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NJSCLS Leadership Workshop a Success!

Elaine Keohane, PhD, CLS(NCA), CLSp(H)

Whether in the hospital laboratory, boardroom, classroom or community center, leadership potential exists in you! That was the theme of a NJSCLS workshop, "Activate Your Leadership Potential" attended by thirty-two professionals on September 10, 2003 in Scotch Plains, NJ.

Elaine Keohane, PhD, CLS(NCA), NJSCLS Leadership Development Chair, opened the session with a motivating presentation about the qualities and characteristics of leaders, the great need for leaders in the profession, and the abundant opportunities for leadership in small and large roles. Nadine Fydryszewski, MS, CLS (NCA), President NJSCLS, followed with a discussion on the importance of vision for a leader and how to go about creating a vision encompassing both personal and professional life. An interactive session, "Shaping Your World" was facilitated by Elissa Passiment, MEd, CLS (NCA), Executive Vice President of ASCLS. The participants discussed the barriers, both professional and personal, that affect vision, commitment and standards, and the participants were challenged to contemplate the forces that provide meaning and purpose in their professional lives. Mary Ann McLane, PhD, CLS(NCA), Region II Director for ASCLS facilitated an interactive session on the importance for leaders to communicate their passion. Participants had an opportunity to learn their "Inneagram" profile, how it affects their ability to effectively communicate with others, and to practice their communication skills in small groups.

Both the participants and presenters left with a renewed spirit and enthusiasm to pursue their vision and the challenge of leadership in their lives.



Elaine Keohane, PhD, CLS(NCA), CLSp(H)

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RECRUIT A COLLEAGUE TO JOIN!

Some Benefits of ASCLS Membership:

- ☺ Professional advocacy in Washington D.C.
- ☺ Support high professional standards
- ☺ Networking and continuing education

PRESIDENTS MESSAGE



I would like to take this opportunity to introduce myself to you, my name is Nadine Fydryszewski, and I will be serving as President of NJSCLS for 2003-2004. Some of you may remember me from my term as President in 1989-1990, and again in 1992-1993. I am pleased to be able to serve you and our profession again this year.

The Fall has brought NJSCLS into the full swing of activities that were planned at the NJSCLS Leadership Session in summer 2003. In this issue of the **Analyzer** you see that we have already been very busy and hard at work. The Leadership Symposium, held in September was a huge success with clinical laboratory professional participating from New Jersey, Delaware and Maryland. The first Student Form of the new school year was hosted at Middlesex County College in October, with the election of new student reps and a dynamite personal development presentation on professionalism and leadership. The Annual Fall Seminar and House of Delegates Meeting was held on Oct 16. This was a great kick off to our educational events for the year. Plans for the Annual Spring Seminar and House of Delegates are underway. Mark the date on your calendar – April 1, 2004 at the Sheraton Hotel in Iselin/Woodbridge, NJ. In addition to continuing education sessions, we will have industry exhibits and an employment exchange. More details will follow in the next issue of the **Analyzer**.

At our summer leadership session, we set specific goals and objectives for this year. These were printed in the summer issue of the **Analyzer**, and are also posted on our website. One of our goals is to increase membership this year by 10%. I know that I am “preaching to the choir” when I tell you how important it is to be part of your professional organization, because if you are reading this, you are probably already members of ASCLS. ASCLS is the premier organization solely representing clinical laboratory professionals. I am calling on you, the members of NJSCLS to take an active part in our membership campaign this year. **If each member gets only one new member to join the society, we will double our membership!** Currently we have 272 members, representing various categories of membership. That membership number is a small fraction of the close to 1,000 laboratory professionals working in New Jersey. I am challenging each of you to reach out to your peers, co-workers and colleagues, and convince one person of the great benefit of joining ASCLS. I know a lot of folks may come back with the line “It costs too much, the dues are too high”. But, I tell you to advise these folks to surf the WEB and see the cost of membership dues among our fellow health care professionals such as Respiratory Therapists, Physical Therapists, Nurses, etc and you will see that we are equal, and in many cases have dues that are lower. Part of being a professional is being a member of your professional organization. ASCLS and NJSCLS are constantly at work for you in the educational, regulatory, and political arenas that impact our practice. Meet this challenge, let’s work together as a unified team, and let’s be the state that has the highest increase in membership this year! You can obtain a membership form from the ASCLS website (www.ascls.org), or call our membership recruitment chair (listed on the NJSCLS website) and we will send you a supply. I look forward to working with you and for you to achieve a great, productive, exciting year.

I would also like to make an urgent request to all members of NJSCLS – **WE NEED YOU!** There is an overwhelming amount of planning and work that goes with keeping an organization such as NJSCLS viable and productive. The leadership has been working very hard to improve our organization, but we cannot do this with just a handful of dedicated members. We desperately need your help. If you could just become involved, even in just a very small way (i.e. help out with a mailing), it can make some of the monumental tasks that seem to be overwhelming for one or two members to cope with, a little more manageable. A benefit to you is increased networking and having fun with a great group of folks! **I urge you to become active in your organization!** Our Board/Business Meetings are listed in the Analyzer and on our WEB site. Please join us, even if you just come to sit in and listen – everyone is welcome! I

SAVE THE DATE!

The NJSCLS Spring Seminar has been planned for April 1, 2004 and we want you there!

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Fall Seminar 2003

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Martha Smith & Susan Kusic

Spring Seminar 2004

General Chair: Nadine Fydryszewski

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Nadine Fydryszewski, Joe Quillamor , Susan Whittier

Program Co-Chairs: Susan Whittier & Elaine Keohane

Registration: Martha Smith

Exhibits: Meena Rathee, Susan Kusic, Joe Quillamor

Program Designer: Christie Tragno

**Professional & Public Relations Committee –
to be filled**

**National Lab Week Coordinator –
to be filled**

**Government Affairs Chair –
to be filled**



FALL SEMINAR AND HOUSE OF DELEGATES



*Martha Smith, MPA, MT(ASCP)
Fall Seminar Co-Chair*

The New Jersey Society of Clinical Laboratory Science held its Fall House of Delegates meeting and seminar on October 16, 2003 at Robert Wood Johnson University Hospital in New Brunswick. This was an evening that began with a dinner buffet followed by the House of Delegates meeting and education session entitled: Update on Cardiovascular Disease Markers.

The seminar was attended by 46 individuals, members as well as non-members from NJ and PA. Non-members are always welcome at our functions and are encouraged to become members and get involved and support their chosen profession.

The speaker, Dr. Bill Roberts, Associate Professor of Pathology at the University of Utah. Dr. Roberts discussed the chemistry surrounding cholesterol and its other lipid family members, explained the National Guidelines for the National Cholesterol Education Program and discussed the drugs used to treat high cholesterol, their mechanisms of action and the risks associated with each drug.

One lab test that is used as a cardiac marker is the High Sensitivity C-reactive protein. CRP is very sensitive to acute inflammation. An entire study has been based around the test result of CRP to see if a CRP result would be an acceptable marker for atherosclerosis. The question posed but still not answered: Is CRP the new Cholesterol?

The discussion concluded with information about a relatively new test that aids in the diagnosis of congestive heart failure, B-type natriuretic peptide. There was a discussion on the pros and cons of the assays available for BNP and Pro-BNP.

The evening provided stimulating discussion and networking opportunities with good food, good company, and great information.



Dr. Bill Roberts is an Associate Professor of Pathology at the University of Utah.

NJSCLS STUDENT FORUM

Mary Jane Schaefer, MPA
Student Forum Advisor

The NJSCLS Student Forum was held on Friday, October 3, 2003, at Middlesex County College in Edison. The Class of 2004 heard Robin Eubanks, MA, Assistant Professor, Department of Interdisciplinary Studies at the University of Medicine and Dentistry of New Jersey-School of Health Related Professions give an inspired presentation on "Leadership Skills for Allied Health Professionals". This interactive workshop focused on developing leadership qualities and the importance of risk taking. Professor Eubanks reminded the students, "One cannot discover new oceans until one loses sight of the shore".

The students listened to various career paths as exemplified by Anna Kuras-Yaeger, who works in Documentation Management as a Specialist II at Schering -Plough Corporation, Debbie Josko, who is pursuing a Ph.D. in Bioinformatics while teaching in the MT Program at UMDNJ, and Steve Larkin, another educator who is the Program Director of

the MLT Program at Middlesex County College.

Following the presentation, there was an election for the student representatives. The co-reps elected Lourdes Alatrisme, and Francis Wesley Estanislao from UMDNJ. They will be aided in their responsibilities by a committee consisting of Claudia Garay and Bryna Lynch-Cook, also from UMDNJ. *Good Luck to all as you assume your responsibilities!!*

All students agreed that this was a very worthwhile day, and look forward to interacting again at the Management Symposium to be held on March 19 and April 2, 2004.



MANDATORY CONTINUING EDUCATION?

Mary Ann McLane, PSCLS Webmaster and Region II Director

Thoughts about the BOR action regarding continuing education requirement Mary Ann McLane, PSCLS webmaster and Region II Director

The Board of Registry (BOR) of the American Society for Clinical Pathology has for its past 75 years of existence. Insisted that the entry-level certification, taken by the majority of practicing clinical lab professionals, is a permanent certification, end of story, period. What that also means, however, is that individuals who have passed the exam and never worked a day in their life in a clinical lab setting could STILL place the initials after their name. In the late 1970's, our parent society, the American Society for Clinical Laboratory Science, tried to get the BOR to make continuing education a mandatory part of any certification process. This was based on the fact that technology was rapidly advancing, and just the fact that a person had passed an entry-level test 10, 20, 40 or even just 3 years ago was no guarantee to the general public, to supervisors or to their peers that one had maintained **continued competence**. The BOR chose not to do so, and to that end, the National Credentialing Agency (NCA) was established in 1978, which offered its own peer-reviewed, competency-based entry-level examinations, plus the requirement that any successful certificant had to submit proof of continuing education to maintain their certification.

It is now the 21st century, and there is a groundswell of voices demanding that personnel show continued competency. In addition, states with personnel licensure such as California are getting out of the business of making their own state exams, and are moving toward accepting national certifications, but only if the agency providing those exams require continuing education. For those of us certified through NCA, we've been doing that for almost 30 years. For those with BOR

certification, such a requirement is being initiated for those passing the entry-level certification exam as of January 2004. This means that those in school right now will have to begin keeping track of their continuing education in order to have their certification maintained as "current". But what about the rest of us? Somehow, it seems a bit incongruous that a person who has been through a recent education program, who can run rings around most of us on all aspects of clinical lab testing simply because they have the most recent exposure, would need to document their continued competence, and those of us who have been in the field for 2 years or more would not! Kory Ward-Cook at the BOR shared in an e-mail to me that the "examination committees handling the specialists examinations are now in the process of considering this requirement for specialists". She mentioned in a later phone conversation that the BOR governing board is, in fact, going through the logistics and legal questions about making continuing education be mandatory for all certificants. Requiring it for the newest graduates is the first "roll-out". They just haven't made it public yet that it's going to affect the rest of us. I would certainly encourage you to contact the BOR and share your thoughts about this (312-738-4861, koryw@ascp.org). They need to hear from the grass roots about what this will mean for you and your practice of our profession. No longer will your employers be able to deny you time and/or support for getting continuing education since it will be mandatory for your being able to work. Right now, despite some employers insisting on your showing that little yearly sticker, the "registry" is meaningless since there are no "teeth" in the BOR certification. You've gotten it once and never are required to demonstrate that you have done one thing to advance your knowledge. This action, already

taken by most states with personnel licensure, and about 30 years ago by NCA, and now contemplated by the BOR, will put teeth into our insistence that we need to attend continuing education sessions to maintain our level of competence. I once again strongly encourage you to contact the BOR and let them know your thoughts, especially if you support the idea. They need to hear from the grass-roots, whose professional life will be affected by this decision, especially by any delay in implementing this for the rest of us. Send your comments to me, too, if you wish: mclane@udel.edu

Calendar of Events

Elaine Keohane

Event: Spring Seminar Planning Comm. Meeting

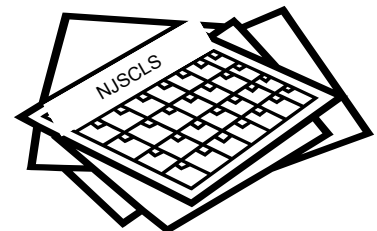
Place: UMDNJ- Scotch Plains, Campus
Date: December 16, 2003

Event: Board Meeting
Place: New Jersey Blood Services, New Brunswick
Date: January 20, 2004

Event: Board Meeting
Place: UMDNJ-Scotch Plains Campus
Date: March 16, 2004

Special Event: 2004 Spring Seminar
Place: Sheraton Hotel, Iselin
Date: April 1, 2004

Board Meetings are open to all members. check www.nj.ascls.ORG and future brochures for details and directions.





New Jersey Society for Clinical Laboratory Science

An Affiliate of the American Society for Clinical Laboratory

NJSCLs

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We are on the WEB!
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WELCOME TO THE COLONY

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Cleofe Lanez
Michelle Harris
Kim Joho
Patrick Filan

Daisy Pacia
Subha Mape
Leticia Mijares
Marietta Murillo
Marco Navarrete
Anna Navarrete

Sharon Gadomski
Ibtissame Hbaich
Dominic Roccasecca
Lourdes Alatraste
James Persinko
Donna Stec
Maralee Casey

Mary Kay O'Connor
Denise Clarke-Mayers
Francis Wesley Estanislao
Francis Israel Estanislao
Danuta Uhle
Laura King



Michelle Herndon, Lisa Shearn (Scholarship Chair)
Michelle Harris