



VOLUSION...ASCLS SD

Grassroots explosion of **VOICE, VALUE, VISION**

Official publication of the American Society for Clinical Laboratory Science ~ South Dakota

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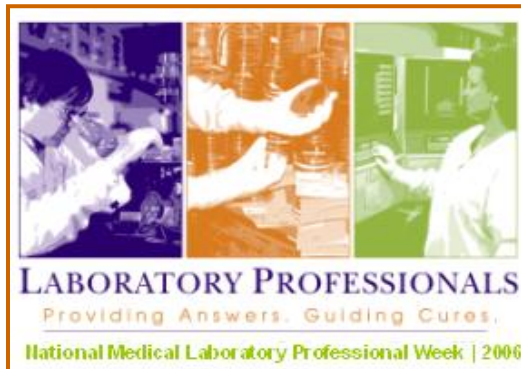
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VOLUSION...ASCLS-SD is published quarterly and is made available to all ASCLS SD members in electronic format. The current issue and past issues will also be available for on-line viewing on the Society's web page: www.ascls-sd.org. The co-editors reserve the right to edit content and length of material to meet publication specifications.

All ASCLS SD members are invited to submit articles of interest to the co-editors for publication in future issues.

NATIONAL MEDICAL LABORATORY PROFESSIONALS WEEK: Celebrate & Be Proud of Who You Are and What You Do!

By: Michelle Sedlacek, ASCLS-SD Publications Committee



April 26th-29th, 2006 has been designated as **National Medical Laboratory Professionals Week**. Did you notice the name change? After 30 years, the planning committee voted to change the name so the word "Professionals" was included. With one simple word the emphasis has been directed from the "place" to the "people". Nearly 300,000 dedicated and skilled laboratory professionals serve a vital role in health care today. Although NMLPW is a time to celebrate the efforts of skilled laboratorians, it is also an opportunity to promote the medical laboratory field, to recruit students to the profession, build morale among employees, and gain visibility throughout the community.

There are many ways to celebrate and promote NMLPW, just be creative and HAVE FUN!

- ➔ Purchase and distribute commemorative items such as T-shirts, mugs, balloons, pins, tent cards, pens, posters, etc.
- ➔ Have an open house featuring lab-related treats such as sugar cookies decorated as blood cells.
- ➔ Create a trivia quiz and offer prizes to winners.
- ➔ Have short tours of the lab available to the public (off-peak times are recommended).
- ➔ Use exhibits in public areas to promote the profession.
- ➔ Go to local schools to talk to students about clinical laboratory science.
- ➔ Use newspapers in your area: write a letter to the editor or write a piece for the community news section.
- ➔ Have daily e-mails to all staff in your facility highlighting interesting facts about your lab/laboratory science.
- ➔ Have "dress-up" days during NMLPW (crazy hat day, clash day, etc.)
- ➔ Use the local radio and TV stations to promote NMLPW by having public service announcements about the event.
- ➔ Arrange for gubernatorial/mayoral proclamations recognizing NMLPW

ASCLS has an online promotional guide available to view and download which will direct you in how to launch an effective campaign. Visit the **[ASCLS National Medical Laboratory Professionals Week](http://www.ascls.org/conferences/2006NMLW/index.asp)** homepage for more information.

www.ascls.org/conferences/2006NMLW/index.asp

To order promotional items to help you celebrate our special week visit:

www.labprofessionalsweek.com/ascls

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**PRESIDENT'S MESSAGE: ASCLS and Changes in the
Laboratory Field & YOUR Profession!**

By: Dr. Patricia M. Tille, ASCLS-SD President

Do you ever feel like when you show up work that you never know what to expect? Laboratory Science is going to continue to change dramatically over the next ten years. What lies in store for you and how can you manage the information overload and the changes you will be faced with as a laboratory professional? Become professional motivated and become proactive! There are many opportunities for you to become involved in the American Society of Clinical Laboratory Science and many benefits you will receive from joining this proactive organization.

At the state, regional and national level, the organization keeps it's eyes and ears open for you. Regulations regarding Medicare and Medicaid are constantly being reviewed and updated. In March, some your fellow colleagues will represent South Dakota at Legislative Days in Washington D.C. They will be discussing reimbursement issues and competitive bidding with the senators and representatives of South Dakota. This is very important legislation and continues to have a serious impact on our personal health care and YOUR career.

Also in March, several educational professionals from throughout the state will be on hand in San Antonio Texas for the Clinical Laboratory Educators Conference. New curriculum developments and how to work with students in the changing environment is a challenge for us all. Such strategies also affect training not only students, but new employees as they come in to your institution.

May 5, 2006, ASCLS-SD will be hosting a one day continuing education meeting in Sioux Falls at the Oaks Hotel. Information on speakers will be available soon. In addition, mark you calendar for the Fall 3 day meeting, to be held in Sioux Falls Oct 4-6, 2006. The Laboratory Revolution will bring various sessions for continuing education, exhibits show casing new instrumentation and technology, as well as social fun and networking.

These opportunities are there for you to become involved. **IF** you do not feel you have time to dedicate to working on one of these events, be sure and attend an event. The personal interactions and connections you make may be an invaluable link to your future in laboratory science. What new technology is out there? What can we bill for and actually get reimbursed for? How do we recruit and keep students and new employees? How do these issues affect **YOU** in your profession on a daily basis? **IF** you know exactly what I mean when I say, "Do you ever feel like everyday when you show up at the lab or clinic that you never know what to expect?", **then ASCLS is for you!!!**



**REGION V DIRECTOR UPDATE: "How Full Is Your
Bucket?"**

By: Rick Panning, ASCLS Region V Director

Recently a friend of mine gave me a book that he had shared with his laboratory managers at Sharp Healthcare in San Diego. The book, entitled "How Full is your Bucket?" is by the same authors who wrote "Now Discover Your Strengths". In just reading the inside book jacket, I got the impression that this book was going to be about how we all have too much "on our plate". However, I found out that this book was about something completely different and so much more. It is with this intent that I am happy to share it with you.

The book is based on the theory of the dipper and the bucket. Basically, we all have an invisible bucket, which is constantly emptied or filled depending on what others say or do to



ATTENTION ASCLS-SD MEMBERS!

Have you visited our
NEW & IMPROVED
Web Page?

www.ascls-sd.org

Current Pages:

- ➔ Our Purpose
- ➔ Membership & Benefits
- ➔ Student Information
- ➔ Event Calendar & Meetings
- ➔ ASCLS-SD Members Page
- ➔ Regional & National News
- ➔ Board of Directors – Meetings/Update
- ➔ Web Newsletter - VOLUSION
- ➔ Laboratory Links
- ➔ ASCLS-SD Leadership & Contacts
- ➔ Blips, Tips & Fun
- ➔ Management & Technical Tid Bits



ASCLS-SD
Proudly
Welcomes Our
Newest
Members!

Colleen Lesnar
Webster

Jennifer Tranas
Rapid City

us. When our bucket is full, we feel great. When it is empty, we feel awful. Each of us also has an invisible dipper. When we use the dipper to fill other people's bucket – by saying or doing things to increase their positive emotions – we also fill our own bucket. But, when we use that dipper to dip from other's bucket – by saying or doing things that decrease their positive emotions – we also diminish ourselves.

I think we all know those people in our everyday lives that are “bucket fillers” and “bucket dippers”. We all have co-workers, colleagues, friends and family members who we look forward to being around because they are positive, supportive, and they acknowledge us. Unfortunately, we also know those in our lives who constantly and consistently are dipping from our bucket. They are negative and just seem to zap every ounce of energy we have. We actually look forward to when these people are not at work or around us. Like the cup that runneth over, a full bucket gives us a positive outlook and renewed energy. Every drop in that bucket makes us stronger and more optimistic. But, an empty bucket poisons our outlook and energy. That is why every time someone dips from our bucket it hurts us.

Therefore, we have a choice to make every moment of every day. We can fill one another's buckets or we can dip from them. It's an important choice – one that can profoundly influence our relationships, productivity, health and happiness.



One of the authors of the book often said that we should gather to celebrate the great things that a person has done – while they are still around to be part of the celebration. When he went to funerals, it bothered him that so many people waited until they were eulogizing a loved one to liberally fill his or her bucket. “Why not do this while they are alive?”

As you participate in workplace initiatives, or are active in your ASCLS activities, remember 5 simple strategies.

- ➔ Prevent bucket dipping. Catch yourself before you make a negative remark or comment. Try to make a positive one instead. Are you one of those where negativity or “No” is always the first thing out of your mouth?
- ➔ Shine a light on what is right in others. Focus on their strengths. You will likely see results.
- ➔ Make best friends in all aspects of your life. Most of us stay with groups, teams, organizations (like ASCLS) or workgroups because of the people. In the Gallup organization, their employee engagement (satisfaction) survey has a question “Do you have a best friend at work?” Fairview is currently in its 6th annual cycle of completing the employee engagement survey and from the beginning this question has bothered people, primarily because they take it literally. Gallup isn't asking if “your best friend” is in your workplace. This question asks if you have “best friend” type relationships at work (or in your professional society life). Gallup has shown a strong statistical correlation between the answer on this question (one of only 12 on the survey) and a highly engaged workforce. It is a concept that is valid and makes a difference in our work experience.
- ➔ Give unexpectedly. This is a simple concept. Don't you appreciate the unexpected gift, thank you or complement?
- ➔ Reverse the golden rule. “Do unto others as they would have you do unto them.” Individualize the bucket filling – understand each person and what is of value to them.

In closing, an example from the book illustrates the “one size does not fit all” approach to bucket filling.

Susan managed a group of sales executives. At an annual recognition event, she was ready to surprise the top person for the year by presenting a plaque publicly at the event. When she did so, he was actually quite angry at this form of public recognition, with another plaque that he had no use for. Susan was taken aback by the whole event, but she regrouped and started to learn more about the employee. She discovered that this employee loved nothing more than his two young daughters. When he talked about them, his face lit up. At the office, he was always showing off the newest pictures.



**RECRUIT
A NEW
MEMBER!**



BE AN ASCLS STAR

Every clinical laboratorian deserves the professional benefits of **ASCLS!**

We invite each of you to share how much ASCLS membership and benefits means to you with at least one other laboratory professional.

Every member receives the benefits that you enjoy as an ASCLS member-

- CLS Journal (Prof I only)
- ASCLS Today
- Members-only discounts on publications
- Savings on meeting registrations
- Membership in state and regional organizations
- Current information about legislative/regulatory issues
- An **instant network** of laboratory professionals

Share the **ASCLS VOICE-VALUE-VISION** with your friends and colleagues! We all benefit when ASCLS grows! The more members we have in South Dakota, the stronger our professions voice is here at home. This stronger voice benefits our laboratories and each one of us.

New members can join on-line at www.ascls.org or paper applications can be printed from the same location.

Check out, www.ascls.org or www.ascls-sd.org, for tools and tips for member recruitment to help you in recruiting a new member.



The next year, this employee was again the top customer service representative. Susan was determined to get the awards ceremony right this time. She called the employee's wife and asked her to take the two girls to the best photographer in the area for a formal portrait, and to keep it a secret. When the big night rolled around, everything was in place. Susan began the ceremony talking about a very special man. She described not only his to customer service and sales accomplishments, but the passionate family man as well. The, she unveiled the beautiful portrait of his two lovely daughters. The employee rushed to the stage and embraced Susan, his eyes filled with tears. He could not have imagined a more meaningful and personal form of recognition. It changed the way he looked at his boss and his job forever.

You can each start right now. Do or say what will fill someone's bucket immediately and will have the most impact. It is the essence of bucket filling!



MEMBERSHIP DEVELOPMENT: Recruitment, Retention and Incentives!

By: Becky Davis, ASCLS-SD Membership Development Chair

Greetings from Membership Development: Recruitment, retention, and incentives. These items have been the hot topics over the last month on the ASCLS Membership Development Committee (MDC) Mailing List. It has been very busy and active with input from MDC all over the nation. A big concern was how to recruit during the months of December-February. What could we offer? One **HUGE** incentive was offered from the National ASCLS office on 2/13/06. **Any new member who joins ASCLS at a state's spring meeting or after March 1, will receive an expiration date of 7/07.** This means that they will receive 15-17 months of membership (depending on the month the state has their spring meeting) for the cost of a 12-month membership. What a deal!

A MDC phone conference was held the first week of February. Items discussed included:

- ➔ Recruitment campaign for spring 2006
- ➔ Retention ideas/thoughts
- ➔ Additional membership categories for CLTs/phlebotomists. If we decide to add these categories, how do we market ASCLS to them and provide specific benefits for their professional needs
- ➔ Addition of FYP position on MDC
- ➔ Other concern/issues

Other news from Nationals- Last year at this time we had 8,985 current members and our number now stands at 8,966. As of now, we are at a 99% retention rate, which means we have met 99% of our membership revenue too. As of January ASCLS-SD has 108 members altogether. Here is a breakdown of our membership in comparison to last year:

1/30/05: COL-1 EM1-2 EM2-2 FYP-7 PF1-27 PF2-40 STU-22

1/22/06: COL-1 EM1-2 EM2-3 FYP-10 PF1-29 PF2-45 STU-16

Now is the time... Do you know of a clinical laboratory professional that could benefit from professional membership in ASCLS.... Invite them to join. Share your professional vision with them. Membership applications and information are easily accessible and are just a "point and click away" at:

www.ascls.org

or

www.ascls-sd.org

Real leadership is not about prestige, power, or status. It is about responsibility. - Robert L. Joss, Dean, Stanford Graduate School of Business

MARK YOUR
CALENDARS ~ PLAN
AHEAD FOR 2006!

**ASCLS-SD &
CLMA
2006
1-DAY
SPRING
MEETING**

May 5, 2006
Oaks Hotel
Sioux Falls, SD

**ASCLS-SD &
CLMA
2006
3-DAY FALL
MEETING!**

Talk About An
Evolution!



**LABORATORY
REVIVAL!**

October 4-6, 2006
Sioux Falls SD

Unpack your bell-
bottoms and tie-dyes!

Planning has begun for
this FANTASTIC, FUN,
FALL EVENT!

**ASCLS- SD 1-DAY SPRING MEETING: Education, Networking,
Member Recognition & Annual Business Meeting & Election!!!**

Calling all ASCLS-SD Members! Plan on attending this years 1-day ASCLS-SD & CLMA Collaborative Spring Meeting.

Meeting Summary Information:

“The C’s of Success....COLLABORATION & COOPERATION”

Location/Date: Oaks Hotel, Sioux Falls SD – May 5, 2005

Educational Offerings: What Color Is Your Jelly Bean?
Laboratory Regulatory & Legislative Update 2006
Detecting Celiac Disease, A Silent & Hidden Epidemic
Quality Assessment Plan Requirements

Annual Business Meeting: Annual Report to Membership
Membership Recognition Awards: Keys to the Future, Omicron
Sigma, ASCLS-SD Longevity Awards,
ASCLS-SD Member of the Year
Annual Election of Officers and Nominations Committee

Meeting Information Contact: Lezlee Koch (W)605-322-7189 lezleek@sio.midco.net

Presentation of Candidates for 2006-2007 ASCLS-SD Offices



PRESIDENT: Lori Murray MT(ASCP), Garretson

- ASCLS member since 2002
- Society Participation: Previous ASCLS-SD 1st & 2nd Vice President; 2006 Spring & Fall Meeting Program Chair; Legislative Day Representative 2005; National ASCLS Meeting Delegate 2004
- Clinical Laboratory Professional for 19 years
- Current employment: Avera Laboratory Network, Business Development Representative & Connectivity Coordinator

Professional Views: In listening to other laboratorians over the past couple of years, I began to realize many clinical laboratory professionals felt the same way I used to feel. It has become very evident to me that clinical laboratorians need to get involved in their profession and work as a team or nothing will ever change. Changes may happen slowly, but at least change is happening and we are assured we are being heard through ASCLS. I guess that is sort of the mantra I live by: “you can’t get to where you want to be if you stay where you are”. I have been so excited about my involvement with ASCLS and the opportunities I have been allowed, the great friends I have made, and having my professional fire ignited.



1ST VICE PRESIDENT: Michael Andersen, MT(ASCP) Freeman

- ASCLS member since 2004
- Society Participation: Previous ASCLS-SD 2nd Vice President; 2006 Spring & Fall Meeting Student Activities Subcommittee Chair; ASCLS-SD Student Forum Rep; Region V Student Forum and Young Professional Representative; National ASCLS Meeting Delegate 2004, 2005, Region V Legislative Day Student Rep 2005
- Current employment: Avera Sacred Heart Hospital, Medical Technologist

Professional Views: I believe that we must provide the best care and service to the patient. To do this we must work hard and know that our profession is a service to the community, friends, and our families. When we know and practice in this manner, we can provide the best care for patient. To advance our profession we must be advocates for our profession. We need to let all other healthcare professionals and the public hear what we as laboratory scientists do. Being a true professional and being active in ASCLS will allow us to become a respected part of the healthcare team.



HOW TO STAY Y-O-U-N-G!!!

Remember , there is no way you can look as bad as that person on record with the DMV!!

1.

Throw out nonessential numbers. This includes age, weight, and height. Let the doctors worry about them. That is what you pay them for...right?

2.

Keep only cheerful, professional friends. The grouches pull you down. The non-professionals will not assist in moving the profession forward and allowing all to succeed.

3.

Keep learning. Learn more about the computer, crafts, the government, laws, gardening, whatever. Never let the brain idle. "An idle mind is the devil's workshop." And the devil's name is Alzheimer's !!

4.

Enjoy the simple things. Laugh often, long and loud. Laugh until you gasp for breath ☺

5.

Remember tears happen. Endure, grieve, and move on. The only person who is with us our entire life, is ourselves. CELEBRATE while you are alive.

6.

Cherish you health: If its good preserve it. If its unstable, improve it. If its beyond what you can improve, get help.

7.

Surround yourself with what you love. Tell the people you love that you love them at every opportunity.



2nd VICE PRESIDENT: **Susan Lopez, MT(AMT,HEW) Volga**

- ASCLS member since 1996
- Society Participation: Previous ASCLS-SD Board Member-At-Large; Assistance with multiple state meetings; National ASCLS Meeting Delegate 1-year
- Clinical Laboratory Professional for 33 years
- Current employment: Avera Brookings Medical Clinic, Laboratory Manager

Professional Views: Through out my professional life, I have had the opportunity to work in most areas of the laboratory. I enjoy speaking with young laboratory professionals about how things used to be in the lab compared to today's practices and procedures. Being an active professional member in ASCLS has made me aware of how important it is for clinical laboratory professionals to band together and make our profession visible.



BOARD MEMBER-AT-LARGE: **Ruth McFarland, MT(HEW) Flandreau**

- ASCLS member since 1998
- Society Participation: Previous ASCLS-SD Membership Development Chair; PAC Chair, Assistance with multiple state meetings; Tri-State Meeting Program Co-Chair; Publications Committee Co-Chair
- Clinical Laboratory Professional for 35 years
- Current employment: Avera McKennan Regional Laboratory, Outreach Consultant

Professional Views: I feel the laboratory profession has come a long way in the past several years, yet we have many things that need to be accomplished. I feel we need a unified voice for our profession in order to grow as a profession and to be recognized as professionals. ASCLS is the pathway to the future for laboratory professionals.



YOUNG PROF MEMBER-AT-LARGE: **Tanya Stuckey, Sioux Falls**

- ASCLS member since 2005
- Society Participation: Current ASCLS-SD Student Forum Representative; 2006 ASCLS-SD Meeting Committee Member
- Currently in her clinical training at Sioux Valley Hospital; Graduating in May 2006

Professional Views: Professionalism to me is not only an act, but also an attitude. Acting professionally includes doing your job to the best of your ability and striving to learn more for the benefit of the patient. Professional attitude in the end will rightfully earn you respect.

NOMINATIONS COMMITTEE- 2 Positions:



Kelly Thomas, Rapid City

- ASCLS member since 1996
- Clinical Laboratory Professional for 10 years
- Current employment: Sioux San I H S PHS, Blood Bank Supervisor and POCT Coordinator, Rapid City

Professional Views: I believe that laboratory professionals make it happen. Patients lives are saved and their outcome is improved by the quality results provided by clinical laboratorians every day.

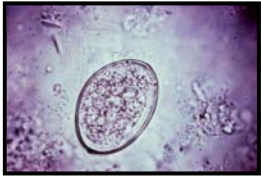


Mona Gleysteen, Castlewood

- ASCLS member since 1978
- Clinical Laboratory Professional for 25+ years
- Current employment: Lake Area Technical Institute, CLT Program Director

Professional Views: I have always valued ASCLS-SD membership for the networking and the educational opportunities I have gained from it. I also believe that it is my professional duty to contribute what I can back to ASCLS-SD. My friends will tell you that I'm generally quite calm about most things, but I am passionate about my profession!

For The Love Of Parasites!!!



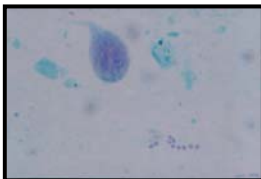
Diphyllobothrium latum



Taenia saginata ovum



Entamoeba coli cyst



Giardia trophozoite



Trichuris trichuria egg

AVOID PRE-ANALYTICAL ERRORS: Through Positive Patient Identification!

By: Rebecca Aman, ASCLS-SD Member and Guest Author

Laboratory errors due to pre-analytical errors are listed by various sources as 50-90%. One of the most important areas for potential error is patient identification. Perfect technique, proper specimen processing and flawless testing are meaningless if the wrong patient is drawn.

Identification protocols will differ between facilities and be different between outpatients and inpatients. Hospital patients should be **wearing** wristbands. Wristbands taped to beds don't necessarily identify the patient in the bed. Phlebotomists should ask the patient to state their name and date of birth. Just asking "Are you ___?" is not enough. Patients who are hard of hearing or not paying attention will occasionally answer to the wrong name. If the patient is unable to answer, a positive ID can be provided by a family member or nursing staff. Outpatients may be asked for their social security # as a further piece of identification. Inpatients should have a medical record # on the order and their wristband.

Consider the case of John Smith and Johnnie Smith. John Smith is admitted to the hospital through the emergency room. Johnnie Smith is a frequent outpatient at the same facility. After John is settled in his room, orders are entered and a phlebotomist is dispatched to collect the appropriate specimens. The alert phlebotomist notes that there are discrepancies between her orders and the patient's wristband. The names don't match, the medical record #s are different and the dates of birth although very similar are also different. Investigation reveals that orders have been entered on Johnnie Smith rather than John Smith. Because the phlebotomist followed proper identification protocol, error was avoided. The proper results were posted on the correct patient's record and Johnnie didn't get charged for John's lab work.



Be a shining professional star by promoting safety in assuring positive patient identification 100% of the time.

CLIA QUALITY ASSESSMENT: What's It All About!

By: Ruth McFarland, ASCLS-SD Publications Co-Editor

The Centers for Medicare and Medicaid Services released the Interpretive Guidelines for the CLIA program in April of 2003. Prior to that time quality assessment or formerly known as quality assurance was consolidated into one section of the CLIA Regulations, Subpart P-Quality Assurance. The CLIA Interpretive Guidelines changed the name to quality assessment and integrated it into each phase of the testing process. This was done to ensure the quality of laboratory services throughout the entire testing process.

The guidelines define four quality systems in the testing process to include:

- General Laboratory (D5291 & D5293) 42 CFR 493.1239(a)-(c)
- Pre-analytic (D5391 & D5393) 42 CFR 493.1249(a)-(c)
- Analytic (D5791 & D5793) 42CFR 493.1289(a)-(c)
- Post-analytic (D5891 & D5893) 42CFR 493.1299(a)-(c)

The laboratory must have a written quality assessment plan that addresses the four quality systems. There must be written procedures for monitoring and assessing each of its activities. Documentation of corrective actions must be present. The laboratory must monitor the effectiveness of the audits and the corrective actions taken and revise policies and procedures if appropriate to prevent reoccurrences of the problems. The laboratory is also required to share the outcomes of quality assessment activities with laboratory staff. Documentation of all steps of the process must be kept on file for two years. Components of the quality system assessment program may include:



Hope looks for the good in people instead of harping on the worst in them.

Hope opens doors where despair closes them.

Hope discovers what can be done instead of grumbling about what cannot be done.

Hope draws its power from a deep trust in God and the basic goodness of mankind.

Hope "lights a candle" instead of "cursing the darkness."

Hope regards problems, small or large, as opportunities.

Hope cherishes no illusions, nor does it yield to cynicism.



ASCLS-SD PROUDLY SPOTLIGHTS!
Western Dakota Tech
Rapid City SD

**PHLEBOTOMY/
LABORATORY
ASSISTANT
PROGRAM**

The Phlebotomy/Lab Assistant training program at Western Dakota Tech (WDT) in Rapid City has embarked on a new path. The role of the phlebotomist has grown past collecting blood specimens. Today's phlebotomist takes on more responsibility in the technical and clerical functions of the laboratory, including specimen processing and basic laboratory testing. In keeping with the trends of the industry and WDT's mission of preparing students for successful careers, the program has grown to include Laboratory Assistant training.

(CONTINUED NEXT PAGE)

General Laboratory

- Patient Confidentiality
- Specimen Identification & Integrity
- Complaint Investigation
- Personnel Competency
- Communication

Pre-analytic

- Specimen Processing
- Test Requisitions
- Referral Testing
- Specimen Handling

Analytic

- Specimen & Reagent Storage
- Preventative Maintenance Documentation
- Completeness of Testing Procedures
- Method Validations
- Quality Control
- Correlation Studies
- Completeness of Test Records

Post-analytic

- Accuracy of Test Reports
- Turnaround Times
- Critical Value Reporting

Laboratories that have Laboratory Information Systems (LIS) are also required to verify the accuracy of manual entries, calculated results, and results sent to interfaced systems. There must be a system to ensure the confidentiality of patient information. The laboratory must periodically review and evaluate the LIS storage and retrieval systems. There must also be a backup system for ordering and reporting patient results in the event of scheduled or non-scheduled LIS downtime. The laboratory must ensure that necessary changes are made to the LIS whenever a new test system is brought online as well as when any major updates or repairs are made to the LIS.

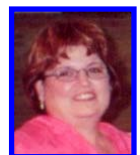
Complete CLIA Interpretive Guidelines may be found at www.cms.hhs.gov/clia



ASCLS-SD MEMBERSHIP & PROGRAM SPOTLIGHT!

By: Lezlee Koch, ASCLS-SD Publications Co-Chair

Nancy Schweitzer, MLT(ASCP) RMT HHS
Mobridge Regional Hospital & Clinics



From Aberdeen to Mitchell to Colorado to Mobridge, Nancy Schweitzer has been a shining clinical laboratory professional star. She has served our profession in various positions from bench tech to Customer Service Supervisor. Currently she is a Generalist in Mobridge and assumes extra responsibilities in Hematology and Coagulation. No grass grows under Nancy's feet. She works part-time as an insurance examiner and in her free time! over the years she's managed blood drives, assisted with Auxillary fundraising drives to help purchase new hospital equipment, and volunteers for guest speaking for students, community and other health care professionals to explain "who we are and what we do".

Nancy's inspiring professional views are to be commended and are near and dear to many of

(Western Dakota Tech – cont.)

The phlebotomy/lab assistant training that WDT provides is comprehensive. Training includes didactic, classroom lab, and clinical practice training. The program is nine months in length and includes course work in basic anatomy and physiology, medical terminology, CPR and first responder, human relations, career communications, computers, phlebotomy, and the newly added laboratory assistant techniques.

The laboratory assistant techniques course provides entry level career training in laboratory safety, instrumentation, basic laboratory math, regulations, quality practices, record keeping, billing, specimen processing, CLIA waived and point-of-care laboratory testing. The course combines theory and hands-on practice of laboratory procedures with an emphasis on the necessity for accuracy and attention to detail.

The program requires a three-month clinical practice rotation including a phlebotomy rotation at a large medical laboratory and physician's offices. Prior to entering into their clinical experience, the students have already practiced phlebotomy and laboratory assistant procedures in a mock laboratory setting in the classroom. This contributes considerably to student success in the clinical setting.

The program is a nationally approved phlebotomy training program by NAACLS. WDT prides itself on adjusting programs to industry and student needs. The phlebotomy/Lab Assistant program will continue to build relationships with industry to guarantee that the program continues to build on its tradition of graduating well-prepared students.

*changing lives...
building futures.*



ASCLS grassroots members.... "One of the biggest changes/challenges is understanding and staying current with medical necessity and dealing with upset physicians and patients when ABN is required before testing can be completed. I feel our role as a health care professional has expanded from supporting a physician's diagnosis into the primary tool in diagnosing. Physicians are realizing the wealth of information we can provide. Newer physicians come to the laboratory seeking this information and ask for our opinions. But we need to educate the public about who we are." Nancy went on to say that unfortunately many still see us as nurses and that it is up to us to educate every one we come into contact with including health care administrators and human resource personnel on the importance of our professional value to health care to allow continued improvement for wages for our professionals.

"This profession is facing a critical manpower shortage and without action it will continue to get worse. That is why I joined ASCLS, to join the effort in promoting the laboratory profession and to increase wages. In recent years more monies are available for students entering Med Tech programs but Washington needs to do more. Medicare testing reimbursement needs to be re-evaluated. Rural areas are not reimbursed the same as urban medical facilities. Even though the cost of testing is higher because of our rural nature."

Nancy and her husband, Terry have 3 children and 2 grandchildren. She also shared a very interesting tid bit about her family. "My family is quite laboratory orientated. I have a younger sister who is a lab tech at Avera St. Lukes in Aberdeen, a sister-in-law who was a lab tech at Mid Dakota Hospital in Chamberlain, and a cousin who is a lab tech for the Chamberlain Clinic." (Now if we could just find the genetic key to this fantastic family heritage... we could solve the critical shortages in our profession! I just know Nancy's 2 cute grandchildren above are bound to be future clinical laboratory professionals!) In closing, Nancy states, "It is gratifying knowing the important role I play on the healthcare team. Especially when the patients, physicians and nurses express their thanks on a personnel level. **As unsung Heroes of the Healthcare Team it's time for all ASCLS-SD members to standup and shine!"**



Lynn Seime, M.S. MT(ASCP)
Phlebotomy/Laboratory Assistant Program Coordina/Instructor
Western Dakota Tech, Rapid City



ASCLS-SD is proud to salute ~ Lynn Seime! Lynn has served our profession in her current position for almost six years and has been a dedicated clinical laboratory professional for nine years. She just recently reported that she has made the decision to step down from her current position in May and plans to step back into the laboratory profession on a part-time basis to allow her to have more time to spend her family. Lynn and her husband are the proud parents of three beautiful girls: Delise, 3 years, Kira and Noelle (twins) 9 months.

Lynn is a newer ASCLS member, just joining our professional family last year. She kindly shared her reason for becoming an ASCLS member, "I wanted to establish more of a connection with other laboratory professionals in my community and within the state." Lynn's view on professional responsibility is to be commended. It is evident that Lynn practices this responsibility in her daily life from teaching to coaching to delivering information on the clinical laboratory professions to students at the high school level. Lynn's states, "True professionals must jump at the chance to promote the clinical laboratory profession. I feel very strongly about and try to emphasize to my students the importance of personal accountability and leadership in your profession. It doesn't matter how technically skilled or how smart you are if you do not have personal accountability skills, you will not prosper in your career. It is important to not only take responsibility for ones work, but also to accept responsibility for and focus on the success of the entire profession. If you have that mindset you will be a true professional leader."



AMERICAN SOCIETY FOR CLINICAL LABORATORY SCIENCE – South Dakota ASCLS Membership Invitation

March 2006

Dear Clinical Laboratory Professional:

It is with great pleasure, that the ASCLS-SD Board of Directors is inviting all Clinical Laboratory Professionals to consider membership in ASCLS. If you are a current non-ASCLS member, you may be asking the questions “why should I join ASCLS” or “what would ASCLS really do for me?” There are many benefits in joining ASCLS. These benefits are concisely outlined in the attached flyer but the main reason we would like you to consider membership is to **“INVEST in YOU, YOUR PROFESSION, and YOUR PROFESSION’S FUTURE.”**

The American Society of Clinical Laboratory Science was designed to promote the entire laboratory profession not just one or two components of it. It gives a unified “professional voice” to the concerns of laboratorians across the nation. Being part of ASCLS means that you would be part of an organization that continues to work for recognition of our profession within our state and within our nation.

ASCLS is the preeminent leader that developed the “body of knowledge” that defines the skills required for all levels of practice in our profession. ASCLS represents the clinical laboratory professional in legislative and regulatory affairs. ASCLS was the founder and continues to co-sponsor Legislative Days in Washington D.C. Through this annual event, clinical laboratory professionals have the opportunity to lobby for better Medicare reimbursement, increased funding to support actions to ease the laboratory personnel shortage, and many other regulatory issues that affect our profession today. ASCLS is the leading organization that continues to encourage collaboration between all laboratory professional organizations. Just a few of the successful ASCLS endeavors include the national ASCLS/AACC Clinical Laboratory Expo, formation of the Coordinating Council on the Clinical Laboratory Workforce, and just recently, the ASCLS/ASCP potential new collaborative efforts in licensure, professional recruitment, and review of national professional certifications by ASCP and NCA.

The American Clinical Society of Laboratory Science provides continuing education to all members at reduced cost. ASCLS state, regional and national meetings are great ways to earn P.A.C.E CEUs to meet ASCP and NCA re-certification program requirements. Additional offerings at reduced prices (sometimes even free!) include: publications, newsletters, electronic information sharing, on-line CE and websites full of resources! ASCLS-SD also offers members many at home benefits: meetings, electronic information sharing and an excellent website filled with professional resources. Visit our website at www.ascls-sd.org to see what our state’s society is all about.

So, instead of asking yourself “why should I join ASCLS?”...ask yourself “how can I afford not to join ASCLS?”. By not becoming a member, you have chosen not to invest in your professional self and will miss out on professional enhancement, recognition, networking opportunities, personal and professional growth and benefits that are available to you. Become an ASCLS member today and your membership will not need to be renewed until July 2007! Join the 100+ South Dakota ASCLS professionals in making **YOUR VOICE** heard and acting to assure that **YOUR PROFESSION** is recognized for its **VALUE** in health care. Becoming a member is easy, just fill out the paper application attached to this invitation or go on-line at:

www.ascls.org/membership/index.asp

Sincerely,

Michael Andersen, ASCLS-SD 2nd Vice President

INVEST IN YOURSELF, YOUR PROFESSION, & YOUR PROFESSION'S FUTURE

WHY CONSIDER BECOMING AN ASCLS/ASCLS-SOUTH DAKOTA MEMBER?

Job satisfaction comes from working alongside people you respect and enjoy. But circumstances change. Personnel come and go. The professional chemistry that worked so well one year may not be there the next.


There is, however, one sure way to guarantee you'll always be surrounded by colleagues who are stimulating: join the American Society for Clinical Laboratory Science (ASCLS). You'll instantly widen your circle of professional contacts and friends.

ASCLS membership dissolves the barriers that cut you off from peers across town and across the nation. It opens the door to opportunities for advancing your career.

Among all the associations serving the many specialties within clinical laboratory science, **ASCLS is unique**. ASCLS is led by clinical laboratory scientists just like you - professionals who understand the demands you face and your desire for recognition.

ASCLS brings together the concerns of all clinical laboratory scientists. We speak for the whole profession in a voice strong enough to gain respect for your growing contribution to health care.

ASCLS's PROFESSIONAL PLEDGE - VOICE, VALUE, VISION!

	<p style="text-align: center;">The American Society for Clinical Laboratory Science</p> <ul style="list-style-type: none"> ○ 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
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TOP BENEFITS FROM PROFESSIONAL ASCLS MEMBERSHIP

#9 - Networking opportunities with other members of our profession through local, state, regional and national organizations	# 5 - Advocacy in legislative and regulatory issues affecting the practice of clinical laboratory science
#8 - Opportunities for professional development, affordable continuing education offerings & career enhancement at local, state, regional and national meetings	# 4 - Promotion of high professional standards
# 7 - Support for research and higher education	# 3 – Additional cost-saving membership benefits; publications, insurance programs, credit cards, travel, hotel rooms, car rentals, etc.
# 6 - Current information on legislative, regulatory, and professional issues through publications and electronic information sharing	# 2 - Multiple opportunities to participate in the regulatory, legislative, educational and professional issues related to the practice of clinical laboratory science
And the # 1 Benefit - ASCLS speaks with a SINGLE, STRONG, UNITED VOICE for all clinical laboratory science practitioners!	

The field of clinical laboratory science embraces a wide range of disciplines - hematologists, clinical chemists, phlebotomists and microbiologists, to name a few. All clinical laboratory science professionals share a similar role: providing vital, high quality clinical information for diagnosis, prevention and treatment of disease. All face common concerns. And all desire recognition as valued members of the health care team. Representing nearly 10,000 members from a range of clinical specialties, **ASCLS speaks for all with a single, strong, unified voice. ASCLS allows our very own South Dakota Clinical Laboratory Professionals voices to be heard!**