

Montana Laboratory News

WINTER 2019



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Happy New Year Scientists!

Montana

I am looking forward to another year and all the possibilities it brings. It seems so cliche but I really do look forward to the reset a new year brings. Reviewing our fiscal laboratory data and setting new goals for the year seem to breathe a new energy into me. So I feel able to conquer new things at work, excited to finally get to the meat of planning the Spring meeting and anxious to hold our first board meeting of 2020 and kick off our direction for this year. The year promises to be no less busy than last, but I look forward to that. I'll keep you all posted on where the energy takes us!

In this MLN:

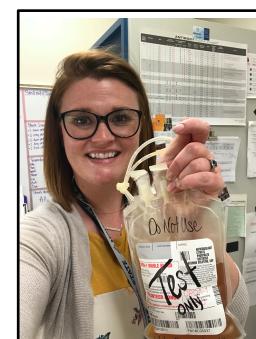
Holly Weinberg sent out a nice update to membership with some updated information about the LAB Act. I included it in the newsletter in case you missed that. There's a new Laboratory Safety section and information for scholarships that are coming up quickly! Don't miss out!

It's time for nominations and new candidates for the board. I hope we'll see some new faces interested in volunteering. If you're new to ASCLS this is a great way to get involved and really learn about our organization and profession. I've been on the board or volunteering in some capacity since I was a student. I've had so many opportunities and learned so much in that 11 1/2 years! Yikes! I was in no way qualified for anything I've done other than just being willing to learn and grow. I hope I've grown in the eyes of ASCLS and am actually able to be a resource these days. I know that not only am I resource at my workplace, but I am where I am with help from this opportunity. I've recently been given the chance to take over chair on our hospital Leadership Development Team. As we were going over the duties I was able to really reflect on how much of this was possible due to ASCLS. I've come a long way and have ASCLS to thank for not only giving me a shot, but also helping me to grow and open new doors in my organization as well.

And finally I just want to provide a link that might be useful. The number of times I've heard people express the struggle of explaining what a Medical Laboratory Professional seems to run on a logarithmic scale in my life. I know we've all felt this pain. In the time since I first felt that pressure with how to really make someone understand our role (without causing full on glass-eyed coma reactions), we've made a lot of progress. Take a look at the national website for great resources. Strides are being made, we're getting out there, you have to check it out!

What do you do? Well let me tell ya!

Cara Bushmaker, ASCLS-MT President



Membership Update 2020:

Greetings and Happy 2020 to Montana ASCLS Members!

I hope you all had a great holiday to close out 2019 and your new year is starting out fresh and beautiful. In our professional world, I see we have exciting news to start the new year and that is the post yesterday on the ASCLS Open Forum by our Executive Vice President, Jim Flanigan, announcing that the LAB Act (Laboratory Access for Beneficiaries) passed as part of the larger congressional funding bill the end of December. ASCLS has been working hard in collaboration with other laboratory organizations to get this act passed. This is a huge first step in correcting the problems with PAMA (Protecting Access to Medicare act) that was passed previously and is a major threat to laboratory reimbursement. Per Jim's message:

"Passage of the LAB Act paves the way for additional reforms to the 2014 Protecting Access to Medicare Act (PAMA) by delaying the upcoming data reporting period by one year and commissioning a study on how to improve data collection and rate setting to better reflect Congress' original intent of a market-based fee schedule for clinical laboratory services.

In response, the Centers for Medicare and Medicaid Services (CMS) has officially announced the delay for Clinical Laboratory Fee Schedule reporting that was to begin January 1, 2020 on actual data from 2019."

This is one example of why continuing membership in ASCLS is so important to every one of us in the laboratory profession! Without your membership dollars, ASCLS would not be able to effectively advocate for all of us. Passing the LAB act is only a first step in correcting the problems with PAMA but it's a huge step and shows our legislators that we are HERE and we have a VOICE. Advocacy is so important to all of us.

Yesterday, I also had the privilege to attend our January Region VIII Leadership Academy Saturday session that happened to be Debbie Shell, Region VIII Government Affairs Chair from Idaho, presenting a 2-hour session on Advocacy and Legislative Updates. As I listened to Debbie, I couldn't help but think of what an amazing opportunity we have as members of ASCLS and specifically, Region VIII and ASCLS-Montana to have these resources available to us to answer any questions and help guide us through the maze of all things legislative. We don't go into laboratory medicine to deal with legislative issues but fortunately we have members in our organization who love that arena and are willing to share their knowledge.

As a member of ASCLS, you have a VOICE! Use your voice to fight for maintaining our professional identity and scope of practice. This is your profession; ASCLS is your VOICE to speak for you in all things legislative. The more members we have, the LOUDER our VOICE! I urge all of our Montana members to keep your membership active and encourage your co-workers to become members and join with our ASCLS VOICE.

Holly Weinberg, ASCLS-MT Membership Chair

Join or Renew Your 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.

Laboratory Safety

WINTER HIGHLIGHT:

Three Training Principles to Effectively Build Your Safety Culture

You recently deployed a training course on slips, trips and falls. Everyone took the training and now you can “check the box,” so to speak, and say to OSHA that your company is working to prevent future falls. But, did your employees’ behavior actually change, and did you really reduce the number of falls?

It can be a difficult bridge to build: training someone AND creating behavior change. It’s that bridge that can solidify a strong safety culture. Here are three basic learning principles that can help you build a safety culture infused with positive behavior change.

1. Know Your Employees and How They Learn

Knowing your employees will help you determine how to engage and effect change in them. For example, if your employees read at a first-grade level, would a crane rigging course that uses eighth-grade level language be effective? Not likely.

Ask yourself these questions:

What is the average reading level of your employees?

Would your employees benefit from video or in-person training courses versus reading a document?

Should you use courses that are available in languages other than English?

Are your employees well-informed or more experienced on the topic, or are they new to the ideas?

How do your employees learn? Are you covering the bases by mixing audio, visual and kinesthetic (experience by doing) content?

Understanding your employees will inform your approach and strategy for teaching them. A course that is designed for new or inexperienced employees won't be engaging or applicable for a more advanced or tenured employee. However, having that senior employee engage with newer employees may work well for both parties.

Another option is to moderate a safety discussion to foster organic mentoring and learning opportunities. This is a type of learning style, called blended learning, that incorporates another training best practice: real-world examples and application.

In some cases, it might help to use blended learning where you combine an e-learning, or e-training, course with another training method.

If we go back to the slips, trips and falls example, when your employees took the online training course, they received general, or initial, knowledge on the topic. Blended learning takes that general knowledge and uses additional methods to foster behavioral change that will stick.

After acquiring general information from an online course, consider having your employees practice what they learned and talk about what they've learned. Perhaps the on-site instructor could have employees show where caution signs are kept at the facility or where the facility has potential areas that might require extra caution. Another idea would be to assess or test employees' knowledge. Here, the on-site instructor might stage different examples that employees should come in and fix.

2. Utilize Real-Life Examples that People Can Relate To

Think about how often you Google something: you're Googling because you need information and you need it immediately. Adults are most interested in learning either when it's a skill that directly applies to them, or if it's a problem that they're facing right now.

The same goes for training. Consider real scenarios your employees encounter when you're choosing a training course or talking to them in person. Ask them questions like, "What should you do when you see a wire cutting across a pathway?" Or, if you see an example in real-time, can you turn it into a teachable moment?

3. Repetition of Behavior is the Only Way to Ingrain Change

Repetition is the first principle of learning. You need to turn knowledge or behavior from a person's conscious mind to their subconscious mind. There are many studies that have assessed how often a person needs to hear or see something before they can easily recall it. The answer will vary from person to person, but usually it's around seven different times. As a result, it's best to repeat your training and be careful how much time lapses between trainings.

If you conduct annual training courses on slips, trips and falls without follow-up between the courses, it will be more difficult for you to change and monitor your employees' behavior. Think about what you can do throughout the year, in-between your annual training. Would sporadic, announced site visits that allow workers time to prepare be helpful? Or would a pop quiz work? The more you can engage your employees and repeat the key principles of your training, the more likely your employees will be to change their behavior.



SPOTLIGHT ON THE BOARD

ASCLS Montana Awards and Scholarship Committee

An Awards and Scholarship Committee member is elected by the membership to serve a two (2) year term. There are two committee members that are elected on alternate years. The term of elected office is two years, starting August 1, which coincides with the beginning of the fiscal year.

The committee is responsible for the following awards:

- **ASCLS-Montana Member of the Year**
- **ASCLS-Montana Student of the Year**
- **ASCLS-Montana Student Poster of the Year**
- **ASCLS-Montana Paper of the Year (if awarded)**

Guidelines:

ASCLS Montana Member of the Year:

Another member nominates someone for this award. A short essay needs to be received from the nominator (form in Dropbox). If more than one person is nominated, the A & S committee chooses the winner. The winner receives a plaque sponsored by ASCLS Montana. The winner also becomes the nominee from our state for the National ASCLS Constituent Society Member of the Year Recognition, and the ASCLS Region VIII Member of the Year award.

ASCLS Montana Student of the Year:

Education coordinators/Instructors nominate this student with a short letter describing how their nominee meets the 6 criteria that will be used in judging. See criteria at the end of this document. If more than one student is nominated, the A & S Committee must choose the winner or can ask for Board input.

- Students are also told they are invited to the ASCLS-MT spring meeting where the awards are presented. Registration at the meeting is paid for by ASCLS-MT.
- A deadline date for nomination of student of the year is given to the Education Coordinators and this is usually the end of March.

ASCLS Montana Student Poster of the Year:

Students are asked to submit a poster, which pertains to clinical laboratory science. Participants of the Spring Meeting vote on the Poster of the Year. In March, the A & S committee coordinates with the Spring Meeting Planning Committee an area where the student posters can be displayed. They also contact the Education Coordinators to determine the number of posters that will be displayed.

Labvocate!

This fall, you may have seen a video of me answering different questions about how involvement in ASCLS has developed my leadership skills and how these skills have been applied to my work.

This great project, lead by the National Leadership Development Committee (LDC), showcases ASCLS members in all different professional leadership roles all across the country. Each person has a different story and answer to share, but all have a common theme; ASCLS is the driving force behind how we've became more successful in our careers and as leaders. I took the opportunity to participate in this project when asked because 1) If an opportunity presents itself, whether good or bad (within reason), I take it. It is how I grow, gain experience, become more knowledgeable, and learn more about myself; and 2) I believe every MLS should hear just how valuable involvement in ASCLS can be. ASCLS has opened SO many doors for me professionally and provided me with a lifetime of opportunities.

For those that did see it, thank you for watching. If you haven't yet had a chance to view it, it's a short 3 minutes, and it's on the ASCLS website under "Volunteer Opportunities". [**Get Involved!**](#)

~Tori Rensink, MLS(ASCP)^{CM}, CTBS

ASCLS-MT Past-President, Leadership Development Chair, and Treasurer

AWARDS AND



In addition to providing networking, publications, continuing education, and high professional standards, ASCLS recognizes members who help make this society work. The Society presents state, regional, and national awards each year at annual meetings. Some members are nominated for awards; others may apply to receive awards. Each year the constituent society presidents receive the guidelines for the current year's awards program. These guidelines are available to everyone, and provide up-to-date information, criteria and application forms.

Most Awards Applications are submitted online using the button below. [**Omicron Sigma**](#) and [**Keys to the Future**](#) submissions are submitted under the individual award pages.

[**Ascending Professional Leadership Award**](#) (Due February 15)

[**Developing Professional Leadership Award**](#) (Due February 15)

[**Lifetime Achievement Award**](#) (Due February 15)

[**Society Website Award**](#) (Due February 15)

[**Society Publication Award**](#) (Due February 15)

[**Scientific Research Award**](#) (Due February 15)

[**Scientific Assembly Professional Achievement Award**](#) (Due February 15)

[**Theriot Award**](#) (Due February 15)

[**Voices Under 40**](#) (Due April 1)

[**Constituent Society Member of the Year Recognition**](#) (Due April 1)

[**Omicron Sigma**](#) (Due April 1)

[**Keys to the Future**](#) (Due May 1)

[**Promotion of the Profession Fundraising Award**](#) (Due May 15)



Montana Public Health Laboratory:

It's Norovirus Season and there are updates on how to send in your positive samples. [**Don't Miss Out!**](#)

For the latest updates checkout the Montana Laboratory Sentinel each month! [**December 2019**](#)

[**Flu Statistics-CDC**](#)

EXTRA EXTRA READ ALL ABOUT IT!

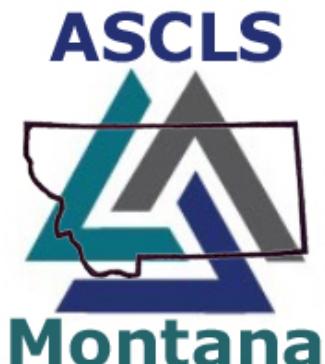
Nominations are open for the election of new board positions. Positions are open for all experience types. Election takes place at the annual meeting in April. Terms begin in August and run depending on the position typically a 1-2 term.

Being a part of ASCLS gives you more opportunities to advance your growth as a professional and this is one perfect opportunity. Participate and learn board functions, how to run effective meetings, and grow your leadership skills. This opportunity allows you to fuel a side of your professional career you may not get to foster in your job. There are creative opportunities to help with website and designing the MLN. There are opportunities to grow the society in assistance with financing, fundraising and money management. Maybe you're more interested in promoting our profession and the lab's role in the political arena and how to help protect our future laboratorians. We all have a common thread. We love the laboratory and we love our profession. Come be a part of something more. Join ASCLS-MT on the board this year.

Open positions are listed below and linked to the position description to give you an idea of the responsibilities involved.

1. [President-elect](#)
2. [Secretary](#)
3. [Board Member](#)
4. [Nominations](#)
5. [Awards and Scholarships](#)

If you're not quite ready to dip your feet in officially, each year we plan our educational conferences and offerings across the state. Volunteer to help out with planning for a smaller commitment level. ASCLS-MT also has many appointed positions by the President each year to assist the board with activities. This gives you an opportunity to learn more and find a position you are truly comfortable with. Please reach out on the website or via facebook with all interest levels! We want your voice to be heard!



This year is the 5th Annual Lab Week Run! Checkout the website for more details. It's totally Montana appropriate to participate in your snow boots if needed :) Make it fun and get moving outside the laboratory.

[5th Annual Lab Week Run](#)

ASCLS UPCOMING EVENTS:

1. 2020 CLEC

February 27-29

Hilton Orlando Lake Buena Vista, Orlando, FL

2. 2020 Legislative Symposium

March 16-17

Alexandria, VA

3. 2020 ASCLS-MT Spring Meeting

April 9-11

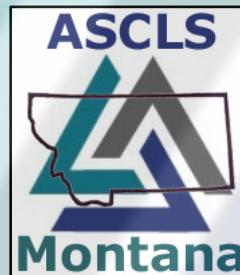
Doubletree Hilton Edgewater Missoula, MT

4. 2020 Annual Meeting -

June 28-July 2

Omni Louisville Hotel, Louisville, KY

Explore the ASCLS-MT website by clicking on the graphic below.



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? Submit your comments on our website via the [Contact Us](#) section!

