

# Montana Laboratory News

SPRING 2018



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## What is a Leader- Abbey Wichman

There is one question I ask in every job interview. "Where do you see yourself in 5 years?" I ask this question to assess the persons desire to grow. I appreciate the answer that has nothing to do with work or everything to do with work, but I am inspired by the answer that I agreeably never expected. I have never been asked this question myself. How would I answer? Ten years ago I would have fumbled over my words, five years ago I might have faked an answer to appease my interviewer, today I would say "trying, growing, and always learning". What is a leader? I think we all have experienced someone who does not make a good leader, but to truly define what a leader is and does is difficult. Defining leadership is not why I write this article. Yes, I am passionate about leadership, but really I just care about people and their innate ability to grow and be shaped not only by the people around them but by their experiences. My goal of this article is to hopefully inspire you to inspire others!

But it seems leaders are hard to find. Why so? I think many people have some sort of leadership quality within them, but why do they choose to not put themselves in a leadership role? Is it fear? Laziness? Complacency? Whatever the reason, it's time to "move your own cheese" and get a little uncomfortable!

Our profession, and healthcare in general, is inevitably changing, especially in leadership. You may have heard about these baby boomers retiring? Laboratories need people to step up and take the reins. The need doesn't stop at the top of the laboratory. Medical Laboratory Scientists connect with so many departments that we are the perfect candidates for hospital administrative leadership roles. The possibilities are numerous with our technical skill set and our ability to troubleshoot and solve the puzzle. Many technologists enter the field because we are interested in helping people behind the scenes but little do we know how proficient we are at influencing people.

Not everyone should step into a leadership role; the desire and skill set are not always present. A leader makes others better, very few have this ability. On the other hand, if the desire is there, we can learn and grow into very capable leaders. The opportunities are all around us, we just need to seize these chances and progress into our future. Be humble, realize you will fail and that no leader is perfect, but never give up.

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**Region VIII Director**

Holly Weinberg

My leadership story began about 5 years into my Medical Laboratory Science career. I discovered there was a job in my hometown, a Lab Manager position. At first I was not interested, maybe because I never had a really good Laboratory Manager that I was positively influenced by. After thinking more about the position I changed my thought process. My history told me I was very capable of developing into a strong leader. I knew it would take time and lots of patience, but my heart was in the right place and I felt that was a good start. The idea of molding and shaping the kind of culture I wanted to see, the kind of culture I was longing for that I never experienced with other managers, gave me honor and something to strive for. My vision is clear now, although things still get foggy at times, I just have to remember to always try, learn and grow.

Maybe you don't want to become a Laboratory Manager, it's just not something that interests you. But that doesn't mean you can't be a leader in your field. ASCLS for example, is looking for people who want to be advocates for this amazing career path we have chosen. Apply for the Region VIII Leadership Academy or even the National Academy! Still say "no thank you", no worries. Leadership can happen just by telling your Supervisor or Manager that you want to take on more responsibilities. Get involved in hospital committees like your Employee Advisory Group or Antibiotic Stewardship. Maybe you want others to know about this career or you are inspired when you teach a new student. Your community needs you too! Leadership can start small and develop into something phenomenal. Be the change you want to see. "When you aren't satisfied with what has already been done, make something better. That is the greatest responsibility and the true freedom of creativity."



## CALLING ALL MEMBERS

### 2018 ELECTIONS:

1. PRESIDENT-ELECT
2. AWARDS AND SCHOLARSHIP
3. NOMINATIONS DISTRICT II
4. NOMINATIONS DISTRICT IV
5. SECRETARY
6. BOARD OF DIRECTORS

\*More info to come!

# Autoantibodies... and What Lies Beneath-Matthew Kalanick

“Looks like an autoantibody” is probably a phrase you have heard in the blood bank, most likely followed by some choice words. But why do “auto’s” drive blood bankers nuts? To answer this question, it’s important for blood bankers to understand the broad concept of autoantibodies and specifically how they interact with transfusion practices.

Autoantibodies have two major risks for transfusion. The first risk is Autoimmune Hemolytic Anemia, which is the shortened red cell survival due to the presence of an autoantibody. The occurrence of a true Autoimmune Hemolytic Anemia is rare, and is often caused by certain drugs that the patient is taking. The second risk presented by autoantibodies is their ability to mask underlying alloantibodies. It’s this second risk, a hidden alloantibody, that keeps blood bankers awake at night. Also, according to the AABB Technical Manual, 18<sup>th</sup> edition, “there are multiple reports in the literature demonstrating that patients who have warm autoantibodies in their sera have a higher rate of alloimmunization”.

Great... So besides the patient having an autoantibody that we have to resolve, they are also more likely to form an alloantibody that can cause hemolytic transfusion reactions if undetected. The hemolytic transfusion reaction may also be missed due to the ongoing hemolysis of patient cells caused by the warm autoantibody. Do we understand those choice words flowing from the blood bank a little more now?

Well then, how do we resolve this situation? First, if we know a little about autoantibodies, we can make the task a little easier. Autoantibodies come in three varieties based on their optimal temperature and the class of the antibody in question.

1. Warm autoantibodies - reactive at 37C, usually IgG, but can be IgM or IgA
2. Cold autoantibodies - reactive at room temp and below. Usually IgM.
3. Mixed Type Autoantibodies - combination of both warm and cold characteristics.

If you know the type of autoantibody present in your sample it becomes easier to resolve the reactivity, but essentially the same tool will be used to rule out all alloantibodies.

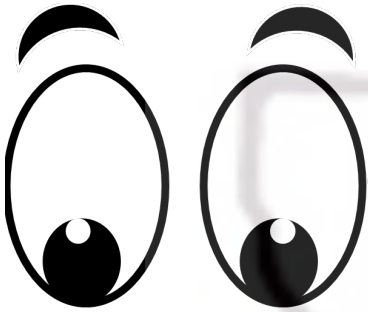
I’m talking about ADSORPTION STUDIES!!!

The process of adsorption can be intimidating, but the idea behind the process is fairly simple. There are multiple types of adsorptions available; patient transfusion history, quantity of sample received and strength of reactive all play a role in determining the most appropriate technique to utilize. The goal of adsorption is to add patient’s serum/plasma to selected red cells or stroma with the intention of binding to the autoantibody, but (very importantly) not any alloantibodies that could be present. We incubate our adsorption at the optimal reactive temperature of the autoantibody. Cold autoantibodies are incubated at room temp or lower (usually in an ice bath) while warm autoantibodies are incubated at, you guessed it, warm temperatures (37C). After the adsorbed serum/plasma is harvested for use in antibody identification testing to determine if any common alloantibodies are present while the autoantibody has been adsorbed to the adsorbing cells or stroma and is removed from the patient’s plasma. At this point you can test the patient’s adsorbed plasma for any alloantibodies, in the same way you would any other antibody identification.

## Autoantibodies cont...

Sounds easy , right? Unfortunately the process often involves multiple adsorbing cell lines, enzyme treating adsorbing cells, adsorbing at different temperatures, multiple adsorptions, Rabbit Erythrocyte Stroma adsorptions for cold autoantibodies, ZZAP treatment of adsorbing cells and many other processes/issues. It's a simple concept with a complicated procedure.

The important idea to remember is that after the adsorption process we have removed any autoantibody reactivity, which now allows us to detect underlying alloantibodies in the patient's plasma to avoid hemolytic transfusion reactions.



### THE NEW METHOD OF SUBMITTING YOUR NAME FOR VOLUNTEER OPPORTUNITIES:

1. from the [ASCLS.org](http://ASCLS.org) main page:
2. hover over **Participate** in the main header.
3. The dropdown menu will offer **Volunteer Opportunities**.
  - a) This actually takes you to a brief tutorial on how to volunteer.  
([www.ascls.org/participate/how-to-volunteer](http://www.ascls.org/participate/how-to-volunteer) )

To actually fill out your volunteer profile:

1. sign in and go to the Member Community main page.
2. Click on **Volunteer** in the menu bar here to access the volunteer functions.
3. Right now the only opportunity there is Consumer Information Team, but they need you!

**PLEASE THINK ABOUT VOLUNTEERING TODAY!**



# SPRING MEETING!



The **ASCLS-MT 2018 Spring Meeting** is being held in Helena April 12 -14 at the Best Western Premier hotel in the Great Northern Town Center. The theme is ***Laboratories: A Giant in Patient Care***, and will showcase ways that laboratory professionals contribute to overall patient care through testing and collaborations with other healthcare professionals.

There is still room in the ASCLS-MT Spring Meeting **Room Block** - but be sure you reserve your spot by **Friday March 16**. The Best Western Premier in the Great Northern Town Center can be reached by calling 406-457-5500. Ask for the ASCLS-MT 2018 room rate of \$138 for a double queen or \$148 for a king. This special rate includes a deluxe breakfast bar.

The **Program-At-A-Glance** can be downloaded from the conference website (<https://www.ascls-mt.org/conferences>), and includes great session, but some of the highlights include:

- The Laurie Skillman Memorial Lecture, honoring a Montana Public Health Laboratory expert in TB and Mycology who recently passed away. **Dr. Scott Lindquist**, the Communicable Disease Epidemiologist from Seattle will be presenting a lecture on tuberculosis.
- Health Information Exchange by **Dr Jonathan Griffin**, St Peter's Health.
- The ten most frequently cited accreditation deficiencies and how to avoid them, presented by **Tracy Darden** from the College of American Pathologists
- Award winning **Thomas Richardson**, PharmD from St Peter's Health will be speaking with **Heidi Simons** on Antimicrobial Stewardship
- Public Health Interactions by **Debbie Gibson** and **Kathy Manion** from the Montana Public Health Laboratory.
- Immunohematology presented by **Dr. Charles Harmon** at St Peter's Health.
- The Clinical Laboratory Workforce Shortage by **Ashlee Ketchum** of Holy Rosary Health Care.

**Register Now** through the ASCLS conference website or go directly to [EZ Register](#). Deadline for early registration is **Friday, April 6**.

There will be a full **Exhibit Hall**, so don't miss out on the opportunity to interact with vendors and see the latest technology. There will be a **Silent Auction** benefiting the Children's Miracle Network held during the Thursday evening Exhibit session. Consider donating an item for the auction, and come prepared to bid, as well!

A fun **Social Activity** is planned for Friday evening. It will start with a team selfie scavenger hunt around the Great Northern Town Center area, as teams will attempt to solve clues, complete challenges, and document with pictures. The scavenger hunt will be followed by a dinner at the Great Northern. For \$25, you can feast on pepper steak and peanut chicken, with coconut lime and fried rice, and Chinese tossed salad. You are welcome to attend the dinner, even if you don't want to participate in the scavenger hunt.

Let's have a great turn out in Helena as we **Celebrate the Vital Role** laboratory professionals play in taking care of our patients!

# CHECK OUT OUR CHANGES ONLINE

Explore the ASCLS-MT website by clicking on the graphic below. The revised website went live in September, and we want to make it 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.



American Society for Clinical Laboratory Science - Montana

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COMMUNICATIONS

NEWS

## ASCLS-MT ON FACEBOOK

THE BASIC FUNCTIONS OF THE PAGE ARE FOR POSTING ASCLS-MT RELATED EVENTS, PHOTOS & VIDEOS, AND ENCOURAGING VISITORS TO SIGN-UP TO BECOME AN ASCLS MEMBER.

FOLLOW US TO STAY UP ON THE LATEST NEWS!

IF YOU HAVE HAVEN'T ALREADY, PLEASE "LIKE" AND SHARE OUR PAGE @ [HTTPS://WWW.FACEBOOK.COM/ASCLSMT](https://www.facebook.com/ASCLSMT)

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

**[cararyan7@gmail.com](mailto:cararyan7@gmail.com)**

# **ASCLS UPCOMING EVENTS:**

**1. The Legislative Symposium- Legislative Symposium**

**Mar 19 - 20, (ET)**

**Hilton Alexandria Old Town, 1767 King Street, Alexandria, VA, 22314, US**

**3. ASCLS Montana Spring Meeting 2018**

**April 12 - 14, 2018**

**Great Northern Best Western, Helena, Montana**

**4. Medical Laboratory Professionals Week**

**APRIL 22-28, 2018**

**5. 2018 ASCLS Annual Meeting**

**Jul 29 - Aug 2, (CT)**

**Swissôtel Chicago, 323 E Upper Wacker Drive, Chicago, IL, 60188, US**



# MEMBERSHIP

ASCLS rolled out new membership packages created for employer groups and educational institutions.

## These packages offer:

- A reduced student and/or Professional 1 membership rate
- Free or discounted registration(s) to the ASCLS national meeting, clinical lab expo, Legislative Symposium or the CLEC conference
- Electronic access to the CLS journal and ASCLS Today newsletter
- deep discounts for ASCLS provided CEUs and programs

## Employer groups:

**Rates:** \$78 per Professional 1 member, inclusive of state dues. (MT = \$15)

**Discounts:** For groups of 10 and up, you will receive receive a coupon for \$50 off any ASCLS Educational Product-includes self-studies, live-streamed, virtual, webinars or live (in-person) ASCLS educational event- for every 5 members you have in your group. For example, groups of 20 members will receive 3-\$50 off coupons.

## Educators Package:

**For Hospital based programs:** Take advantage of this offer and extend the rates to your clinical instructors and your academic affiliates' liaison.

**For University/College based Programs:** Thank your clinical affiliates with this access to free CE for the professionals who teach your students.

**Rates:** \$25 per student and \$78 per faculty/clinical preceptor; inclusive of state dues.\*

## Free registrations awarded:

- Programs with 5-20 students will receive 1 free registration to an ASCLS national meeting (early bird rate).
- Programs with 21-40 students will receive 2 free registrations to an ASCLS national meeting (early bird rate).
- Programs with 41 or more students will receive 3 free registrations to an ASCLS national meeting (early bird rate).

(Either the Program Director or the lead contact for the package must be a member of ASCLS. They may be, but are not required to be, included in the package.)

Visit <http://www.ascls.org/membership/membership-packages> for all the information and how to submit your applications.



**SAVE THE DATE: ASCLS-MT Spring Meeting, April 12 – 14, 2018 in Helena at the  
Best Western Premier Helena Great Northern Hotel.**

Do you feel like the medical laboratory profession is the *Sleeping Giant* of healthcare? Laboratory professionals contribute greatly to patient outcome, yet most of our healthcare colleagues have no idea about the dynamic profession we practice.

Come to Helena, the home of the Sleeping Giant, and help awaken the Sleeping Giant of healthcare through learning, networking, and just plain fun!

## **Montana State University Medical Laboratory Science Program-**

### **Learn Where Our Future Scientists are Coming From**

The Montana Medical Laboratory Science (MMLS) professional program is a program to train Medical Laboratory Scientists (MLS). The program is directed by Montana State University (MSU) which is a member of the Montana University System (MUS). Through affiliations with University of Montana (UM) and Montana State University-Billings (MSU-B), students from all three universities can complete their baccalaureate degree through the MMLS program.

The undergraduate curriculums at the three Montana universities have two options for MLS students, either a 3 + 1 option in which the MMLS program is the fourth year or a 4 + 1 program for students who have completed a bachelor's degree. The curriculum is designed to prepare students to enter a MLS training program and each of the Montana universities has similar course offerings and minimum requirements for graduation. In August of 2007, MSU obtained a Montana workforce development grant to develop a MLS training program.

In this program senior students or post baccalaureate students apply to the program and if accepted participate in the yearlong MMLS program. Students continue to register and pay tuition to their home university. The MMLS program starts with a summer session which consists of student laboratories and lectures at MSU. After the fourteen week summer session the students move to an affiliated hospital in the larger Montana communities of Billings, Bozeman, Butte, Helena, Great Falls, Kalispell and Missoula. At the hospital students rotate in all sections of the clinical laboratory and complete course work over an additional thirty three weeks in the fall and spring semesters. At the completion of the spring semester students are awarded a certificate of completion of the program. The 3+ 1 students obtain a Bachelor of Science degree in microbiology (MSU), biology (MSU-B), or medical technology (UM).

The MMLS professional program is affiliated with hospitals in the largest Montana communities with each hospital training one or two students. These hospitals were chosen based on their volume and diversity of testing to provide the best educational opportunity for the student. Each hospital has an appointed education coordinator to schedule rotations, distribute educational material, and oversee student training. During the last month of the year long program, students will complete a rural rotation. This rotation has been designed to place the students in small hospitals throughout Montana.

We all have a hand in training these future co-workers and we hope to highlight future areas of the MMLS program so we can learn about the path of our future Medical Laboratory Scientists!

## **REGION VIII STUDENT FORUM LEADERS:**

I am excited to share news about some of our amazing students in Region VIII. We all know just how important these students are to the future of our profession! Did you know that across our 5 states in Region VIII we have 138 student members in ASCLS? Did you know that the ASCLS Student Forum Chair and Student Director on the ASCLS Board of Directors is a member of ASCLS-MT? Here are your state Student Forum Representatives, Region VIII Student Forum Representative and ASCLS Student Forum Chair:

- 1. Maria Rodriguez, ASCLS-Montana; ASCLS Student Forum Chair and Student Director on the ASCLS Board of Directors:**
- 2. Samantha Buck, ASCLS-Colorado; Region VIII Student Forum Representative and Colorado Student Forum Representative:**
- 3. Katelyn Hoff, ASCLS-Wyoming; Wyoming Student Forum Representative:**
- 5. Christian Keech, ASCLS-Idaho; Idaho Student Forum Representative:**
- 6. Lauren Downer, ASCLS-Idaho; Idaho Student Forum Representative:**
- 7. Jordan Graham-Ax, ASCLS-Idaho; Idaho Student Forum Representative:**
- 8. Jessica Stellingwerf, ASCLS-Montana; Montana Student Forum Representative:**

Congratulations to all of these outstanding students! You are an inspiration to us and we are thrilled to get to know you. You are our up and coming leaders in the profession and in ASCLS! I hope to see each of you at the spring meetings in April and May and to meet all of your fellow students at these meetings. Thank you for your commitment and your enthusiasm! I encourage all members in Region VIII to reach out to our student leaders and get to know them. Let's celebrate all of our students at our state meetings and make sure they have the tools necessary to find success in all they do. After all, they are our future and we are going to be their patients one day!

Holly Weinberg, Region VIII Director

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# 2018 ASCLS-MT Spring Meeting, Helena Best Western Great Northern Laboratories: *A Giant in Patient Care*

Wednesday, April 11, 2018

3:00 - 5:00 pm	ASCLS-MT Board Meeting
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Thursday, April 12, 2018 - Registration opens at 7 am

8:00 - 8:15 am	Welcoming Remarks	
8:15 - 9:45 am	<b>General Session #1:</b> Health Information Exchange, Dr. Jonathan Griffin , St. Peter's Health	
9:45 - 10:00 am	Networking Break	
10:00 - 11:30 am	<b>General Session #2:</b> MMLS Student poster presentations	
11:30 am - 1:30 pm	Lunch with exhibitors	
1:30 - 3:00 pm	<b>Breakout #1:</b> Flow Cytometry: Making Sense out of all the Fluorescence, David Osborn, Beckman Coulter	<b>Breakout #2:</b> Rapid Multiplex ID Testing, Adam Thornberg, GenMark
3:00 - 3:15 pm	Networking Break	
3:15 - 4:45 pm	<b>Breakout #3:</b> Biocept CTC Biomarker testing	<b>Breakout #4:</b> Heart Failure and the Use of Natriuretic Peptides, Ortho Diagnostics
4:45 - 6:45 pm	Cash Bar and Light Appetizers with Exhibitors Charity Silent Auction benefiting Children's Miracle Network	
6:45 - 7:30 pm	ASCLS General Membership meeting	
7:30 - 8:30 pm	MMLS Program 10 <sup>th</sup> Anniversary Celebration - by invitation only	

Friday, April 13, 2018 - Registration open at 7 am

8:00 - 9:00 am	<b>General Session #3:</b> Antimicrobial Stewardship, Thomas Richardson and Heidi Simons, St. Peter's Health	
9:00 - 11:00 am	Brunch with the Exhibitors	
11:00 am - 12:30 pm	<b>General Session #4:</b> Laurie Skillman Memorial Lecture, Tuberculosis, Dr. Scott Lindquist, State Epidemiologist for Communicable Diseases, Washington Dept of Health	
12:30 - 1:30 pm	Awards and Installation of Officers with Light Snacks	
1:30 - 3:00 pm	<b>Breakout #5:</b> Sexually Transmitted Infection Algorithms, Dr. Nicole Orazio, Hologic	<b>Breakout #6:</b> CAP, Trudy Darden, College of American Pathologists
3:00 - 3:15 pm	Networking Break	
3:15 - 4:45 pm	<b>Breakout #7:</b> Blood Bank topic, Dr Walter Kelly, American Red Cross	<b>Breakout #8:</b> Montana Personnel Shortages, Ashley Ketchum, Holy Rosary Medical Center
4:45 - 8:00 pm	Social: Team Selfie Scavenger Hunt followed by Dinner at the Great Northern	

Saturday, April 14, 2018 - Registration opens at 8 am

7:30 - 8:30 am	ASCLS-MT New Board Orientation Breakfast (ASCLS-MT Board Members Only)	
8:30 - 10:00 am	<b>Breakout #9:</b> Immunohematology, Dr. Charles Harmon, St. Peter's Health	<b>Breakout #10:</b> Public Health Interactions, Debbie Gibson & Kathy Manion, Montana Public Health Laboratory
10:00 - 10:15 am	Networking Break	
10:15 - 11:45 am	<b>Breakout #11:</b> Opioid Crisis, Starla Blank, St. Peter's Health	

See

You

In

Helena!