



FOCUS

MESSAGE FROM OUR PRESIDENT

Mark your calendars!! Spring is here and it is time once again for the [ASCLS-Idaho Spring Convention](#). I would like to encourage every member to come and join in the fun. The convention provides a great opportunity to make connections with Laboratory Professionals from all over the state. Not only will you make some new friends, but you will have an opportunity to listen to some great lectures and talk with vendors about the latest and greatest technologies.

While you are enjoying the convention, I hope you will take a minute to think about giving back to our wonderful professional society. Every little bit helps make us stronger. From stuffing envelopes to sitting on the board, we need you. If you are interested in helping out, please [connect with a member of the board](#), and we will get you all signed up.

I hope you will all remember that your membership provides a voice that will impact the laboratory profession. What we do truly makes a difference to patient outcomes. This year we are planning on continuing [our quest for licensure](#). At the convention there will be a lot of opportunities to see where we are at, and why we feel this is such an important issue. If you are interested in our proposed bill please [check out our newly redesigned webpage](#). Every voice really does matter, so please express yours at the spring convention.

As birds of feather we need to stick together. I am really looking forward to seeing everyone at the ASCLS-Idaho Spring Convention.

Melissa

BOARD
MEETING
April 16

ASCLS-ID SPRING
CONVENTION
April 16-18

BUSINESS
LUNCHEON
April 18

MINI-LEADERSHIP
ACADEMY
June 13

NATIONAL
MEETING
July 28-Aug 1

IMSS
Sept 30-Oct 3



Consider flocking
together with us
in Twin Falls,
April 16-18th
You'll be glad
you did!

To check out
all the great
convention
info online:
CLICK
HERE



SPRING IS HERE...AND SO IS THE CONVENTION!

Spring has finally arrived in Idaho and it is such a pleasure to look out my window and see the beautiful blossoming trees! And the birds are really starting to sing their little hearts out. There is this one little robin that serenades me as I walk in to work each morning. What a delight!

This time of the year also brings our [ASCLS-Idaho Spring Convention](#) and our theme is aptly named – “Birds of a Feather”. We have a fantastic convention planned for you and we would love to see all kinds of “birds” there – whether you are brand new to the field of clinical laboratory science or an old timer – come flock with us to Twin Falls April 16-18. [Our keynote speaker is the national ASCLS president, Susie Zanto](#), and she will deliver a message entitled “ASCLS: One Voice, One Vision”. Then we have a really fun speaker, Jewell Taylor-Zweegman, who will talk about developing teamwork. There are 17 other breakout and general sessions to attend over the three-day period covering microbiology, hematology, coagulation, blood bank, chemistry, regulatory, and management topics. We will have [20 vendors](#) bringing their instruments and expertise to the convention and they graciously provide for the reception on Thursday evening and the breakfast and lunch on Friday. What a great way to touch base with the manufacturers and get a first hand glimpse at all the new technology. And to take a break from all the “learning”, we have three fun activities scheduled for Friday – a trip to the Herretts Planetarium to see the “Flight of the Butterflies” show, followed by a trip to Shoshone Falls, then a flocking together for our annual awards banquet.

And even if you don't need all the great educational opportunities offered at the ASCLS-Idaho Spring Convention, it is a great break from the lab and a terrific place to meet your laboratory buddies from across the state of Idaho. It is a wonderful chance to share stories and ideas while developing new friendships.

I hope you will consider [attending the ASCLS-Idaho Spring Convention](#). ASCLS members get in for a discounted price so, if you are not a member, you may want to consider joining. If you join now for \$99, you will get 15 months for the price of 12. Not only will your membership provide a discounted rate for the convention but it will also go towards building a strong ASCLS flock.

Article submitted by Marj Montanus

CALLING ALL INTERNS

The second class of the Region VIII Leadership Academy is half way through the academic year and have set their sights on graduation at the National meeting in Atlanta in July. We are now looking for applicants for the next class which will begin on September 28, 2015 at Jackson.

The Region VIII Leadership Academy (R8LA) is open to all interested ASCLS members in the 5 Region VIII states – Colorado, Idaho, Montana, Wyoming, and Utah. The R8LA begins just prior to the opening of IMSS with classes meeting on Monday, Tuesday, and Wednesday morning of that week. As with this year's class, a social activity will be planned for Tuesday afternoon. The opening days in Jackson are a time to get to know each other, attend leadership sessions, and to brainstorm a project that will help our states in Region VIII. After IMSS, the Academy turns to Saturday

morning video or audio conferences with faculty members presenting many excellent sessions. Topics covered during the Academy year include: history of ASCLS, communication and leadership styles, team building, parliamentary procedure, emotional intelligence, convention planning, advocacy, networking, mentoring and coaching, and recruiting. In the spring, the Interns are encouraged to share information about their project and the Academy at their state spring conference. They then do a final presentation of their project at graduation which takes place at the Region VIII Summer Council meeting one day prior to the beginning of the national meeting. This year, the meeting will be in Atlanta; the 2016 meeting will be in Philadelphia.

Applications are available online and are due July 1, 2015 by midnight.



We are now looking for motivated candidates for our next class! Do you have a desire to further develop your leadership skills? Has your leadership potential been recognized by constituent society officers, board members or others in leadership roles? Have you demonstrated leadership potential by participating in leadership activities within constituent society organizations? If you answered YES to any of these questions and you are currently a member of ASCLS, we want YOU!

If you are interested in participating in the R8LA, please contact Holly Weinberg at

roho281@aol.com

CAST YOUR VOTE!

It's election season again for ASCLS-Idaho and the race is heating up. Amy Larsen, the Nominations and Elections Chair, has been working to fill all the spots open on the ASCLS-Idaho Board for the next year. We will be sending out Electronic Ballots through email so keep an eye on your Inbox so you can cast your vote and let your voice be heard...or better yet, join us in Twin Falls for the Business Luncheon and cast your vote in person!

TESTIMONIALS

We are very blessed to have so many strong, dedicated ASCLS members. Here are just a few of their testimonials about why they stay involved and active in ASCLS. We encourage each one of our members to share their conviction, their passion and their commitment to ASCLS.

We will be posting these testimonials on our website, and we would like to include yours as well. We invite you to go online and share your own story...to strengthen, motivate and encourage other members...and those yet to join us. Go to asclsidaho.org to share your story.

KEILA POULSEN:

LONG-TIME ASCLS MEMBER AND ADVOCATE

THE CHILD I WAS: Born in Idaho Falls, I was too shy to go anywhere without my brother. I was terrified to start kindergarten without his protection. Teachers and friends helped me from the beginning years and served as my mentors. As a sophomore I discovered my dream career when I saw a pamphlet with a woman in a lab coat and a microscope on it. The title said "Med Tech". My future goal was set-never to deviate. My path to my first and only job was paved and provided, again through mentors and friends.

My first remembrance of involvement with the society was in 1980. The society name was ASMT at that time. A phone call came from Susan Stanley (now Morris) to invite me to serve as an SA for Hematology. Anything that had hematology hooked to it, I would do. Gratefully our board meetings were face-to-face and we traveled to meet for each of them. What a gift it was to be in the presence of competent people and learn from their devotion, knowledge and commitment. I remember coming away from any state, regional or national meeting so energized and excited about my profession it would last me until the next meeting. Those meetings were sustenance for me personally and professionally. I gained confidence and belief in myself.

THE PERSON I AM: I have walked the shores of the eastern seaboard and the western beaches with the greatest mentors and friends. I have

Continued on page 10

HOLLY WEINBERG:

ASCLS MEMBERSHIP CHAIR, ASCLS REGION VIII LEADERSHIP ACADEMY COORDINATOR

I joined ASCLS because I believe deeply in the medical laboratory science profession and I want to give back to a profession that has enriched my life.

ASCLS is that final piece that defines who I am as a laboratory professional and as a person. Through ASCLS, I have made many dear friends across the country and have grown a Family. There are so many opportunities in ASCLS to build on what we do in the workplace not only on a technical level but also in the management and leadership arena. Through ASCLS, I have been able to participate in leadership training on a par with a Dale Carnegie training that would cost hundreds of dollars. We talk about continuing education – yes, ASCLS provides excellent continuing edu-

cation at a very reasonable cost through on line courses, webinars, and most importantly local, state, regional, and national conferences. But the education that is gained from ASCLS is not only technical in nature, it encompasses all areas that round me as a person. The benefits of belonging to ASCLS are multiple but if I were to state one benefit above all others it would be the opportunity to be a part of a unique family that supports me and understands me; we have the same ethics, the same jargon, and the same goals for our profession.

To be considered a true professional, we must join with our peers in our professional organization, ASCLS, and work together to constantly improve who we are and what we do.

DEBBIE SHELL:

ASCLS-IDAHO ADMINISTRATIVE SECRETARY

I joined ASCLS as a student, and in those days I think we were required to join! Our class attended the Spring Convention in Boise that year, where we were required to participate in the student bowl competing against the students from the other programs in Idaho, submit a paper for judging, and participate in the entire convention. I was so impressed with the dedication of the many laboratory professionals I met at that meeting, their passion for the profession, and the great fun they had, that I knew my continuing membership in this society would be a critical part of my career.

The following year, I helped

the Publicity Chair put together the flyers for the next Spring Convention, and then I gradually became more and more involved. Over the years, I have served in many capacities at the state, regional and national levels, and I firmly believe that any success I have had in my career, including moving from Microbiology Supervisor, to becoming a certified infection control practitioner, to serving as the Director of Quality Management for a 175-bed medical center, is most certainly due to the leadership and professional skills learned as an ASCLS member and leader. Without ASCLS, I would not have had the skills or the confidence necessary to

take on such challenges.

I believe that a very important characteristic of being a true professional is to hold membership in the professional society that represents the interests of that profession. Every dues-paying member is critical for a professional society to have the resources to represent and advocate for all its professionals. It's critical that we all join ASCLS, the laboratory organization that best represents all laboratorians on Capitol Hill, with regulators, and with other laboratory membership organizations and industry representatives. Only by supporting our profession in this way can we expect to have a voice in its future.

DIANE STUMPF:

ASCLS-IDAHO EDITOR AND WEBMASTER

I don't have the traditional kind of testimonial...full of desire to be a true professional and all about taking pride in my profession. I suppose you could say that I am somewhat of an anomaly. I don't know if you know much about me but I hate change. I am scared to death to do anything that is outside of my comfort zone...at least that was true before I joined ASCLS. I worked for over a decade in the lab and only saw my job as a paycheck, a means to an end. I did not get any personal or professional satisfaction from the work I did. Quite honestly, it was drudgery...graveyard drudgery...and I was always exhausted and glad to head home to my family. I got involved in ASCLS only because I was coerced into joining...now that is not exactly true but that is how it felt at the time! I was given a position and a responsibility...as the secretary. I have to say, the first Board meeting I participated in left me feeling like I was in a foreign country...absolutely nothing was familiar and it sounded as if they were speaking a foreign language! And then the worst possible thing happened...they wanted me to send an email! You see...I was completely off the grid...no email address, no computer, no internet...nothing! But...the challenge had been given and I spent the next week studying, inquiring and working until I had myself all set up to send my very first-ever-in-a-lifetime email ...dated September 6, 2003! And that was just the beginning. Month after month, ASCLS demanded more of me and caused me to get out of what I thought was my comfort zone into new and unexplored territory and guess what I learned? I LOVED this new territory! I discovered that I was creative...I discovered that I could do hard things...I discovered that I loved my job and my profession...after all these years! Now, my life is so much richer than it was before ASCLS asked me to step out of my comfort zone. I love ASCLS and it doesn't really have anything to do with what it has done for me professionally. It has far more to do with what it has done for me personally. ASCLS has changed me as a person in so many ways. So much of what I love doing now, I discovered because of my involvement in ASCLS...and I think I owe them something for helping me find my true comfort zone...right here in ASCLS!





**JOIN US
SATURDAY
JUNE 13TH
AT THE
SNAKE
RIVER
GRILL**

Is there such a thing as a natural-born leader? Do you think leaders are born... or are they made? Do you believe you have what it takes to be a leader?

Well, the [Hagerman Leadership Retreat](#) is for all those natural born leaders...as well as everybody else!

Contrary to its name, the Leadership Retreat is NOT just for the leaders! It is for anybody and everybody that WANTS to learn and develop leadership skills that they can use in their work environment, in their everyday life and hopefully...in ASCLS-Idaho.

This one-day event is held each summer at the Snake River Grill in beautiful

Hagerman, Idaho. P.A.C.E. credit is available for those who attend. So...all you leaders in the making... come out and join us for this great event!

We will meet on Saturday, June 13th from 9:30-12:30 for the 2015 Hagerman Mini-Leadership Academy where we will explore the topic of leadership; what it is, who really has it and how we can all get it. Diane Stumpf will be presenting. We hope you will join us. Registration forms are available online.

Join us in the morning and then spend the rest of the day exploring this beautiful valley. Check out the list of possibilities [HERE](#).

FIX IT AND FORGET IT!

DID YOU KNOW???? AUTO RENEWAL IS BACK! When you [renew your ASCLS membership](#) through the online store, sign up for recurring payments by clicking the box that says "I Agree to Recurring Payment Option". This option is also available on the paper Membership Renewal form. Now, you don't have to keep track of that pesky due date. Just fix it and forget it and your ASCLS Membership can take care of itself! Doesn't that sound great?

ASCLS PASS-ALONG CARDS

Did you know that you receive a \$25 credit for EVERY NEW PF1/PF2 member you recruit? That can add up fast! In order to be eligible for this credit, you can go to ascls.org to list the names of your recruits. But...what if you don't know whether or not they have actually joined? Well, if your recruits remember to list your name and ASCLS member number on their application...you will still get the credit...but who in the world can remember their ASCLS member number to give to anybody? Certainly not me!

That is why I have decided to make my own personal ASCLS Pass-Along Cards with my name and member number listed on it to pass out to potential ASCLS members! That way, when they log in to join, they will have MY information to list as their mentor/recruiter and I will get the credit!

If you are interested in getting your own ASCLS Pass-Along Cards, come to the membership table at the ASCLS-Idaho Spring Convention where for a mere \$1, you can get a sheet of cards, customized just for you. And then ...start recruiting and earning those credits!

SURF'S UP AT IMSS

Grab your surf boards... head for the Tetons...and Catch the Wave with us at [IMSS, Sept. 30 - Oct. 3, in Jackson Hole, Wyoming!](#)

We are pulling together a totally awesome program, dude! A few of the speakers include Lynne Garcia covering parasitology; Nadav Kaufman speaking about how the Lab can change patient care by promoting new markers to identify kidney failure; Dr. Nathan Adams presenting coagulation in the oncology setting; Denise Driscoll with CAP covering competency standards; and our own Susie Zanto speaking on microbiology; plus much, much more!

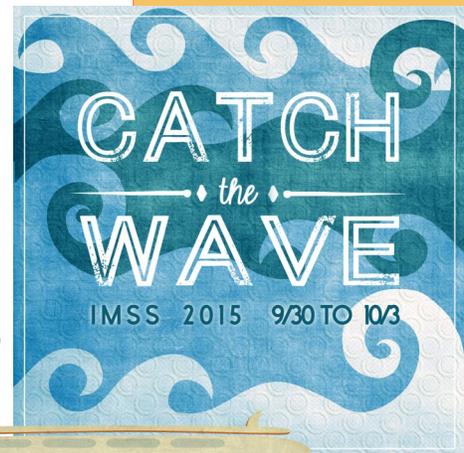
Just think...you can earn all

of your annual CEU credits by attending just this ONE meeting!!!

Again this year there will be a Silent Auction to support the ASCLS Region VIII Leadership Academy so come prepared to support this worthy cause.

[Go to our Facebook page, Inter-mountain States Seminar \(IMSS\)](#), for a myriad of photos, updated information and a video of the 50th IMSS celebration. Be sure to LIKE our page!

Hey, dude...come Catch the Wave!





Did you know...

according to the Bureau of Labor Statistics, over 40% of the MLS workforce is projected to retire in the next 10 years while the demand for Medical Laboratory Scientists is projected to increase 22%. The current median age of the workforce is 55 years old.

Did you know...

MLS educational programs do not qualify for STEM funding? MLS educational programs haven't been appropriated funding since 2006. Current training will only produce half the workforce that will be needed in the years to come.

PASSION AND DEDICATION: THE LEGACY OF ELISSA PASSIMENT

The ASCLS Board of Directors (BOD) regrets to inform our members of the acceptance of the letter of resignation of Executive Vice President (EVP) Elissa Passiment who has announced her retirement, giving a notice of up to 18 months as requested by the BOD.

Elissa has been the EVP of ASCLS for 20 years and has admirably guided this Society through some trying times, and through significant changes in the healthcare arena. Her expertise in government affairs as well as her skill in administering a professional organization will be difficult to replicate. However, the ASCLS BOD is committed to finding the best candidate possible to take Elissa's place, and Elissa has agreed to mentor the newly selected EVP during a transition period.

The BOD has begun the process of recruiting a new EVP for ASCLS. Based on the recommendations of the Futures Task Force in 2012, a diverse Search Committee will be assembled, and these 8 – 10 members will hire and work with a search firm to identify and interview candidates, and select a new EVP.

Elissa Passiment has truly served ASCLS and the profession of clinical laboratory science with a passion and dedication that is unsurpassed. During this transition process, the ASCLS BOD wishes Elissa the very best in her coming retirement, and because we all know Elissa, we can be assured she will continue to find ways to give back to our profession and her community in service to others.



A STRONG AND ACTIVE PRESENCE

A couple of weeks ago, I received a scholarship from ASCLS and had the privilege of traveling to Alexandria, VA for the ASCLS National Legislative Symposium. As both a MLS student at ISU and the ASCLS Region VIII Student Representative, it was an incredible opportunity to interact with other professionals and students from all corners of the country, as well as to learn about the challenges Medical Laboratory Scientists are subjected to in light of the ever-changing healthcare laws.

The symposium covered a variety of topics including: Medical Device Tax, Workforce Shortage, delays in CMS Fee Schedule Adjustments, and a panel discussion of FDA Regulation of Laboratory Developed Tests. The topic that I found to be most relevant to me was the workforce shortage and it dominated much of the discussion.

I would highly encourage other students and professionals to attend this symposium if they have not already had the opportunity. It is imperative that we have a strong presence and are active in our profession.

OUR NEXT STEPS TOWARD LICENSURE

At the March 7th meeting of the ASCLS-Idaho Board of Directors, the next steps for the ASCLS-Idaho licensure effort were discussed and a strategy developed for the coming 12 months. One of the most important pieces of this strategy will be developing a “To-Do List” for members. We will be asking for everyone’s help to accomplish this huge task, and it’s only with a team effort that such an endeavor can be successful. If each one of us takes responsibility for a small piece, the collective result can be immense.

You will be seeing, over the next few months, requests to contact your state legislators and let them know that we believe that anyone performing clinical laboratory tests should have the appropriate education, training and certification. We will provide template letters for those that would like them, and can assist in determining the names of your legislators, as necessary.

Recently, an [article written by faculty members at Texas State University](#), another state looking to license laboratory professionals, received a lot of interest and generated a lot of discussion, and emphasizes that, in all but 12 states, almost anyone can perform your medical laboratory tests.

Although many larger hospitals in Idaho require certification to be employed in their laboratories, many smaller facilities do not use that standard. One of the “To-Do’s” for the Board of Directors will be to try to determine how many non-certified personnel are performing laboratory tests. Another task will be to determine an approximate cost to become licensed in Idaho, and what the cost and frequency would be for renewal.

We will continue our series of licensure articles in this newsletter, helping our members to become educated about the importance of licensure and to learn how to answer questions from those who have questions about licensure. We also have licensure information posted on the ASCLS-Idaho website, located at www.asclsidaho.org.

We will also be searching for physicians and hospital administrators to support our efforts and help us convince the Idaho Medical Association and the Idaho Hospital Association that licensed laboratory professionals bring better quality healthcare to their patients, and, in many cases, save hospitals money by improving laboratory test utilization.

Licensure of medical laboratory professionals is essential to assure accurate and timely laboratory test results, which are the key to most of the decisions made in the practice of medicine. Stay tuned for how you can help in this effort for our profession.



Educate yourself about licensure. Information can be found at asclsidaho.org.



Talk to your physicians and hospital administrators about licensure and gain their support for our effort.



Watch for the Call to Action emails reminding you to contact your legislators with the template letters we provide. Remember...every voice counts!



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(Editor)

JASON HUNTER
(Board member 1st year)

DEE JOHNSON
(Board member 2nd year)

DEBBIE SHELL
(Admin. Secretary)

KEILA POULSEN (CON'T)

dined in the nicest restaurants, in the largest cities, with the people I most enjoy in my professional life. From these various locations I learned devotion, commitment, laughter, organizational skills, and a deep desire to learn daily about the discipline and society I love. I gained opportunities to teach, to publish, to be in the network of great authors and great co-workers. I learned patience and hard work. I served beside people who would never let me fail.

THE PERSON I WILL BE: All that I desire to become is still entwined in the characteristics and knowledge gained from my circle of ASCLS professionals and mentors. I've learned this society grows and changes. I've learned new people come into the ASCLS fold and serve with the same characteristics and commitments my mentors taught me. I will continue to gain experience and learn from the leaders of my generation as well as the new leaders of today.

MY FUTURE: One of my close coworkers told me to retire and do what I want. I smiled at him and told him I have done that every day of my life and will continue this joy-filled life. For eight hours out of every working day, I am where I MOST want to be, with the people I MOST want to be with, doing what I MOST want to do.

I LOVE ASCLS BECAUSE I LOVE THE ASCLS PEOPLE! My mentors: Debbie Shell, Susan Morris, Marie Kotter, Elissa Passiment, Karen Landon ...Thank you!



[Be Informed...Stay Connected...Get Involved @ asclsidaho.org](http://asclsidaho.org)

OUR MISSION

The mission of ASCLS is to make a positive impact in health care through leadership that will assure excellence in the practice of laboratory medicine.



Questions, Comments & Submissions

The ASCLS-Idaho FOCUS Newsletter is published quarterly and is made available to all ASCLS-Idaho members in electronic format. Rights to edit for content and length of material are retained by ASCLS-Idaho. All ASCLS-Idaho members are invited to submit articles for publication.

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