

Montana Laboratory News

Fall 2018



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Developing Professional
Tiffany Ashworth

Membership

Holly Weinberg

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Welcome to a New Year ASCLS-MT Members

Time is flying by this year, not only for 2018, but for my presidency, as I'm already 2 ½ months into my term! I want to thank you in advance for taking time to read the MLN. Our editor Cara works very hard to put this all together and it's an excellent communication piece for members.

All presidents set goals at the beginning of their term that align with the strategic plan and mission of the state society. I hope the goals I've set for this upcoming year will serve constituents in an impactful way.

My most achievable goal, is to provide direct communication to all state members monthly. I want everyone to know exactly what the board of directors is working on to give back to membership and the profession.

My second goal is to recruit and retain members in our society, but this cannot be done alone. Do you promote involvement in ASCLS to your coworkers or colleagues? The board has an appointed membership committee who work hard on this task, but help is always appreciated. Not only does ASCLS connect members to other professionals in the state, region and nation, but your membership dues go to work for the greater good of our profession. The more members we have, the more traction we gain in the debates against issues like the workforce shortage, reimbursement cuts, regulation of laboratory developed tests, and nursing equivalency. With all the government policies the laboratory is tangled in...gosh, do we have a lot to lose and nothing much to gain. I truly feel that we (MLS practitioners) would all be left in the dust if we didn't support people willing to be on the frontline every day to fight and keep us informed.

In extension to the above, my third goal is to have good representation from Montana state attend the legislative symposium and directly lobby to our state political representatives on the issues that affect the clinical laboratory. ASCLS (in conjunction with other laboratory societies) will hold a legislative symposium March 18th-19th, 2019 to inform anyone that wants to attend, on the current policies directly affecting our day to day work environment. This is such an important piece of the puzzle that is sometimes overlooked when we get wrapped up in daily happenings at our own laboratories. If you are interested in attending this event, you can find event details on the national website.

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Liaison for Students

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Awards and Scholarships

1st Year:

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2nd Year:

Vacant

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Vacant

District III

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Circulation/Webmaster

Susie Zanto

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My last goal is to recognize our outstanding state members. Whether it is an award, scholarship, email shout-out, or personal thank you; I would like every member to know how much I appreciate them. I wouldn't be the professional I am today without these outstanding members mentoring me throughout the years.

I am excited to be in this role and very motivated to provide great service to you.

Best Regards,

~Tori Rensink

ASCLS-MT President

Addressing the Clinical Laboratory Workforce Shortage

By Susie Zanto

Those of you working in a clinical laboratory have firsthand knowledge about the shortage of qualified laboratory professionals, but a shortage is not always a bad thing, as there is the potential to drive salaries up, closer to those of similarly educated health care professions. As the Chair of the [ASCLS Workforce Shortage Position Paper](#) Task Force, and the ASCLS representative to the Coordinating Council for the Clinical Laboratory Workforce (CCCLW), I have reviewed the latest data on the workforce. ASCP conducts a vacancy survey every other year, and a wage survey in the year between, and the full manuscripts are hyperlinked for your review. When reviewing the [2016-17 ASCP Vacancy Survey](#), nearly one quarter (24.22%) of respondents reported the main concern in the laboratory workforce is staffing the laboratory with qualified laboratory professionals. In the Central Northwest, which includes Montana, vacancy rates were the highest in the nation for phlebotomy (9.69%) and specimen processing (12.44%), although overall 2016 vacancy rates in the Central Northwest slightly decreased between 2016 and 2014. (2016, 6.66% vs 2014, 8.10%). Factors that impact the shortage include retirement rates that are at their highest since 2012, the increase in demand for laboratory services, new technologies that continue to cause changes in staffing needs and vacancy rates that exceed the number of MLS and MLT graduates. There was little change in the difficulties encountered in hiring, recruiting and retaining laboratory personnel between the 2014 and 2016, and the employee benefits offered remain similar.

The [2017 ASCP Wage Survey](#) was published on October 1, 2018, and results show an increase in wages, after adjusting for inflation, for MT/MLS/CLS and MLT/CLT with a significant increase in wage rates for Phlebotomists and specimen processing staff (Laboratory Aides). Other comparisons between 2015 and 2017 observed that the workforce is

Nominations Committee

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Region VIII Director

Holly Weinberg

younger, and laboratory professionals were compensated for their years of experience more so than in 2015. The average hourly wage reported by Montana MT/MLS/CLS respondents was \$29.44, slightly lower than the overall \$30.49, but slightly higher than that reported from rural areas (\$28.77).

The workforce shortage is reaching crisis levels, and is adversely affecting clinical laboratory settings, patient care and access, and educational facilities. Yet, the shortage has largely gone unnoticed outside of the field, as medical laboratory professionals continue to do what is necessary to provide quality results, at the expense of their work/life balance. Please take a few minutes to read the above mentioned ASCLS Position Paper including the position statements as this is covered in more detail. We all need to intensify our efforts in recruiting the next generation of laboratory personnel. What will you commit to doing to help?

Here are some suggestions:

- Advocate for the consulting role of laboratory professionals as an integral part of the clinical care team in your workplace.
- Encourage your laboratory to take MLS and MLT students for their clinical rotations, and show your willingness to be an enthusiastic instructor at the bench.
- Improve the visibility of our profession, promote recognition, and showcase the medical laboratory profession as a vital and promising health care career.
 - Participate as a laboratory team on community service projects
 - Engage in outreach opportunities that promote the profession within middle and high schools, reaching out to guidance counselors and science teachers
 - Partner with STEM education activities

[CCCLW](#) participating organizations, including ASCLS, have websites and other links with resources to help you with career recruitment, and an updated [Laboratory Science Careers](#) website will be launched by the end of the calendar year. Now is the time for all of us to do our part in efforts to address the shortage of medical laboratory professionals.

I-185

As always election time is upon us, and whether you love it or hate it, the importance is monumental. One responsibility as a board to our constituent members, is to bring to light issues affecting us as healthcare professionals. We encourage you to study up on I-185 and the far-reaching affects this has on our profession and healthcare in Montana. Please, get out there and vote. We are truly experts in healthcare and our voice should be heard this November! Click on "Your Vote Counts" to get informed about [I-185](#)!





ANNUAL MEETING

JULY 29-AUGUST 2, 2018
CHICAGO, ILLINOIS



ASCLS BOARD OF DIRECTORS AWARD:

SUSIE ZANTO

ASCLS VOICES UNDER 40 WINNERS:

ABBEY WICHMAN

ASCLS CONSTITUENT SOCIETY MEMBER OF THE YEAR AWARD:

ASHLEE KETCHUM

PROMOTION OF THE PROFESSION

AWARD:

ASCLS-MT, THIRD PLACE

ASCLS KEYS TO THE FUTURE:

KELLY AMIDEI

ASCLS OMICRON SIGMA:

JONI GILSTRAP

ABOU DRAMMEH

ABBEY WICHMAN

ASHLEE KETCHUM

SUSIE ZANTO

HOLLY WEINBERG

ANNE WEBER

AMY STEINMETZ

KAY RASMUSSEN

TORI RENSINK

TRISH SMITH

CARA BUSHMAKER

KELLY AMIDEI



Left to Right: Ashlee Ketchum, Tori Rensink, Abbey Wichman, and Cara Bushmaker



Susie Zanto



Ashlee Ketchum





CHICAGO ANNUAL MEETING 2018

Ah Chicago, the Windy City, and the venue for the 2018 National ASCLS Convention. This was my second time attending this National Convention and my experiences continue to grow with each ASCLS event I participate in. For those that have not yet attended one of these conventions, I wanted to tell you what it's like by briefly capturing the event and all the adventures too.

Day 1 - arrived on scene (O'hare) Friday afternoon. Awaited Ashlee Ketchum (outgoing Montana ASCLS president) and we took the train into the heart of Chicago. We quickly took an Uber to the Swissotel and dashed into a room before dashing out again. It was time to see "Hamilton". We reached the theatre a tad late and had to wait until the first song was over before entering the theatre. How spectacular this was. A history lesson and equality were front line messages in this wonderful performance. I couldn't sleep that night as I was so enthralled with this musical performance.

Day 2 - 9:30 coffee with my Leadership Academy group. As we prepared for our final presentation, we also talked of our lives and how busy we had all been. Abou from Havre, Tina from Fort Collins (CO) and Kami from Emmett (ID) were awesome people to work with this past year. We all come from different backgrounds and yet found common ground in how we advocate for our society and our profession. 11:30 - Region VIII board meeting - what a strong region we reside in! So many wonderful people that are strong leaders and working hard in both their day to day grind and yet still finding time to volunteer for ASCLS. We presented our project with a big sigh at the end as we were all glad the public speaking portion was over with. We finished our evening with a fabulous Italian dinner followed by a walk down to Navy Pier where we rode a humungous Ferris wheel. We were even lucky enough to be at the top when a Fireworks show started with a full moon setting the scene.

Day 3 - This was a busy one! The day was full of ASCLS behind the scenes activities. It was great to see all the board members and committee members hard at work. The day started with the ASCLS Board meeting followed by all the committees meeting in the afternoon. I am not on any national committees but everyone was encouraged to attend whatever committee meeting they found interesting. This day was eye opening because you quickly realize how much work people are doing for OUR PROFESSION! This makes me proud to be part of such an organization. We had dinner at a nice steakhouse and I got to know some new people, which is what the National Convention is all about.

Day 4 - The official start date of the Convention. Let the learning begin! All of the education was great, from science to leadership development, there was something for everyone. Sessions lasted all day and the meeting rooms were very conducive to education. I must mention all the promotional activities that are happening even while sessions are ongoing. There were several different committee booths that were advocating for the profession in one way or another. These included the Political Action Committee, the HOPE group, Student Forum and Promotion of the profession. Dinner this night was followed by drinks and great entertainment at "Howl at the Moon". This was a duelling piano bar where two piano players sing and play requested songs. We even got them to play "Devil went down to George"! We were unsure if Chicago had this much culture!

Day 5 - More education, which means more PACE credits! In the afternoon we were all given free time to explore the 70th annual AACC Annual Scientific Meeting & Clinical Lab Expo. ASCLS has previously been associated with this meeting, but beginning next year we will be branching off on our own and headed to Charlotte, North Carolina. What a wonderful change, a chance to grow and become stronger. The Clinical expo is hard to describe. The venue is huge and there are so many booths to visit from all over the world. The vendors really try and put on a good show and it's a great opportunity to find out more information on technology that might fit into your lab at home. Joni and I walked back to the hotel and explored a little of Chicago on the way, including seeing Cloud Gate and the Crown Fountain in Millennium Park. The ASCLS awards ceremony was held that evening and was truly a great way to give each other kudos for a job well done. The Presidents reception followed with a fabulous food and silent auction. Labapolooza followed the Presidents reception with dancing and more networking. It looked like a LOT of fun was had on the dance floor. What happens in Chicago stays in Chicago!

Day 6 - More great education! A few of us took the afternoon off to experience the architectural tour along the Chicago River. There was so much history and the numerous steel skyscrapers were beautiful. Lunch followed at the Purple Pig with some quick shopping here and there. That evening, a few of us were lucky enough to experience an Alpha Mu Tau dinner by invitation. Alpha Mu Tau is a national fraternity whose purpose is the advancement of professionals in the clinical laboratory sciences. One of the prime activities of the fraternity is the granting of graduate and undergraduate scholarships for clinical laboratory science students - over \$45,000 was raised last fiscal year alone. Applicants for graduate scholarships must be ASCLS members. A Prom theme of "Under the Sea" put some in their old prom dresses and others into whatever they could fit in! Prom pictures were taken and corsages made. Most importantly, money was raised for Scholarship funds.

Day 7 - Yes, it's a long week, but it all leads up to the House of Delegates. This formally structured meeting is a chance for State Delegates to let their voices be heard. This year we discussed and voted on Membership changes and the "Workforce Shortage" paper. Region VIII was well represented with a good number of delegates on the floor. That night we headed to a Chicago Cubs game and enjoyed hotdogs, nachos and beer, but unfortunately the cubs lost.

Day 8 - shipped out early and arrived home in good spirits. My favorite part of every trip is arriving home and seeing my family. You don't know what you got until it's gone for a week!

As you can see from my journal entries, there is balance to these national trips. Lots of hard work is done throughout the day but we party hard at night! And it's important to remember that life is all about balance. I encourage you to try and attend an ASCLS national convention so you can network, learn and laugh.

Susie Zanto said it best. "I am in ASCLS for the people. They are my friends and I work hard in my ASCLS endeavors for them." In my short time in ASCLS, I have felt the same. We want to feel this connection to those around us who are striving to make a difference. I have found that connection with this ASCLS family and it continues to grow.

Abbey Wichman, MLS(ASCP)^{cm}



Explore the ASCLS-MT website by clicking on the graphic below. The revised website is a valued resource for both members and non-members. Suggestions for improvements and additional content are encouraged. Contact us under the "About ASCLS-MT" tab and send us an e-mail with your feedback.



ASCLS-MT IS ON FACEBOOK



FOLLOW US TO STAY UP ON THE LATEST NEWS AFFECTING OUR PROFESSION, CONFERENCE UPDATES, TECHNOLOGY, AND SOCIETY UPDATES.

IF YOU HAVE HAVEN'T ALREADY, PLEASE "LIKE" AND SHARE OUR PAGE! LET'S SPREAD A LITTLE LIGHT ON OUR PROFESSION!

Do you have news to share? An idea for the MLN? Send your comments and suggestions subject line "MLN Submission" to

cararyan7@gmail.com

ASCLS UPCOMING EVENTS:

1. 2019 Clinical Laboratory Educators Conference

February 21-23, 2019

Baltimore, MD

2. 2019 Legislative Symposium

March 18-19, 2019

Washington, DC

3. 2019 ASCLS-MT Spring Meeting

April 4-6, 2019

Billings, MT

4. 2019 ASCLS Annual Meeting

June 23-27, 2019

Charlotte, NC



MEMBERSHIP

Professional: \$108 to join (\$96 to renew) plus state dues

Open to all persons certified or engaged in the practice and/or education process of clinical laboratory science, including those with an active interest in supporting the purposes and goals of this society. Includes basic benefits plus the award winning journal, Clinical Laboratory Science. International members must join in this member category.

Community: \$72 to join (\$60 to renew)

Community membership shall be open to all persons.. Community membership is NOT eligible for member discounts for live ASCLS national events and does NOT count towards continuous professional membership in the society which is used for eligibility of emeritus membership status. Community members cannot hold office or vote in ASCLS elections.

Ascending Professional: \$60 (\$48 to renew)

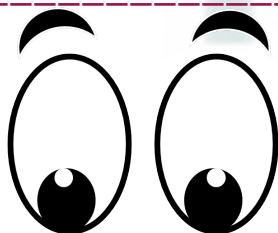
Ascending Professional membership is open to any individual eligible for Professional membership, if the individual has not held previous membership other than Developing Professional or Ascending Professional membership in this Society and is within five years of graduation from a program of clinical laboratory studies.

Developing Professional: \$24 plus state dues

Developing Professional membership shall be open to any person enrolled in a program of clinical laboratory studies.

Emeritus: \$24 no state dues required

Open to any an individual who has been a professional member of ASCLS and whose age and years of continuous professional membership are equal to or greater than 90. If you think you qualify, please email ascls@ascls.org.



Looking for something more?

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.

Do you have a desire to further develop your leadership skills? Are you considering running for elected office in your state Society? 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! New classes start every fall. Think Class of 2020 now! [Check it out!](#)

Region VIII News, August 18, 2018

The 2018 ASCLS National meeting has concluded in Chicago and we're now into our new Association year. As we begin our new year, I would like to once again recognize those individuals across Region VIII who have served you throughout the year as your state President volunteering their time, energy, expertise and dedication to ASCLS.

Montana: THANK YOU to ASCLS-Montana President Ashlee Ketchum who stepped up to serve again as Montana's President when circumstances presented this opportunity. Ashlee didn't give it a second thought and said, You Betcha, I'm happy to serve! She led Montana through a successful year, updating the strategic plan and job descriptions while also serving on the ASCLS Workforce Shortage Position Paper Task Force. She has also served as faculty on the Region VIII Leadership Academy since it opened in 2013. Ashlee is a 2013 graduate of the National Leadership Academy and just completed her Masters of Science degree in Clinical Laboratory Science last year.

Idaho: THANK YOU to ASCLS-Idaho President Mechelle Reeve who has done a wonderful job leading the state while dealing with many life issues outside of work and ASCLS. Mechelle had an active year as President which was evident in her presentations at the successful state meeting in Twin Falls. Mechelle graduated from the Region VIII Leadership Academy in the class of 2017 and serves as a wonderful mentor to new members in Idaho.

Colorado: THANK YOU to ASCLS-Colorado President Ian Wallace who has kept Colorado on the fast track again this year serving as Colorado's President for the second year in a row due to "life happens circumstances". When approached about continuing for a second year, Ian said, You Betcha, I'm happy to serve! Ian is never afraid to speak up when issues arise and he continually represents Colorado's concerns, bringing those concerns forward to the ASCLS Board of Directors. Ian is a 2015 graduate of the National Leadership Academy and served this year on the Workforce Shortage Position Paper Task Force, as well as the Root Cause Task Force and the ASCLS Leadership Academy Committee.

Wyoming: THANK YOU to ASCLS-Wyoming President Jill Graff who is completing her second year of her two-year term leading Wyoming and when "life happened" circumstances came up, Jill didn't give it a second thought and said, You Betcha, I'm happy to continue to serve as President for another year. Jill has done an excellent job guiding Wyoming. I was excited to see so many Wyoming members at the Member meeting at CLCC. I am looking forward to working with Jill again in the coming year and seeing more Wyoming members get involved.

Utah: THANK YOU to ASCLS-Utah Interim President Omar Munoz who continues to keep the Utah Society afloat. Utah continues to work to find volunteers to fill leadership positions and in fact, has identified new volunteers to help guide the society. Omar, with the help of Bill Zundel and Matt Nicholaou put on an excellent spring meeting celebrating ASCLS-Utah's 70th anniversary.

I would also like to thank those Council members who are going off the Council this year: GAC Chair, J.R. Constance (CO); Treasurer; Debbie Shell (ID); Leadership Academy Co-Coordinator, Susie Zanto (MT); and Student Forum Representative, Samantha Buck (CO).

You might have noticed a recurring theme – Individuals who are willing to step up in leadership roles when circumstances arise. We are so fortunate in Region VIII to have so many willing volunteers who are there when "life happens". These individuals are also our mentors to help develop new leaders and keep our Region strong.

Your new and returning Council members for 2018-2019 are:

Secretary: Stephanie Mihane, CO

Treasurer: Debbie Shell, ID (We will be electing a new Treasurer at the Fall Council meeting)

ASCLS-CO: President, Stephen Tidd; President-elect, Barbara Brown

ASCLS-ID: President, Chris Doran; President-elect, Kami McGann

ASCLS-MT: President, Tori Rensink; President-elect, Cara Bushmaker

ASCLS-UT: Interim President, Omar Munoz

ASCLS-WY: President, Jill Graff; President-elect, Franciszka Wriborg

Leadership Chair: Buffy Kelly (WY)

Membership Chair: Melissa Dumoulin (ID)

PAC Chair: Joni Gilstrap (MT)

Leadership Academy Coordinator: Joni Gilstrap (MT)

New Professional Representative: Franki-Marie Herdt (WY)

Student Forum Representative: Grant Edvalson (UT)

Diversity Advocacy Council Representative: Stephanie Mihane (CO)

Tax Officer: Karol Brewer (WY)

Webmaster: Diane Stumpf (ID)

A big THANK YOU to each of you. And to all of you across the region who serve your state societies in the many leadership roles of elected and appointed Officers, Committee Chairs, District Chairs, Task force and committee members, etc., THANK YOU for your dedication, commitment and enthusiasm. Without you and all that you do, ASCLS would not exist.

Are you interested in serving in a leadership role at the state, regional or national level? If you would like to get involved, please don't hesitate to speak up – talk to your state President or contact me and I'd love to talk with you. On the regional level we are looking for a volunteer to serve as our Government Affairs Chair for the coming year as well as a Co-coordinator for the Region VIII Leadership Academy. We will also be electing a new Treasurer for Region VIII. Debbie Shell is completing her term as Treasurer and was prepared to serve a second term when she was tapped by ASCLS President Roslyn McQueen to serve as our national, ASCLS Secretary/Treasurer for 2018-2019. Congratulations Debbie!!

Region VIII is rich in history and we can take pride in our continuing stewardship of our Profession and our Professional Organization, ASCLS. We have many volunteers across our Region who keep us strong and we have a long tradition of Leading and Mentoring. Our Region VIII Leadership Academy will open with our 6th class in Jackson just prior to the opening of our renowned regional conference, Intermountain States Seminar (IMSS). This is the 55th IMSS and we have a wonderful group of speakers slated to share the latest and greatest information with you. Registration is now open at the following link: <http://asclsregion8.org/IMSS/registration> . I encourage everyone to check out the website and follow the link to get registered. Your planning committee headed up by Abbey Wichman, MT, has put together an outstanding conference with an excellent program and a lot of great networking opportunities. Vendors are signing up now to share their information with you. We will also again have a Silent Auction to benefit both the Teton Free Clinic and the Region VIII Leadership Academy. Mark your calendars, get that registration in, and I hope to see all of you in Jackson, September 27-29!

Holly Weinberg
Region VIII Director

Life outside the Lab

Maybe some days it sounds great... am I right? You have worked many 10/12-hour shifts in a row and you are exhausted, about to climb into your comfy bed and your on-call phone rings for the 3rd time in one night for a STAT Sed rate... There has to be something better? Well, let me be one to tell you that the grass is not always greener somewhere else or doing something different. In fact the grass is just as bright green or brown and dying on either side of the fence just depending on what sunglasses you are looking through. Take it from me - I know since I have been on both sides of this proverbial fence a FEW times. I work more now than I ever have in any of my other jobs and do not find the satisfaction that I used to while working in a Lab. I thought working from home would be a walk in the park but most the time it is a scary run through a haunted forest with monsters lurking around every corner (OK, maybe not the best analogy, but I'm writing this after pulling an all-nighter working & 5 coffees)

So what do I NOT miss about working in a Lab?

1. **BEING ON CALL.** Who loves call? Raise your hands!! *CRICKETS*
2. **Internal Politics & the clashing of departments.** Will the Lab & Nurses ever get along? Let's face it though, EVERY JOB in the world has politics, except maybe someone who lives off the grid by themselves living exclusively off the land with their chickens and goats. Politics stink but maybe not that stinky.

What do I miss? So many things to list, but here is a "short" list:

Camaraderie, Job security, chance of Job advancement, Always learning something new, Being a smarty pants (or looking like it - who doesn't look cool in a lab coat?), BEING ON A TEAM, Amazing colleagues, Being blamed for EVERYTHING that goes wrong in the hospital (oh, wait... let's throw that one up in the other list), Cool instruments with lots of buttons, SCIENCE is awesome, Fancy dungeon like work environment so you feel like a dragon slayer, but mostly what I miss is the feeling of PURPOSE and helping people, and knowing that you are making a difference in people's lives.

In conclusion: There are **Pros and Cons** of every job/career but I would have to say wholeheartedly that I miss being part of a lab team, and have many days that I long to be back working at a hospital lab. After you are gone for so long though, it is hard to find your way back. The more rusty and out of touch you get, the more intimidating going back seems. Yet, no matter where my life takes me from here, I will always have this feeling in my heart: "Once a lab tech, always a lab tech"

Trish Smith

Awards and Scholarship



VOTE!





SPOTLIGHT ON THE BOARD!

President-elect the "Right Hand Man or Woman" to the President of the ASCLS-MT. This position sounds so terribly daunting I know that many members feel they would never have the ability, time, resources, knowledge, experience, insert your own personal hang ups here _____ . I know from experience.

But ASCLS is not just about giving your money to a professional society to do the things you hope they will. Its about being a part of the changes that need made, supporting our state members, providing timely education and feedback affecting our profession. Once I felt that pull more than the simple fact of "I'm supporting the society by paying my dues", it changed my whole outlook. Its not a job but a way to further my personal growth and my profession. At IMSS there was a great session from Kathy Doig. She illustrated the three paths each person takes when they finish school. 1. is your job- what you do to get paid, employer owns your job. 2. Career- your personal succession of jobs, and skills learned. That is your career. But 3. Profession- The community of individuals performing the same work, sharing common ethics goals, working to better jobs and careers for not only yourself but your peers. We join ASCLS to become a part of something bigger, and joining the board and becoming a catalyst for the change is what fuels ASCLS for years to come! Now more than ever our voice needs to be heard. To our employers, Congress, students, and our fellow healthcare workers. That was my opportunity and why I chose to run for President. I'll be transparent and tell you what the duties are, but the bigger picture is to fight for my profession, and gain skills I am not offered at my job to help further my career path and my profession. So take a minute and check out our board positions. Let us know if you're interested and look for that opportunity to not only pay your dues but be a part of our society and help our profession in Montana!

As promised, Duties:

- Assist the President in carrying out all responsibilities and activities as requested
- Appoints Standing Committee members prior to the beginning of their Presidential term
- Serves as liaison to the Membership Committee and assists with recruiting
- Attend Society meetings and report on activities
- Assist Nominations Committee
- Attend the National ASCLS meeting as a delegate for the Society
- Provide communications and keep informed on society news and updates
- Provide a newsletter article
- Submit annual budget info to the Treasurer and provide written reports as requested
- Don't let the list scare you, all these items you learn as you gain experience and become eligible for President-Elect
- Consider it, ask questions, our profession needs leaders!