



# Focus ASCLS-Idaho

## MESSAGE FROM THE PRESIDENT MECHELLE REEVE:

### LE MEDICI EFFECT

Le Medici Effect...ever heard of it? Probably not because I just coined this phrase. Le Medici is a fantastic family-owned Italian restaurant in San Diego. Our Idaho delegation ate here our last night at the National Convention. This is by far one of THE BEST Italian restaurants I have ever eaten at, and I'm a food lover! The owner, Sal, stopped at our table to introduce himself, thanked us for coming, and reassured us we'd be taken good care of. And he was right! At Le Medici, you are given the same excellent service regardless of whether you were new or if you were a returning customer; you were treated like family and the staff were glad to have you there. They have excellent customer service-they were attentive and served with a smile. The food was out-of-this-world delicious and the pasta was freshly hand-made. You could see that this was not just a job for the employees there, this was their profession! You could tell they've been there a long time and enjoy what they do. I would definitely recommend this restaurant to others!

So then, what is Le Medici Effect? Well this restaurant had an effect on me and on all of us. Wouldn't it be nice if we had this same affect on others- our workplace, our coworkers, our patients, our leaders, our profession, our lab society? Wouldn't we want others to rave about our service, our products, our staff, our quality, our friendliness, our excellence? This is Le Medici Effect! Take the examples of the people and elements of Le Medici restaurant and apply them to you, your workplace, our profession, and ASCLS. Let's make our fellow lab coworkers and other hospital colleagues enjoy coming to work in a friendly, quality environment. Let's make our patients feel confident in our abilities and in the service and care they get. Let's take pride in what we do and not make this just a job, but a profession! As ASCLS members, let's all let Le Medici Effect have an effect on you and others this year!



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#### UPCOMING EVENTS

- September 28 - 30th IMSS Jackson Hole, WY.
- Nov. 11th Best of Fall CE Breakfast Presentation - watch email and website for more information.
- Nov. 11th Rake up Boise and Virtual Rake up Near You.

## INTRODUCING OUR NEW BOARD MEMBERS



President: Mechelle Reeve

Mechelle is a native of Utah and has lived in Idaho for 4 years now. In her 9 years as an MLS she has worked as a tech for a Bone Marrow team, a Generalist, Hematology Supervisor, and is currently the Blood Bank Key Operator at St. Luke's Magic Valley Hospital. She enjoys being involved with the lab, committees,

teaching coworkers, students, and sharing her knowledge and experience along with promoting and educating people about the laboratory.

She loves traveling both in the US and internationally, flying, cooking, and loves swimming, camping, hiking, and kayaking in the great outdoors.



Past President & Leadership Development Chair:  
Diane Stumpf

Diane Stumpf is a hematologist and now manager at EIRMC. She is excited to be a part of our society as we strive to not only maintain the excellent traditions that have been the mainstay of ASCLS-Idaho for many years but to improve and expand those traditions as well.

She is a single mom to four PERFECT children. In addition to trying new things, she also loves to plan parties, spending too much time on things that don't matter at all, wasting time on Pinterest, and loves glittery shoes.



President Elect: Chris Doran

Chris is originally from Montana, but had the opportunity to live in several diverse cultures while her dad was in the military. She's been in the laboratory science field for over 35 years and currently serves as director for St. Luke's Meridian Laboratory Services. She has 3 grown children

and 3 grandchildren, most recently a set of identical twin granddaughters. In her spare time, she practices agility with her 2 Australian Shepherds. She is looking forward to taking on this role with ASCLS-ID, which has given so much to her professionally over the years.



Editor: Jessica Lewis

Jessica was raised in Idaho, married a local boy, and never left. She attended ISU and graduated in 2015. She works part time at EIRMC in the Microbiology department. She loves that there is always something new to learn and enjoys the challenges of the laboratory.

In her spare time, she enjoys reading, binge watching Netflix (especially period dramas), and hanging out with her three kids and husband.



Secretary: Mary Echanove Brown

Mary is an Idaho native of Basque ancestry with two beautiful daughters attending college. She graduated from ISU's MLS program and has been employed at the Boise VA Medical Center for the past eleven years, working in her current role as Chemistry Supervisor for four years. With our profession constantly changing

she is always looking forward to learning new technologies and ideas. Her favorite daily pastime is cooking and trying out new recipes while spending time with her yellow Labrador, Birdie.



Board Member: Kami McGann

Since graduating the ISU MLS program, she's been an MLS for 12 years. Presently, she works at a Critical Access hospital in rural Idaho and loves her job. She's been an active member of ASCLS for 12 years. As a member of ASCLS Idaho, she's enjoyed our Spring Conventions, IMSS and ASCLS National Meeting. This past year, it's been her pleasure to serve as an ASLCS Idaho Board Member. As a

direct product of ASCLS Idaho's investment and commitment to the students of the ISU MLS program, she will continue being involved in the organization that was instrumental in making her fulfilling career possible. Her favorite things include her boys, coffee, running, teaching, crafts, and bowhunting with her husband. Her pet-peeve in the lab is eye make-up on the scope!



Treasurer: Amy Huse

Amy got her first degree in Science Education from the University of Oklahoma in 2000 and her second degree in CLS from ISU in 2008. She has been at St Luke's in the lab for eight years. She has a daughter at BSU, a son at Borah High, and a husband who is a partner at LCA

Architects. In her free time, she enjoys crafting, gardening, motorcycling, racing zebras, and obtaining chocolate-related injuries. They're good stories. You can ask her yourself.



Admin Sec & GAC: Debbie Shell

Debbie is the ASCLS-Idaho Administrative Secretary and Government Affairs Chair, positions she's held for several years. She is currently a lab instructor in the Medical Laboratory Science Program at ISU, and enjoys helping the students learn about our great profession! She enjoys reading, travel-

ling, gardening, spending time with kids and grandkids, and participating in ASCLS activities at the state, regional, and national levels, especially those related to government affairs.

## INTRODUCING OUR NEW BOARD MEMBERS



Nominations and Elections  
chair: Sue Galindo



Awards and Scholarships  
chair: Rachel Hulse



Convention Chair: Susan  
Morris



Membership chair: Melissa  
Dumoulin

Sue began teaching for ISU in 1991. With the advent of the expansion of the MLS program to Boise and rural Idaho areas, she has concentrated on adapting the MLS curriculum to the distance learning and online formats. She also teaches the Introductory Microbiology course for the Depart-

ment of Biological Sciences. Her research interests are in Clinical Laboratory Education and recruitment and retention of Medical Laboratory Scientists.

Rachel Hulse grew up in Fort Collins, Colorado and moved to Salt Lake to get her degree. She also earned graduate degrees in Genetics and Biotechnology and Human Genetics. As a certified MLS, she has spent over a decade working in various places including Huntsman Cancer Hospital, Molecular Oncology at ARUP, and Jordan Valley Medical Center. She currently works at ISU as the

Program Director and faculty for the MLS program. She absolutely loves her job, and enjoy being directly involved with students, educating the next generation of MLS professionals. She also enjoys working with ASCLS-Idaho to build connections across our community. Personally, she enjoys traveling, playing violin, water sports, and doing anything with her family.

Susan has been a part of the laboratory field for many years and held many different positions in her career as well as in ASCLS. She just celebrated 40 years as an ASCLS member and was also a nominee this past year for the ASCLS Lifetime Achievement Award. Susan is helping to lead

the way planning the spring convention this year which will be a fantastic event for everyone to attend!

Melissa is an avid advocate of our profession and of ASCLS. She works in Boise for St. Luke's. In her spare time, she has recently taken up learning how to golf.



New Professionals Chair:  
Kate DeAngelo

Kate grew up in Boise and graduated from ISU in 2016 with an MLS degree. She currently works at St. Luke’s Magic Valley as a generalist. She has found her job to be extremely rewarding and is excited to see what the future

holds. In her spare time, she enjoys baking, crafting, working out, and traveling.



PAC Chair: Jon Powell

Jon is a lead tech at St. Luke’s Wood River and keeps busy with his many roles at work. He is an avid outdoor enthusiast who enjoys mountain biking, hiking, hunting, and ski patrol. His favorite month is October because he loves the temperature, hunting, and beautiful outdoors in the

Wood River valley area. He and his wife have two beautiful daughters and he enjoys spending time with his family.



PACE Chair; Marj Montanus

Marj is the PACE coordinator and is in charge of documenting the continuing education for the participants in our state and region. We offer many opportunities throughout the year, for our members and non-members, to gain those valuable continuing education credits. She works closely with the national ASCLS office by send-

ing them quarterly reports describing our CE events and attendance. She is currently an assistant clinical professor in the ISU MLS program where she’s responsible for coordinating the student laboratory and teaching the Hematology, Transfusion Medicine, and Management and Education courses.



Professionals Chair: Chris DeAngelo

Chris is an MLS working at the VA hospital in Boise. She and her husband have two wonderful daughters (one of which followed in her footsteps and became an MLS too) and the other daughter is still in college. She enjoys spending time with her family at their cabin.



Scientific Assembly Chair:  
Hollie Bearce

Hollie didn't plan on staying in Idaho when she moved here eight years ago from Seattle. However, the wilderness and outdoor recreational activities won her over. With a background in Bio-

chemistry, she spent several years in private research before returning to school to study MLS. She enjoys biking, hiking, skiing, yurt-ing, paddle boarding and camping with her husband and young son.

### Webmasters: Brian Anderson and Diane Stumpf

A big thanks to our webmasters Brian and Diane who keep our ASCLS Idaho website running and current! Check it out at [ASCLSIIdaho.org](http://ASCLSIIdaho.org)

*“My experience in San Diego proved that there is great value in making the effort to gather with colleagues and learn together.”*

### IDAHO RECEIVED THE FOLLOWING AWARDS AT THE NATIONAL MEETING

**#1** for our Web Based Publication

**#3** in Promotion of the Profession

Lifetime Achievement Award:

**Susan Morris**

Member of the Year Award:

**Amy Larsen**

Voices Under 40:

**Kami McGann**

Key to the Future:

**Mary Cobos**

### NATIONAL MEETING: A REAL EXPERIENCE BY DIANE STUMPF

With the advent of online educational opportunities, the need to travel to distant locations on a specific date to hear from one person seems to be a waste of time. I know that on any given day, I can log into an online account, in the comfort of my own home and casually listen to a webinar, online course or computer training. I have often been a proponent of this kind of distance learning. After all, it is easy and it is convenient. But...does it have the power to transform, to motivate and to really educate?

My experience in San Diego proved that there is great value in making the effort to gather with colleagues and learn together. I was blown away with the Face-to-Face education I experienced in San Diego at the National Meeting. I believe Face-to-Face meetings provide things you can never find in an online setting namely an opportunity to experience real emotion, opportunities to get real answers to real questions and finally a chance to create real friendships with real people.

Let me just tell you about one of the sessions that had a real impact on me emotionally. Kathy Doig, Ph.D. gave the Keynote Session, The Zen of Professional Service. She talked about the Hero Journey. Her passion and love of her profession and the journey she has taken was so palpable. I found myself wanting to be a Hero, to make a difference and to be more than I have ever been before. It was such a powerful presentation and it really made an impact on me. This kind of emotional connection is something that is difficult to achieve through a computer screen. I know I have NEVER walked away from a computer feeling these kinds of life-changing emotions. Only a real encounter with real people can produce the emotion necessary for real change.

Secondly, you can often find real answers to your real questions in a Face-to-Face setting. In my new role at work, improving the Patient Experience has been a real focus. I have been struggling to figure out how we can best achieve this. It can feel at times like we are just spinning our wheels and going nowhere. I found some great answers in a session called Building a Successful Patient and Family Experience Initiative: Proven Results, Powerful Outcomes presented by a powerhouse of energy,



*Idaho Delegation to the National ASCLS Convention: Debbie Shell, Holly Weinberg (Region VIII Director), Chris Doran, Diane Stumpf, Mary Cobos, and Mechelle Reeve.*

## NATIONAL CONVENTION REPORT: TEAMWORK BY: MECHELLE REEVE

In addition to all the excellent sessions and vendor expo at the National Convention, a few of us ASCLS members from various states attended a baseball game of the Twins vs. Padres. Since I spent some time in Minnesota, I was rooting for the Twins rather than the home team Padres. I enjoy sports myself and attending/watching sporting events to some degree but this made me think about a few things being at this game.

First of all: **Team work.** You can have a star/key player, but ultimately you can't play without a team. You can have a great lab supervisor/lead/director, but you can't run a lab without your lab team.

Second: **Representation.** These sports players have agents/people to represent them. We have PAC (the Political Action Committee) and we have ASCLS, the champions of our profession. ASCLS represents us and we as individuals represent our labs and our profession. So represent well!

Third: **The Game.** Sometimes you have home runs, sometimes you strike out, sometimes you catch that fly ball, and sometimes you miss it. Sometimes you have bad games and sometimes good games. We all have up and down days like this in the lab, but try not to let an angry phone caller, being short staffed, or an exorbitant number of body fluids for the day ruin the home run you had yesterday.

Fourth: **Fan Support.** Teams have fan support and support always helps you want to succeed and try harder. Our support and fans could be our allied health colleagues, coworkers, and patients. We can all work together and cheer each other on to make a difference. You have people on your side. We're in this together so cheer for our team to come out on top.

Fifth: **Home Court Advantage.** Having home court advantage is helpful because it's a place to call home. People tend to excel in places they feel comfortable in. So let's all make our work environments feel like we have home court advantage. Remember with teamwork, working as a team will bring the most success!

### A REAL EXPERIENCE: CONTINUED FROM PAGE 6

Karen Larson. She spoke about the very problems I have encountered and gave great answers to these problems. Her session was excellent and I felt I had learned so much but my favorite part was that after her presentation ended, I was able to spend extra time with her, telling her my unique situation and getting her unique input. We ran into each other several times over the course of the week and she always recognized me, stopped to talk and provide even more feedback. This kind of individualized training and learning is unique to a Face-to-Face encounter, making the effort worth it.

At a National Meeting, there is plenty of downtime when you are free to mix and mingle, experience and explore. All of this adds up to a rich experience that an online setting can never touch. Each morning over breakfast, I was able to glean professional and personal advice from Chris Doran as we conversed over omelets at the Broken Yolk. An evening out with our Idaho Delegation at an Italian restaurant provided an opportunity to see how the waiters elevated their simple jobs and provided excellent service. It was educational to see how anybody can bring a professional attitude to their job and I left considering ways I could elevate my own service as a laboratory professional. There were big moments and small moments, important moments and casual moments but all these moments made for life-long memories and a real experience.

So...the next time you have the opportunity to attend a Face-to-Face event such as IMSS, the Legislative Symposium, our Spring Convention or the National Meeting...consider the richness of this experience and opt for a Real educational experience instead of settling for a Virtual life.



The PPP group-President Mechelle Reeve, Past President Diane Stumpf, and Pres-Elect Chris Doran at the National Convention in San Diego



Chris Doran enjoying the ferry to Coronado Island, San Diego



Mary Cobos and Mechelle Reeve at the AACC Vendor Expo



Mechelle Reeve and Mary Cobos-Twins vs. Padres game in San Diego at the National Convention

## NATIONAL CONVENTION: AN UNEXPECTED PLEASURE: BY: CHRIS DORAN

When I travelled to San Diego in July for the ASCLS National Meeting, I wasn't sure what to expect. Although I had been to numerous regional conventions, this was my very first national one.

What an unexpected pleasure! Although I knew there would be incredible speakers, educational sessions, and the latest/ greatest breakthroughs in laboratory science, it was so much more.

Our group had an opportunity to visit Coronado Island while there and I couldn't help but make some comparisons between that beautiful place and the ASCLS convention.

**History:** The Hotel del Coronado was built in 1888 and remains an important influence in architecture. Our own ASCLS originated in 1933 and continues to influence and contribute to our profession in Laboratory Science.

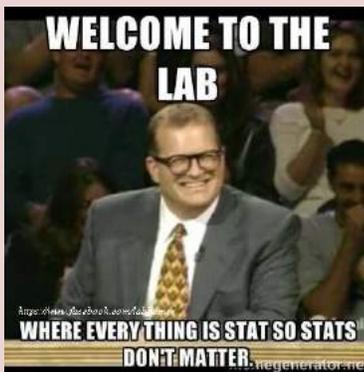
**Connection:** As I travelled on the ferry to and from the peninsula, enjoying the sun and breeze, I appreciated the seamless connection between San Diego Port and Ferry Landing. So too, the lasting connections between our Regions and members continue to be a meaningful part of my professional life.

**Unexpected Delight:** did you know that the beautiful beaches of Coronado were named 'Best Weekend Getaway Beach' by Travel Channel? That the continuous shuttle bus around the island is free? That Coronado is entirely smoke-free, even outside? At the convention, I was also unexpectedly delighted by the engagement of our members, of our students and the amazing speakers!

**Finally, Promote and Support:** Coronado remains a jewel today precisely because its residents are intensely engaged in keeping this beautiful place strong and vibrant. I was reminded of the importance of every laboratory science practitioner to engage and support our professional organization. It keeps our profession strong and our voices united.

Now, I am looking forward to the next Annual Meeting!

## LAB LAUGHS



We might need to consider getting new shirts! This one rocks!

## ASCLS ANNUAL MEETING: LOADS OF NETWORKING, LEARNING, AND FUN

BY DEBBIE SHELL

The ASCLS Annual Meeting is well known to ASCLS members as the premier event each year for professional networking, access to the Clinical Laboratory Exposition, and developing/enhancing leadership and professional skills. It gives grass roots members a chance to meet regional and national leaders and experience their passion for our profession. It always amazes me how much time and effort these leaders dedicate to representing and promoting Medical Laboratory Science. I believe that, if every member could attend a national meeting even just once, they would be “hooked for life” on ASCLS as their professional organization.

The ASCLS Membership Committee is currently in the process of developing a new membership category structure. The ASCLS House of Delegates attendees had the opportunity this year to give input on the proposed categories, category names, and criteria for each category of membership. This is a great example of encouraging grass roots input and giving ownership of critical decision-making to ASCLS members.

**Next year’s annual meeting will be held in Chicago, July 30 – August 2.**

If you would like to participate in a new activity to take us from this year’s meeting in San Diego to Chica-

go next year, **the ASCLS Promotion of the Profession Committee (PPC) is asking everyone to share stories about “a time when you impacted patient care by having a critical conversation with another health care professional”.**

The PPC will be taking Route 66 to Chicago and counting off the miles with every story that is submitted.

If you have helped a nurse understand pre-analytical error, a physician order the best test, or a care provider understand their patient’s laboratory results, please share your story at

<http://www.ascls.org/advocacy-issues/share-your-story>

and let your friends and colleagues know how you helped a patient. Then, encourage them to submit their stories, too!

How have you impacted patient care? [Share your story here.](#)

Make plans now to be the first in line to sign up for the 2018 ASCLS Annual Meeting in Chicago. You’ll find it rewarding, educational, inspirational, and lots of fun! I hope to see you all there!!

## SILENT AUCTION

IMSS is pleased to announce that the 2017 Silent Auction will be opening soon. The Silent Auction will benefit the Teton Free Clinic and the Region VIII Leadership Academy, two wonderful and beneficial organizations. The Silent Auction will be held on Thursday, September 28<sup>th</sup> from 4:30-6:30. Winners will be announced that night and must be present to win. You can participate in the Silent auction in three easy steps:

**DONATE!** We are looking for donations from our members, our vendors, and our friends. We already have commemorative mugs, hand-crafted jewelry, crocheted blankets, Roger Weinberg's famous cutting boards and trivets...and much, much more! But...that does not mean you and your friends can't put together a basket or hand-craft an item or purchase something to add to our stash. Please email Diane Stumpf with a brief description of your item, a picture if possible and the estimated value of the item. Or...just show up to IMSS with your donation in hand and leave it at the Registration Desk on Thursday.

**BID!** In order to participate in the Silent Auction, you first need to [register for IMSS HERE](#). Then, you will want to come by the Silent Auction Booth on Thursday, September 28<sup>th</sup> to pick up your unique Bidder Number. Once the bidding begins, you will want to bid high and bid often so you don't lose out on any of the amazing items that will be up for auction!

**WIN!** At the close of the evening, we will close the bidding. You will need to check and see if you are the high bidder. If you are the high bidder for one or more items, please bring the item(s) and the bidding sheet to the Silent Auction Booth where you will be able to pay for your items. You can pay with cash, check or card.

We are looking forward to IMSS and hope that you will be able to join us...for the Silent Auction and all the other amazing events! See you in Jackson!



## IMSS: How the BEST is Done!

If you ever wondered "How the BEST was Done" you will want to join us at IMSS for another Region VIII Round-Up!

The 54th Annual Intermountain States Seminar will be held September 28-30, 2017 at the [Snow King Sports and Events Center in beautiful Jackson, Wyoming](#).

IMSS is an iconic seminar that strives to bring together the BEST information, the BEST exhibitors and the BEST people! The IMSS Planning Committee is working overtime to put together a powerful program that will be of interest to our members in Re-

gion VIII. We have big names like Rick Panning, Rodney Rohde and Dr. Laposata along with familiar friends like Suzy Zanto, Debbie Shell and Omar Munoz.

We are dedicated to bringing you the finest selection of speakers covering the most relevant topics and providing an enriching educational opportunity unlike anything you will find online.

Come take advantage of the fantastic face-to-face program that IMSS offers. You can find all the information about this year's seminar at [www.asclsregion8.org](http://www.asclsregion8.org).

Come find out how the BEST is done in Region VIII!

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*Come take advantage of the fantastic face-to-face program that IMSS offers, unlike anything you will find online!*

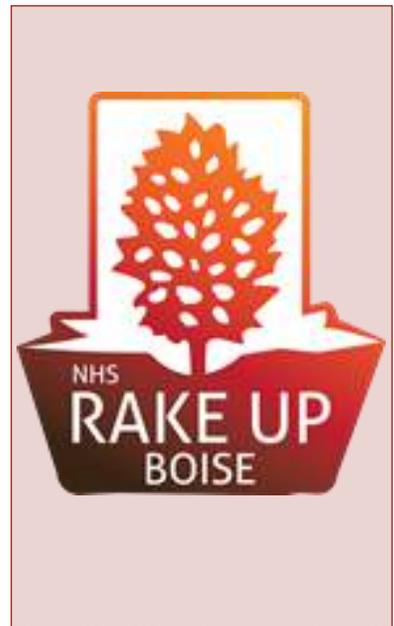
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## M.A.D. in the LAB...and *Out* of the Lab!

Last year nearly 6,000 volunteers participated in Rake Up Boise. This year, ASCLS Idaho is gearing up to do our part...again! ASCLS Idaho has been a part of Rake Up Boise for several years. As lab professionals we make a difference in our patient's lives everyday. Rake Up Boise is a great day to get outside, be active, work beside colleagues we only see once per year and to promote our profession. The best part of all is making a difference in someone's life...outside of the lab. Sign up to be on our TEAM!

**What to expect:** Join us for breakfast at our **Best of Fall CE Breakfast Presentation with Dr. Kois** (more info to follow). Then we'll get our maps and assignments, and each team will go to their assigned yards. We'll have T-shirts available!



## ASCLS Idaho is *Making a Difference* with Rake Up Boise!

**When is Rake Up Boise?** Saturday, **November 11, 2017**. We will decide what time works best for our group of volunteers.

**When will the teams receive their assigned houses?** Approximately two weeks in advance.

**What supplies do we need:** Bring your own rake and gloves. Rake Up Boise provides leaf bags.



through service

**Where do I sign up?** Contact Kami McGann.

[kjmcgann\\_bsmt@hotmail.com](mailto:kjmcgann_bsmt@hotmail.com) or 208-407-0543

### What is Rake Up Boise?

- Aids seniors and disabled neighbors
- Maintains and improves over 700 yards each year
- Builds neighborhood pride
- Eliminates and re-purposes biodegradable waste
- Brings community members together

Can't make it to Boise?

### Do your own **virtual Rake -up!**

Gather your friends, family, and colleagues and get out into your neighborhoods and rake-up!

Submit pictures of your virtual rake-up and let's see how many of us can get out there and make a difference!

### **Need something to wear?**

Order your ASCLS- Id T-shirt today! Contact [Diane Stumpf](#).



# WORKFORCE SHORTAGE: CLINICAL LABORATORY SCIENCE

By Hollie A. Bearce, MLS (ASCP)<sup>CM</sup>, MS

It comes as no surprise to those working in clinical laboratory science that our profession is heading toward a workforce shortage crisis. Clinical laboratories across the country are understaffed and frequently have difficulty filling open positions. Many Medical Laboratory Scientists consistently work more than 40 hours a week or work more than one job to meet the current workforce demands. It is estimated that 40% of the current clinical laboratory science (CLS) professionals will retire in the next 10 years. In short, by 2021 there will be a workforce shortage of more than 150,000 (roughly 39% of the total workforce demand in 2021) clinical laboratory science professionals in the United States (see Figure 1 below); Medical Laboratory Scientists will be the profession hardest hit.

To compound this issue, the graduation rate of students from NAACLS-accredited academic programs

is insufficient. This is partially due to the closure of approximately 70% of NAACLS-accredited clinical laboratory science academic programs in the United States since 1970.

Historically, Idaho had 6 different CLS programs which graduated a total of 32 students per year; at present, there is only one NAACLS-accredited program in Idaho; that's a decline of 83% of CLS programs in Idaho. The training received during the transition from student to new professional is critical; however, hospitals throughout the United States have become reluctant to accept students for clinical rotations due to budget constraints, a reduction in available resources and workforce shortages.

Furthermore, Idaho faces unique challenges; due to the rural nature of the state over two-thirds are Criti-

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*“By 2021 there will be a workforce shortage of more than 150,000 Clinical Laboratory Science Professionals in the United States.”*

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cal Access Hospitals (CAH) and operate on a lean budget and small laboratory staff.

Over the past decade, increased use of point-of-care testing, hiring support staff with less education and fewer credentials and the use of traveling Medical Laboratory Scientist staff has helped to bandage the workforce shortage experienced in clinical laboratories. These measures are not a solution to the growing workforce shortage and do little to address the projected workforce crisis.

Given the state of the profession, new Medical Laboratory Science (MLS) professionals entering the workforce will be required to master skills quickly and independently, be fiercely independent, competent, and to take on more responsibility sooner than any other generation of Medical Laboratory Scientists.

It has never been more imperative that new professionals receive the highest level of education and robust training; they will be expected to master skills, be fiercely independent, more competent and take on more responsibility sooner than the professionals that came before. This is especially true as the laboratory has become increasingly complex; providers rely on laboratory results to make diagnostic, treatment, and healthcare management decisions.

Individual clinical laboratories face unique challenges, and provide service to different patient populations; however, all have the capacity to empower their clinical staff to take a more active professional



**Figure 1 – CLS Workforce Projection**  
*According to the current professional workforce trajectory, there will be a CLS workforce shortage of ~150,000 individuals by 2021 (which accounts for 39% of the workforce demand in 2021). The US Department of Labor and Statistics estimates that 40% of the current CLS workforce will retire in the next 10 years; due to the significant decline in CLS academic programs the current rate of new professionals cannot meet the anticipated job demand.*

role. Indeed, each clinical laboratory has an obligation to ensure the competency of their staff and the accuracy of the reported results. In conclusion, the power and the potential for the future of the profession are in the hands of the current professionals.

How are you responding to the impending workforce crisis? Is there a new professional or student that you could mentor? Are you connected to an academic program?

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**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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**ISU MLS PROGRAM UPDATE: by Rachel Hulse**

**Congratulations ISU for receiving ZERO deficiencies and ZERO citations on your NAACLS accreditation renewal!**

The Medical Laboratory Sciences program has had a busy year! This past year we had our NAACLS accreditation renewal, and were given zero citations and zero deficiencies. We were awarded the maximum 10-year accreditation renewal! Our MLS students also helped serve ~500 members of the Bengal community through health fair lab services! We had the challenging job of placing 49 students in rotations this year, and are proud to report that over 80% of the cohort had job offers before completing their rotations. As always, the ISU MLS program would like to thank our clinical affiliates for all their hard work in training our students. **We could not do it without you!** The Fall semester is in full swing now, and our new cohort of 49 students is off to a strong start. **ASCLS-Idaho board members will be visiting the ISU MLS students in mid-September**, and their student membership will serve them well. We look forward to working with each of you as we continue to educate the next generation of MLS professionals.

