



# The Reference Point

Official Publication of the American Society for Clinical Laboratory Science - Utah

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

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*Check these site out!*

**ASCLS-UTAH**

<http://www.ascls-utah.org/>

**ASCLS-COLORADO**

<http://www.ascls-colorado.org/>

**ASCLS-IDAHO**

<http://www.asclsidaho.org/>

**ASCLS-MONTANA**

<http://www.ascls-montana.asclsregionviii.org/>

**ASCLS-WYOMING**

<http://www.ascls-wyoming.org>

**ASCLS REGION VIII**

<http://www.asclsregionviii.org/>

## The Reference Point.

Is emailed / mailed to all ASCLS-UT members, all hospitals, clinical laboratories in Utah, and the National Offices of ASCLS. It is also available on [www.ascls-utah.org](http://www.ascls-utah.org)

## Where's the Connection? by Debbie Bannion, President

*"The world is moving so fast these days that the man who says it can't be done is generally interrupted by someone doing it"*

*Elbert Hubbard (1856-1915)*

I'm not really sure if I can successfully make a connection between the above quote and the theme of this message, but somehow I felt it may be relevant to laboratory life in the year 2008. Can you even imagine what Elbert Hubbard would think of the exhausting speed at which the world, in general, and the clinical laboratory world specifically, is moving, changing and evolving today? If he thought that the world was moving fast in the early 1900's, he should look down from wherever he is currently residing (no commentary on his spiritual habitat- I didn't even know the man), and take a peek into the life a laboratory professional and their associated healthcare providers.

As you ponder the current evolutionary rate of laboratory medicine with a brief synaptic thought (all the time you have to dwell on things today), you will also realize that because >65% of all Clinical Laboratory Scientist in the United States (primarily Baby Boomers) are rapidly taking on two mutually exclusive roles in their life: 1) They are the majority of traditionally trained laboratory professionals in laboratories today and 2) They are rapidly becoming the majority of patients who will be utilizing the healthcare system in the next 5 to 10 years. Talk about the classic chicken or the egg scenario- "if I'm the laboratorian who is also the patient- who will take care of me?"

This is a pretty sobering demographic picture on several levels. Medical technologists and technicians are not really coming out of the schools at record rates these days. Of those wonderful people who do choose to go into the laboratory sciences, many, if not most, are not looking to bench level laboratory work as a life time career. Laboratory medicine is rapidly becoming a "pass through" job; a good place to make a living while preparing to move onto something else. So the Baby Boomers' "replacements" are in need of replacements themselves as laboratory professionals, because the turn-over rate is accelerating.

So, are you dizzy yet? Well, I hope that we can ground ourselves and realize that we are a very bright and creative workforce who is already working on solutions. Let us be the ones who interrupt the nay-sayers and let the world know that we're already way ahead of the game. However, just in case you've been too busy to notice that we can actually be a part of the solutions, I've listed some of them below that medical laboratory folks are already implementing and how we can all become involve in connecting the past with a very bright future.

1. We know the ways to remain healthy so we do not become the patients of tomorrow. Let's all do it. Exercise, eat right, get enough sleep and try to maintain balance in our lives.
2. Help implement new and innovative technologies. These are the things that are going to save healthcare in the future. Automation, computerization and innovation are not a threat to our futures; they are the opportunities provided for potential successes. Involve yourselves in change – it's refreshing, invigorating and enlightening.
3. And last but not least- (in fact it's the very most important) - stay connected to our futures. Embrace and mentor students and new employees into a rewarding career. Remember how you were mentored as a new employee or student. There is power in mentoring. Time spent mentoring and training someone else, will provide rapid returns in relieving you from some of your work. Connect to new hires. Show them the ropes. There is still magic in participating in the recovery of a patient. Help the students realize the vital role they play in the lives of patients and their families as you help them participate in the satisfaction of a very meaningful job well done

**So, I really have found a connection to the quote - connect your future with their future and we will all win. Take time to care for others by mentoring and you will be taking care of yourselves and the future of laboratory medicine.....Also try to remember your dichotomous role in the future- you can't be a patient and a healthcare provider at the same time- it's not in the patient's best interest!**

## ASCLS-Utah 2007-2008 Team

2007-2008 Officers and Members of the Board		
<b>President (2007)</b> Debbie Bennion	<b>President-Elect (2007)</b> Karen Brownell	<b>President Elect-Elect (2007)</b> Josh Pulido
<b>Secretary (2005-07)</b> Bill Zundel	<b>Treasurer (2007-09)</b> Valerie Blake	<b>Past-President (2007)</b> Ann Spjut
<b>Board Member (2008)</b> Kraig Chugg	<b>Board Member (2008)</b> Lisa Wariner	<b>Board Member (2009)</b> Deborah Niven
<b>Board Member (2009)</b> Omar Munoz	<b>Board Member (2010)</b> Cecelia Wright	<b>Board Member (2010)</b> Travis Price
Standing Committees		
Leadership Chair Josh Pulido	By-Laws Chair Mark Coombs	Membership/Promotions Lisa Wariner
Awards Chair Travis Price		Web Master Chair Kraig Chugg
Spring Seminar Education		
Spring Seminar Chair (2008) Karen Brownell	Backup SS Chair Josh Pulido	PACE Chair Thais Hansen
Current Affairs & Licensure		
Government Affairs Chair Yasmen Simonian	Licensure Co-Chair Mark Coombs	Licensure Co-Chair Yasmen Simonian
Other Chairpersons		
Newsletter Chair JaNiece Warren	IMSS Chair (2008) Ann Spjut	IMSS Exhibitor Liaison Utah Josh Pulido
Student Issues		
Student Representative Reza Panahi	Student Membership Chair Josh Pulido	
Nomination Committees 2008-		
Catherine Thompson- Chair	Janna Blair	Paula King
	Leslie Kay Smith	Alma- Nora Saucedo

## Awards for 2007

### Students of the Year

**Ryan Rowe** Clinical Laboratory Technician Student of the Year for Weber State University  
**Emily Smith** Clinical Laboratory Technician Student of the Year for Salt Lake Community College  
**Leah Daily** Clinical Laboratory Scientist Student of the Year for Weber State University  
**Brittany Anderson** Clinical Laboratory Scientist Student of the Year for the University of Utah  
**Kari Widtfeldt** Clinical Laboratory Scientist Student of the Year for Brigham Young University

### ASCLS-UT Member of the Year

Scott Wright

### Key to the Future

Maria Bettinson  
 Reza Panahi  
 JaNiece Warren

### Recognizes for valued service

Ann Spjut	President
Meredith Sorensen	Treasurer
Leah Daily	Student Representative
Kelly Cram	Board Member
Thais Hansen	PACE Coordinator
Travis Price	Awards Chair
JaNiece Warren	Nominations Chair
Debbie Bennion	Student Membership Chair



## by Karen Brownell, President-elect

It's that time of year again. Winter's chill is being replaced by a warmer breeze welcoming spring. Wait! You're right! It's not Spring quite yet, but it is never too early to start preparing and looking forward to Spring Seminar.

This year's Seminar promises to be as fantastic as ever. Mark **April 3<sup>rd</sup> and 4<sup>th</sup>** at the Salt Palace in Salt Lake City on your calendars. The theme is one that mirrors our everyday experience in the laboratory field – Collaborate! It takes a team. This is definitely the case as a laboratory could not function without the many contributions from various departments including pre-analytical areas such as Phlebotomy and Specimen Processing, to the various Pathology departments, Clinical lab areas and Management, just to name a few broad categories. ASCLS-UT, ASCP and CLMA Utah are also collaborating in the planning of this conference and we are also looking at having LIS involvement as well. This conference truly will be for everyone!

Some of the things to look forward to are an increased number of vendors, educational opportunities for all, and awards to peer nominated professionals for excellence in their respective fields in each area of the lab and even a party on the Thursday evening between sessions. This will be an excellent opportunity to mingle with each other and vendors, eat good food, listen to good music and enjoy each other's company in a relaxed atmosphere away from work. We expect to see you all there.

Stay tuned and be on the lookout for upcoming information and registration for the conference. Any questions, comments, suggestions or offers to volunteer can be directed to Karen Brownell at [karen.brownell@imail.org](mailto:karen.brownell@imail.org) or Josh Pulido at [joshua\\_pulido@gmail.com](mailto:joshua_pulido@gmail.com).

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## Questions Anyone?

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How do I get my membership ALCLS number to make my profile on [www.ascls.org](http://www.ascls.org)?

How do I renew my membership?

How do I direct a question to a board member or chair person?

How do I get involved with a committee?

Why don't I get the newsletter?

EMAIL ALL QUESTIONS TO:  
[info@ascls-utah.org](mailto:info@ascls-utah.org)

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## Calendar of Events

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### Nomination process - January 2008

#### Nomination for ASCLS-UT Officers and Member of the Year

**Nominate Outstanding Laboratory Associates**  
**Outstanding Manager/Supervisor,**  
**Outstanding Phlebotomist,**  
**Outstanding Cytology / Histology Tech,**  
**Outstanding Anatomical Pathology Tech,**  
**Outstanding Clinical Lab Assistant (CLA),**  
**Outstanding Clinical Lab Technician (CLT/MLT),**  
**Outstanding Clinical Lab Scientist (CLS/MT)**

**January 2008 Board Meeting** – Confirmation of members to run for offices,

**Voting for officers – online at**  
[www.ascls-utah.org](http://www.ascls-utah.org)

**February 2008 Board Meeting** – present elected officer and nomination.

**March 2008 Board Meeting**– Election Results given to Board, Spring Seminar Committee to select Outstanding Associates

**April 3<sup>rd</sup> & 4<sup>th</sup>** – Spring Seminar, nomination results

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Clinical Laboratory Educators' Conference (CLEC)  
Savannah, Georgia – February 21–23, 2008

2008 Legislative Symposiums, Washington, D.C.  
March 17–18, 2008

**\*\*ASCLS-UT /CLMA-UTAH 2008 Spring Seminar**  
**Salt Palace - Salt Lake City, -April 3-4, 2008**

ASCLS Region VIII Spring Council Meeting,  
SLC, UT, April 5, 2008

National Medical Laboratory Professionals Week  
April 20-26, 2008

2008 ASCLS National Meeting  
Washington, D.C, July 27 to Aug 2, 2008

**\*\*IMSS - Utah Host**  
Jackson, WY, Sept 17-20, 2008

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## Nomination Criteria for 2008-09 Officers

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To be eligible for holding an office must be a member for over a year.

Email your nominations to [info@ascls-utah.org](mailto:info@ascls-utah.org) by January 25<sup>th</sup>

The nomination committee will screening nominees and present the slate of candidates to the Board at January meeting.

Elections for new officers will be held for 2-3 weeks in February. If needed, a runoff election will occur in March.

Elected officers will be presented to the Board at March meeting and announced to the General Meeting at Spring Seminar.

### President Elect – Elect

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1. This is an elected position. Term of office is one year. The commitment is 4 years.
2. Attend all meetings and serve as a voting member of ASCLS-UTAH Board of Directors.
3. Serve on the Spring Seminar Committee. Assist President-elect to oversee and ensure that all the Spring Seminar functions and activities are planned and scheduled on a timely and cost effective basis.
4. Familiarize self with activities and duties to be assumed as President Elect of ASCLS-UTAH.
5. In the absence of the President and President-Elect perform the duties of and with the same authority as the President. The next year assumes the job of President and the next year a member of the board as the past president.
6. Become familiar with activities of various committees.
7. Stimulate contact and communication with other health care organizations.
8. Write and submit a column per issue of *The Reference Point*.

### Secretary

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1. This is an elected position. Term of office is two year.
2. The secretary shall act as secretary at all meetings of the board of directors and general membership and keep or cause to be kept in permanent form a

record of all minutes taken at such meetings. See more details on webpage.

### Board Member at Large

1. This is an elected position. **Two** are elected annually. Term of office is three years.
2. Attend and serve as a voting member at all ASCLS-UTAH meetings.
3. Responsible for soliciting and representing membership concerns on all topics pertaining to ASCLS-UTAH.
4. Work and consult with the President.
5. Act as a chair or liaison to committees and activities as the assigned by the President.
6. Write and submit one article or column per year to *The Reference Point*.

### Nominations Committee

Consists of five members elected to one year term of office. A chair is appointed based on the majority of votes received, the highest number of points received or by the Board from one of the elected members.

### ASCLS-UTAH MEMBER OF THE YEAR

1. A current member at time of nomination.
2. Has a history of contribution to ASCLS-UTAH, Examples: Held office, served on a committee, presented a workshop.
3. Made significant contributions during the past year.
4. Is actively involved in or promotes the clinical laboratory profession.
5. Made accomplishments in community service as related to healthcare professions.

## Nomination Criteria for Outstanding Laboratory Associates

Email your nominations to [info@ascls-utah.org](mailto:info@ascls-utah.org) by March 24<sup>th</sup>

The Spring Seminar Committee will select from those nominated for the following awards.

### Outstanding Manager/Supervisor

1. Has excellent communication skills.
2. Seeks out and initiates state of the art technologies. Demonstrates basic technical and clinical understanding or new or novel technologies.
3. In depth understanding of budgeting processes as well as successful financial performance.
4. Seeks out and initiates state of the art technologies. Demonstrates basic technical and clinical understanding of new or novel technologies.

5. Seeks to enhance scope of clients by expanding outreach business.
6. Excellence in customer relations and education.
7. Leads by example.
8. Mentors employees.
9. Supports the profession by participation in a professional organization (ASCLS, CLMA, ASM, ASH, etc.)
10. Demonstrates integrity and high standards.
11. Has a focus on quality.
12. Supports employees.

### Outstanding Phlebotomist

1. Excellent time and attendance
2. Willing to help others anyway they can (teamwork)
3. Upbeat attitude
4. Puts the patient first
5. Always looks for way to make things better
6. Participates in improvement teams

### Outstanding Cytology / Histology Tech

1. Demonstrated exceptional service and commitment to the profession through involvement in professional organizations and other extracurricular learning opportunities
2. Leadership experience and demonstrated interest in practice of AP
3. Contribution to the profession to include government and licensure activities, health fairs, career day, NMLPW activities and others that promote professional clinical and anatomical laboratory sciences in the community.
4. Advocate for the profession as a Mentor and/or trainer.
5. Peer recognition and/or recommendations.

### Outstanding Anatomical Pathology Tech

1. Demonstrated exceptional service and commitment to the profession through involvement via extracurricular learning opportunities
2. Leadership experience and demonstrated interest in practice of AP
3. Contribution to the profession to include health fairs, career day, NMLPW activities and others that promote professional clinical and anatomical laboratory sciences in the community.
4. Advocate for the profession as a Mentor and/or trainer.
5. Peer recognition and/or recommendations.
6. Excellent customer service skills

### **Outstanding Clinical Lab Assistant (CLA)**

1. Demonstrated exceptional service and commitment to the profession through involvement via extracurricular learning opportunities.
2. Leadership experience and demonstrated interest in clinical laboratory practice.
3. Contribution to the profession to include health fairs, career day, and others that promote professional clinical and anatomical laboratory sciences in the community.
4. Advocate for the profession as a Mentor and/or trainer.
5. Peer recognition and/or recommendations.
6. Excellent customer service skills

### **Outstanding Clinical Lab Technician (CLT/MLT)**

1. Demonstrated exceptional service and commitment to the profession through involvement via extracurricular learning opportunities.
2. Demonstrated interest in leadership responsibilities and a willingness to lead when asked and is appropriate.
3. Contribution to the profession to include health fairs, career day, and others that promote professional clinical and anatomical laboratory sciences in the community.
4. Excellent communication and interpersonal skills

5. Advocate for the profession as a Mentor and/or trainer.
6. Peer recognition and/or recommendations.
7. Excellent customer service skills
8. Works above and beyond job description- goes the extra mile.
9. Exceptional technical expertise

### **Outstanding Clinical Lab Scientist (CLS/MT)**

1. Demonstrated exceptional service and commitment to the profession through involvement in professional organizations and other extracurricular learning opportunities
2. Leadership experience and demonstrated interest in practice of Clinical Laboratory Medicine
3. Contribution to the profession to include government and licensure activities, health fairs, career day, NMLPW activities and others that promote professional clinical and anatomical laboratory sciences in the community.
4. Advocate for the profession as a Mentor and/or trainer.
5. Peer recognition and/or recommendations.
6. Excellent communication and interpersonal skills
7. Exceptional technical expertise
8. Supports the profession by participation in a professional organization (ASCLS, CLMA, ASM, ASH, etc.)

## **Inter-Mountain States Seminar – Utah Host**

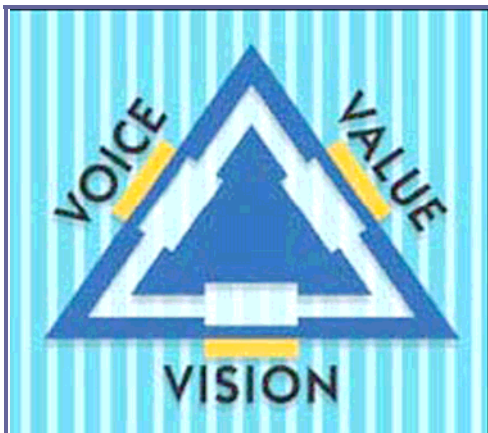
**Inter-Mountain Sapphire Success,  
45 years of Professional Progress.**

**September 17-20, 2008**

**Jackson Hole, WY**

**COME JOIN US -- WE'D LOVE TO SEE YOU THERE!**



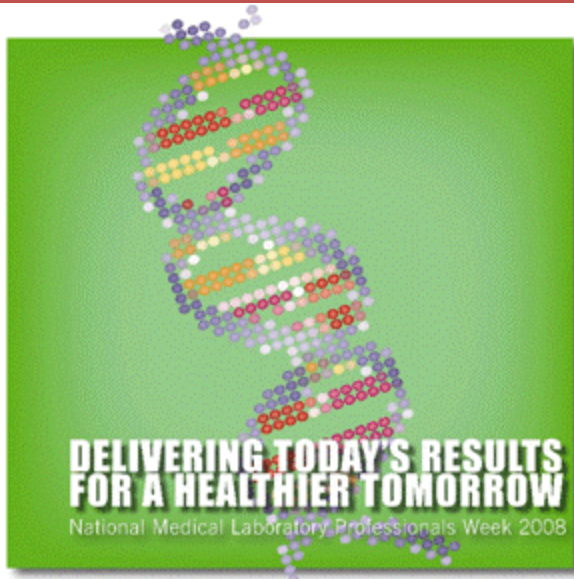


**PLEASE JOIN US TODAY:**

**The American Society for Clinical Laboratory Science**

- ❖ Promotes the **VALUE** of the clinical laboratory science profession in all arenas possible.
- ❖ Strives to be the **VOICE** for the laboratory practitioner in the workplace, the classroom, the community, the legislative arena, and all for the good health of the public.
- ❖ Is actively defining the **VISION** of the future of the profession.
- ❖ <http://www.ascls.org>

Members update your profile at: <http://www.ascls.org>  
 all current email addresses are used for this newsletter  
 and communication from ASCLS-UT.



**Laboratory Professionals:**  
**Delivering Today's Results for a Healthier Tomorrow**  
**NATIONAL MEDICAL LABORATORY PROFESSIONALS WEEK**  
**April 20-26, 2008**

10 sponsoring organizations for this year's NMLPW event.

<a href="#">American Society for Clinical Laboratory Science</a>	<a href="#">American Society of Cytopathology</a>
<a href="#">American Society for Clinical Pathology</a>	<a href="#">Association of Public Health Laboratories</a>
<a href="#">AACC</a>	<a href="#">CLMA</a>
<a href="#">AABB</a>	<a href="#">College of American Pathologists</a>
<a href="#">American Medical Technologists</a>	<a href="#">National Society for Histotechnology</a>

## Calendar of Events

January 2008	Nomination for ASCLS-UT Officers and Member of the Year Nomination for Outstanding Laboratory Associates Awards See The Reference Point. <a href="http://www.ascls-utah.org/">http://www.ascls-utah.org/</a>
February 21–23, 2008	Clinical Laboratory Educators' Conference (CLEC) Savannah, Georgia
March 17–18, 2008	Legislative Symposiums, Washington, D.C
April 3-4, 2008	ASCLS-UT /CLMA-UTAH Spring Seminar Salt Palace - Salt Lake City, -
April 5, 2008	ASCLS Region VIII Spring Council Meeting, Salt Lake City
April 20-26, 2008	National Medical Laboratory Professionals Week
July 27-Aug 2, 2008	ASCLS National Meeting, Washington, D.C,
Sept 17-20, 2008	IMSS - Utah Host, Jackson, WY,

### *American Society for Clinical Laboratory Science - Utah*

Lisa Wariner – Membership Chair  
2540 Wagon Wheel Way  
Lehi, UT 84043

### **Change Service Requested**



Please POST this Newsletter in your work place. Thanks