy reference for the many aspects of our career and organization. Our project should be posted on the ASCLS website in the near future and I urge you all to take a look and see what a group of dedicated individuals put together in just a years' time.

On a personal note, I can say that I have learned so much from this experience. Not only in terms of how to grow as a professional, but also how to grow as an individual. By elaborating on my strengths and utilizing the tools I've gained to build upon my weaknesses I can better prepare myself to take on more responsibilities in the future. My involvement in the National Leadership Academy has also led me to become lifelong friends with other Medical Laboratory Scientists and I know that I can use them as resources for any problem I may encounter in the future. Lastly, it opened my eyes to how dedicated ASCLS is to enhancing the livelihood of their members. From the history of the organization, to the networking and mentoring

opportunities they have provided since its inception, ASCLS strives to create opportunities for everyone involved, which is something that I absolutely admire!





The Lab Rats Holiday Survival Guide

Written by: Tiffany Montvolò

As a girl, I grew up in a family of non-medical professionals. Both of my parents worked jobs in which they both would be guaranteed to be home at night, on the weekends, and every holiday. So, as a new professional in the laboratory, I wasn't sure what to expect when I got scheduled for my first holiday. What would it be like to miss out on the days that I held so near and dear to my heart? How was I to cope with the time spent apart from my family and friends? Lucky for me, I got to find out not only once, but three times in my time spent as a new tech.

The first holiday (Thanksgiving) was the hardest for me, as I knew it would be, but I found several mechanisms to help deal with the imperative task of working on holidays. I call these my "survival" tips & tricks, which are not only applicable to new professionals, but to professionals that have spent any duration in the laboratory. By no means are these tips a "fix-all," rather a simple means of coping with this reality.

You Are Not Alone!

This is a huge point that I would like to point out. Sometimes when we get scheduled to work a holiday, it can be very easy to get caught up in feeling sorry for ourselves and think about all of the time that we don't get to spend with family or friends. I will be the first to say, don't do that. Remember that you are not the only one scheduled for this holiday. There are doctors, nurses, and other medical staff that are scheduled to care for patients these days as well. Let us not forget our co-workers in the lab that are also scheduled for work on this holiday!

So make it count! Holidays are a time of togetherness, love, and fun. Being depressed the entire shift will not make it any better or make time move faster. Find your own means of celebrating a holiday right there in the lab. Whether this means playing some Christmas music as you work, dressing up a little for Halloween, or making some small decorations, try to find some way of celebrating and having fun! I, personally, love to bring treats for the break room, because who doesn't love treats on our breaks??

Rearrange the Holidays

If you were to ask my mother, holidays are not meant to be on any other date than what is on the calendar, but I am here to tell you, yes they can! Just because we cannot be there physically for some of these special days, try to find a way to observe them on a different day. Maybe you got scheduled to

work Christmas Day. See if you can open presents with family on Christmas Eve, or the day after Christmas. Traditions can be difficult to give up sometimes, but there is no saying that they can't be modified a time or two. Don't abandon the holiday just because you cannot be there, rather, continue to make it special by finding your own day to celebrate it!

If rearranging a holiday just isn't possible, as it sometimes can be, have your own little holiday shindig! I can definitely tell you, there aren't many people out there that aren't okay with celebrating a holiday more than once. There may possibly be people you work with, as well, that didn't get to celebrate the holiday. Invite them over and make the holiday your own! Memories ought to be had that way, guaranteed.

See the Bigger Picture

As I mentioned previously, sometimes when we are scheduled to work a holiday, we forget to see the world outside of ourselves. We, as medical professionals, need to see the bigger picture and understand that we are serving incredibly important people, our patients. We need to remember that they are also here on the holiday, and not by choice either. It is our duty to still care and show compassion towards them, their families, and friends on what could possibly be, a very difficult day for them as well.

You may be asking yourself, "How am I making a difference for the patient's this holiday? I just work in the lab." It can be very easy to get caught up in this mind frame, especially when you are not feeling 100% happy about being at work that day. When we get into this slump, not performing up to our fullest potential can be an unfortunate consequence. Try shaking this feeling off and treat patient's samples & results with that little bit of extra care, I mean it is a holiday, right? Who says these patients can't get a little bit of special treatment?!

In conclusion, we all know how difficult and lousy being stuck at work on a holiday can be. But, as laboratorians, it is a necessary truth we must all face. As I like to say, hospitals don't take holidays! It is our drive and passion for what we do that keeps us pushing along. So the next time you are scheduled to work a holiday, or know someone who is scheduled to work, remember these survival tips and do your best to continue to enjoy the celebration, even if you are at work! May your upcoming holidays be filled with joy, compassion, and fun!



Calling All Volunteers

The New Professionals and New Members Forum is looking for applicants to fill the roles of Vice-Chair and Secretary for the year 2016-2017. The Vice-Chair and Secretary will be elected during the NPNMF Business Meeting at the Annual Meeting 2016 in Philadelphia.

To be Eligible:

- Candidate must be ASCLS Member for at least 4 months' prior
- Candidate must be new to the clinical laboratory science profession with 5 years or less of clinical laboratory experience **OR**
- Candidate must have 5 or less years of membership of ASCLS
- Experience in a leadership position in a laboratory related program or state/regional/national level is preferred, but not required
- Candidate **MUST** be registered and present at the Annual Meeting

The nomination forms are following the end of the newsletter. The NPNMF Chair, Gretchen Brocksmith, and Vice Chair, Karen Larson, will take nominations through and up to the Orientation Meeting at the National Meeting.

Chair Responsibilities: (NOTE: this is not an elected position and therefore not eligible for this application):

- Directs and coordinates the activities and functions of the Forum.
- Serves as the spokesperson for the Forum.
- Prepares reports of Forum's activities for the Board of Directors as requested.

Vice-Chair Responsibilities:

- Assists the Chair in any activities and functions related to the Forum.
- Works with the Chair, Secretary, Advisor, and other members to complete the charges for the year.
- Stands in for the Chair if he/she is unable to complete his/her duties.

Secretary Responsibilities:

- Assists the Chair in scheduling meetings and conference calls throughout the year.
- Takes the meeting minutes for all meetings and conference calls throughout the year.
- Maintains a current contact list of all Regional and State Communications Coordinators.
- Works with the Chair, Vice-Chair, Advisor, and other members to complete the charges for the year.

New Professionals and New Member Forum
Regional and State Communication Coordinators

The Regional Communication Coordinator represents all states within his/her region. (Regions can be found on ascls.org.) The Regional Director appoints the Regional Representative.

The State New Professional/New Member represents his/her state. This is usually chosen at the states' Spring Meeting or at the National Meeting. Depending on that state, it may be appointed by the State President or voted upon by the states' Board.

Some of the duties for Regional Communication Coordinator include but not limited to:

- Communicate needs, concerns, and opinions of the region's New Professional/New Member to ASCLS NPNMF, Regional Council and Region Director.
 - Communicates all national and/or regional NP/NM related information to the state NP/NM
- Volunteer for and assist with ASCLS NPNMF tasks and projects to assist in achieving committee goals.
- Serve as a mentor and resource to NP and SF representatives and members in all states within region

If you are interested, please contact your Regional Director or State President.



ASCLS Committees

There are a number of committees within ASCLS that are held accountable to accomplish goals and strategic actions identified by the organization and its grassroots members. Committee structure is governed by the Society's Standard Operating Procedures. Committee membership can be either through appointment or election process. We encouraged all New Professionals and New Members to volunteer to serve on these committees or assist the committees in accomplishing goals for ASCLS. Below is a list of committees and a brief description.

- **Political Action Committee:** Works with the Government Affairs Committee to monitor legislation at the local, state and federal level dealing with clinical laboratory issues. Raises funds to support lobbying efforts. Members chosen from each ASCLS Region and approved by the ASCLS BOD.
- **Awards Committee:** Coordinates all activities on publication, description, nomination, selection and presentation of Societal awards.
- **Bylaws Committee:** Receives the proposed changes to the Bylaws and Articles of Incorporation and prepares said Amendments for consideration. Also, Committee examines, considers, and approves appropriate proposed changes to the constitutional codes of constituent societies.
- **Government Affairs Committee:** Assists ASCLS in achieving objectives of influencing the formulation of appropriate public (governmental) policy on health care issues vital to the profession and the public.
- **Membership Committee:** Responsible for recruiting new members into ASCLS. Responsible for the

retention of members and reactivation of lapsed members.

- **New Professionals and New Members Forum:** The NPNMF provides a forum where young professional leaders can clarify the needs and wants of the newest generation within our profession, and communicate them to the Board of Directors for consideration and implementation to meet those needs and wants whenever possible.
- **P.A.C.E.® (Professional Acknowledgment for Continuing Education) Committee:** Serves to accomplish the goal of the P.A.C.E. program which is to create a combined provider approval and education documentation system for creating educational programs for interested allied health professionals.
- **Patient Safety Committee:** Serves to promote member understanding of the laboratory professional's role in patient safety and provides tools, resources and educational materials to improve safety for all patients served.
- **Product Development Committee:** Coordinates the development and maintenance of current publications/products, as well as facilitates the creation of new publications/products.
- **Professional Standards Oversight Committee:** Monitors and evaluates standards that affect Medical Laboratorians addressed in ASCLS documents related to policy, certification, standards of practice, levels and scope of practice, and entry level of curriculum
- **Promotion of the Profession Committee:** This Committee serves to provide the face for the profession in areas of activity that include public relations, image management, and marketing. It provides resources to improve the image of the Society and the profession.

If you are interested in any of the above you may contact any of the NPNMF Officers, your Regional Director or your State President.

Testimonials

Michelle Campbell:

I served on the Leadership Development Committee this year. Serving on a national ASCLS committee as a new professional has been a great learning experience. I feel lucky to have been able to serve on a national committee this early in my career. I enjoyed participating in conference calls from other committee members and getting to meet other ASCLS professionals from all over the country.



Stephanie Noblit:

Being a New Professional representative for the Government Action Committee (GAC) is an eye opening experience to say the least. I've learned so much about how the world to healthcare is intertwined with the world of politics. Every month on our conference calls I feel very honored to just listen in on what our lobbyist, Patrick Cooney, and EVP, Elissa Passiment, have to say. Being a part of the GAC for the last two years has made me passionate about politics and health policy and now it is something I would like to incorporate into my future career

Carly Griffin:

As a new professional it has been exciting to learn the in's and out's of the ASCLS organization at a national level and really get to see the train in motion so to speak. It has allowed me to make ASCLS friends in many different states, which makes me increasingly feel a part of the ASCLS group on a national level.



Lacey Campbell:

Being able to have the opportunity to serve on an ASCLS committee and the ASCLS Board of Directors has been one of the most incredible opportunities I have ever been blessed with. Serving in these roles teaches you not only professionalism in your profession, but also introduces you to learning Robert's Rules to conduct a meeting, teaches you how to prepare a Plan of Action, and how to set goals and truly obtain those goals over the course of a fiscal year. The leadership opportunities and mentorship I have gained from serving in these roles will stay with me no matter what professional role in which I may serve. I highly recommend getting involved in ASCLS by volunteering to serve on a Standing Committee. The skills you will gain will improve your professional self, no matter where the clinical laboratory profession may take you!

Briana MacRae:

I am honored to be learning about the processes and participating in a society dedicated to clinical/medical laboratory science. I feel the short time I have participated in the society I have had a great opportunity to learn, network and grow as a professional. I am currently assisting the ASCLS-VA chapter build an annual meeting, it has been energizing to see dedicated professionals come together to inform and prepare our colleges for the future.

Elizabeth Ezeb:

Being a part of such a phenomenal organization has taught me the responsibility we hold for the profession. In my time, serving on the Board of Directors for ASCLS, I've learned that a professional organization is the true voice necessary to bring about change from the work place to the White House. It's more than appropriate to state that only the a professional of their particular profession would understand what's intricate to keep his or her profession functioning and work effectively in an inter professional setting. With this being said, ASCLS has given me vast amounts of knowledge on how to operate as a professional scientist, how to be a leader, and understanding the logistical and political aspects that keeps our profession active.





Don't forget to sign up for our First Annual Lab Week Run!! Check out the Facebook page for more information:

https://www.facebook.com/events/1087632687927816/?active_tab=posts

CONTACTS

For more information on anything discussed in this issue please don't hesitate to contact us.

Name	Position	Email
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Stephen Latuso	Region I CC	sjlatuso3782@gmail.com
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ASCLS NEW PROFESSIONALS AND NEW MEMBERS FORUM OFFICER NOMINATION FORM

NAME: _____

ADDRESS: _____

PHONE NUMBER: _____

EMAIL ADDRESS: _____

EDUCATIONAL PROGRAM FROM WHICH YOU GRADUATED: _____

CURRENT EMPLOYER: _____

CITY, STATE OF EMPLOYMENT: _____, _____

ASCLS MEMBERSHIP # _____

YEAR YOU BECAME AN ASCLS PROFESSIONAL MEMBER/FIRST YEAR PROFESSIONAL MEMBER (NOT STUDENT MEMBER): (APPLICATION ONLY FOR NEW PROFESSIONALS AND NEW MEMBERS)

- 2016 2015 2014 2013 2012 2011

PURPOSE OF THE NEW PROFESSIONALS AND NEW MEMBERS FORUM:

The New Professionals and New Members Forum will serve 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.

RECURRING CHARGES TO THE NEW PROFESSIONALS AND NEW MEMBERS FORUM:

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

CHAIR'S RESPONSIBILITIES (NOTE: this is not an elected position and therefore not eligible for this application):

1. Directs and coordinates the activities and functions of the Forum.
2. Serves as the spokesperson for the Forum.
3. Prepares reports of Forum's activities for the Board of Directors as requested.

VICE-CHAIR'S RESPONSIBILITIES:

1. Assists the Chair in any activities and functions related to the Forum.
2. Works with the Chair, Secretary, Advisor, and other members to complete the charges for the year.
3. Stands in for the Chair if he/she is unable to complete his/her duties.

SECRETARY'S RESPONSIBILITIES:

1. Assists the Chair in scheduling meetings and conference calls throughout the year.
2. Takes the meeting minutes for all meetings and conference calls throughout the year.
3. Maintains a current contact list of all Regional and State Communications Coordinators.
4. Works with the Chair, Vice-Chair, Advisor, and other members to complete the charges for the year.

ELECTIONS:

The Vice Chair and Secretary will be elected during the ASCLS Annual Meeting by the members of the group. There will be a session time specifically for this group to meet during which elections will be held and planning will begin for the following year. All members of the group present will be eligible to vote for the officers. The Vice-Chair may succeed to the Chair position during the second year of their two-year term through the appointment process. Elections will not be held each year for the Chair position.

ELIGIBILITY FOR OFFICE:

A candidate must have been an ASCLS member for at least (4) months prior to the election at the Annual Meeting. A candidate must be a new clinical laboratory science professional with less than 5 years of experience in the practice or a member of ASCLS for less than 5 years. Experience in a leadership position in a laboratory related program, club, or at the state/regional/national level is preferred, but not required.

POSITION FOR WHICH YOU ARE RUNNING:

New Professionals and New Members Forum Vice-Chair

ESSAY QUESTIONS:

1. What motivates you to apply for this office?

2. In what professional, educational, or community service activities have you participated? Please indicate any leadership positions you've held in these activities.

3. If you were to become a New Professionals and New Members Forum officer, what would you like to accomplish on behalf of all new professionals and new members?

Please submit your completed application and a professional picture to use for solicitation on posters at the Annual Meeting as an email attachment to Gretchen Brocksmith, New Professionals and New Members Forum Chair at gkbrocksmith@gmail.com or Karen Larson, New Professionals and New Members Forum Vice-Chair at klarso42@fairview.org