

ASCLS- Missouri 2022 Leadership Meeting
Teleconference
January 29, 2022
10:00 AM – 12:00 PM

Call to Order – Candy Barker, President

Roll Call/Introductions of Board and Leadership/Roster Review

PRESENT

President – Candi Barker

President Elect/District (St Louis) – Jeanne Anderson

Secretary/Bylaws – John Koenig

Treasurer – April Hansen

**2nd Yr Director/Membership/ District (Springfield-Joplin) – Danyel Anderson
(Committees)**

Developing Professional Co-Director– Kelly Gambino and

Developing Professional Co-Director– Philip Tran

Nominations Committee -- Brenna Ildaza

Executive Secretary - Mary Lou Vehige

Leadership Development/Nominations Committee – Tim Randolph

PACE/Nomination Committee – Lucia Johnson

PACE/ Gov Affairs & PAC -- Renee Setina

Absent:

Past-President/ Nomination– Chair /Awards - Steph Godfrey

1st Yr Director/District (Columbia-Jefferson City) – Alese Thompson (Districts)

Bylaws – Hannah Zane

Website/Technical Consultant – John Godfrey

Secretary Report – Minutes of 01/29/2022 Leadership Meeting – John Koenig
Copy of Minutes emailed to all Leadership Members.

Corrections:

Motion to Accept: Mary Lou Vehige

Second: Jeannw Anderson

Motion Passed

Treasurer Report – April Hansen

ASCLS - MISSOURI

Treasurer's Report to the Board of Directors

Report Date: November 4, 2021

Treasurer: April Hansen

Finances reported and reviewed by Leadership and Board.

Motion to Accept Treasurers Report: John Koenig

Second: Brenna Ildaza

Motion Passed

Past President Report – Steph Godfrey

- Awards
 - **The following awards have a deadline of February 15, 2022**
 - Ascending Professional Leadership Award
 - Developing Professional Leadership Award
 - Lifetime Achievement Award
 - Constituent Society Website Award
 - Constituent Society Publication Award
 - Scientific Research Award
 - Scientific Assembly Professional Achievement Award
 - Theriot Award
- Call for Award Nominations
 - Lifetime Achievement Award -- Nominating John Koenig
- Nominations
 - Nominations for following Offices: President-Elect, Treasury, First Year Board and Nominations Committee (3)
 - Tim will contact stephanie about a Nominations Committee Meeting,

1st Year Director: Missouri Districts – Alese Thompson (Jeanne Anderson & Danyel Anderson)

- Members acting as district representatives:
 - Jeanne - St. Louis

- Alese - Columbia/Jefferson City
 - Danyel - Springfield.
 - Needed representation: Cape Girardeau/Popular Bluff, Hannibal and KC
-
- Districts Education Sessions Report – Alese, Danyel & Jeanne

3 Free Webinars

For First session we have 27 attendees registered

Webinars will be held in February (Patty Eshelman), March (Tiffany Gill) and April (Probably Rodney Rohde)

Note: Issue with mass emailing –please check your SPAM for registration information.

- Motion for funding of sessions: Moved to add \$200 to District Budget for Honorarium and Facebook ads for Webinar Series.

Discussion: Committee wishes to give \$50 Gift Cards as Honorarium and to place ads on Facebook directed at specific audience.

Moved: John Koenig Second: Mary Lu Vehige Motion Passed

- Lucia will als post on other MLS websites.

ASCLS—MO Presents

2022 ASCLS-MO Spring Webinar Series:

Tuesday February 1, 2022
7:00 PM CST

Register for **FREE** in Advance for the Zoom Session at:



<https://umsystem.zoom.us/j/9409mzpjvG?pwd=U1hkd0mzpjvG&from=login>

ASCLS-Missouri is approved (or has applied for approval) as a provider of continuing education programs in the clinical laboratory sciences by the ASCLS P.A.C.E. © Program.

Participants can earn one **FREE** contact hour by attending this session.

Visit the ASCLS websites:
<https://ascls.org/>
<https://asclsmo.org/>

Email webinars@asclsmo.org with any questions.



Patty J. Eschliman MHA, MLS (ASCP)^{CM}, DLM(ASCP)^{CM}

How to Build Resiliency in Rapid Change: These are unprecedented times!

A pandemic with no end, supply and staffing shortages, not to mention the long hours and brittle healthcare teams we all work with. We are all tired, worn out, and burnt out. If you need a different way of looking at COVID, help finding the positives in this misadventure, and some proven strategies to reduce stress – this presentation is for you!

This Webinar Series is Sponsored by:



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ASCLS—MO Presents

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<https://asclsmo.org/>



Tiffany Gill MA, MLS(ASCP)^{CM}

Myth Busters: Lab Edition

This session takes a look at the myths holding the clinical laboratory back from maintaining a sustainable workforce and provides some possible solutions.

Tiffany Gill is a tenured professor and MLT Program Coordinator at the College of Southern Maryland. She has worked in a variety of clinical laboratory settings including small rural and large urban facilities. Her passion is improving awareness of the clinical laboratory's role in the healthcare team. She is also known as the YouTuber Medical Lab Lady Gill.

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2nd Year Dir - Membership – Danyel Anderson

Review ASCLS – Mid Year Financial Update

- Membership is at an all time low (2004: 10,314 members to 2020: 7,608 members)
- This impacts revenue (2004: \$616,401 to 2020: \$384,373)
- The biggest area of decline in Professional Membership

The way to retention is to increase member value. The ASCLS

The questions we should be asking ARE:

- What is our current retention rate in this CS and what does this say about our value or ability to communicate that value?
- Why do members choose to lapse and which of those factors are under our control or influence?
- When did we last evaluate our offerings and assessed our member's actual needs and wants?
- How do we evolve to meet our member's needs once we know them?

Lapsed Member Campaign Update

Would each district rep be willing to personally contact lapsed members in their area?

- STL (Jeanie) – 18
- KC (?) – 21 (need volunteer to contact lapsed members)
- Jeff City / Columbia (Alese) - 11
- Cape / Popular Bluff (?) – 9 (need volunteer to contact lapsed members)
- Springfield / Joplin (Danyel) – 5 (after contact 2 lapsed members renewed)
- Total of 4 lapsed members renewed

We are also hoping to reach lapsed members by offering free CEUs. All lapsed members were sent a Webinar Flyer

Discussion:

1. Tim asked if we could do a blurb on ASCLS Membership at beginning of each webinar.
2. Mary Lou asked if the lapsed membership decreased due to retirement and what can we do to keep them as Emeritus members.
3. Suggestion to add membership information to the survey sent to all webinar attendees after the session.

President Report – Candi Barker –

- **2021-2022 GOALS – Status Update**
 1. **Membership – maintain membership numbers, promote ascending and developing members and provide membership value – On track (Danyel – lapsed membership campaign participation, Tim’s working with Developing Directors Kelly and Philip, and his continued search for Ascending Professional Director. Districts Education sessions provide member value)**
 2. **Task Force to review our Meeting Structure – On Track (with Districts Education Sessions Planning & John G’s virtual requirements meeting outline)**
 3. **Build a pool of qualified candidates for ASCLS-MO Board – In process (Work on goal as nominees are identified for 2022 slate of candidates)**
- **Region VI – Council Meeting TBA in February**
 - **Distribution of region money - Region treasuries will be liquidated by July 31, 2022. Based on April 30 2022 state membership numbers, the Region VI money will be distributed to each Region VI state society**
 - **Region VI Council meeting**

Discussion: There was concern about the distribution of Region VI money to states. There was concern the Region money would be distributed to states based on membership number. Leadership felt since Region Money came equally from each state that the money should be distributed equally between states. Candi was asked that this concern be brought to Region Council Meeting for Discussion.

ASCLS Missouri Developing Professional Directors’ Report
Philip Tran and Kelly Gambino

- Student activities planned for Patchwork meeting in June
Concern for student participation since the meeting with date change.
Kelly and Phillip has been working with Hannah (Kansas student)
- Contact with Developing Professional membership of Missouri.
 - Contacted all programs in Missouri to gain interest in student involvement.
 - Total responses as of January 27th: 2 / 80 students contacted
 - Will set up a Zoom meeting for students to learn about ASCLS.
- Set up Missouri Developing Professional Community
 - Talked to Developing Professional Chair for ideas on how to do this best.
 - Ideas: Sharing constantly about events, town hall for all states, creating a university-supported student organization
 - Will work on implementing ideas and test run ideas on SLU’s campus.

Committee Reports

Bylaws – Hannah Zane & John Koenig – Leadership/Board Restructuring Bylaws & SOPS

- ASCLS-MO Bylaws/SOP Document Status:
 1. The Bylaws and SOPs Document has been amended, to reflect the proposed Board and Leadership Restructuring.
 2. The ASCLS-MO Board of Directors had approved these amendments.
 3. Subsequently, the Document was sent to the ASCLS Bylaws Committee for their review and approval.
 4. The ASCLS Bylaws Committee will discuss our Bylaws amendments at its next meeting in February.
 5. They will inform us of the outcome.
 6. Our ASCLS-MO, Board of Directors will decide how to proceed with this project, depending on the outcome of the review.

- ASCLS-MO Leadership Handbook.

Our Leadership Handbook needs updating. This update is pending approval of the proposed restructuring by ASCLS Bylaws.

PACE – Lucia Johnson & Renee Setina

- I applied and submitted PACE application for the ASCLS-Missouri as the previous approval had lapsed. Andrea Hickey from national approved the application, and the three Winter 2022 Webinar programs can now be approved.
- The first webinar is in the CE organizer. Webinar attendees will be able to print a PACE certificate after completing an evaluation, then going to the CE organizer to enter the appropriate code and complete the attendance roster.
- I used Survey Monkey to provide an electronic program evaluation as it also provides the ability to prepare and evaluate data needed to submit a quarterly PACE report to national. I purchased a personal annual plan for \$384 per year (\$32 per month). This is the second least expensive plan; the cheapest plan limited the number of survey questions and could not be used.
- I emailed John G to identify the method to use to link the evaluation to our website.
- After I hear from John G, I will complete instructions for attendees, and send to Danyel.

Tom Reddig Scholarship Fund Report – Lucia Johnson

- Scholarship applications are not being accepted due to amount of money in the fund.
- John G provided me with a plethora of 501 c3 planning information. Following a review of this information, I will ask John G for guidance to determine the next step(s).
- Question: Should I plan a fund raiser for the April (now June) Patchwork meeting? Candy bars with informational sticker?

Discussion:

1. Candy Bars are a good fund raiser
2. Concern that Scholarship Fund has dropped below \$8000 and no scholarships cannot be awarded until fund increases above \$10,000.
3. Board suggested Lucia bring back the motions to the Board that Tom brought annually to the Board for funding Scholarship Fund.

GAC & PAC Report – Renee Setina

- Mid-Year house presentation by Jim Flanigan
 - Laboratory Reimbursement
 - PAMA: House Passed Bill that delayed sequestration of Medicare provider cuts until March 31, 2022.
 - Laboratory Workforce
 - Less than 400,000 (Nursing 4M)
 - An October 2021 report from Morning Consult, follows-up on their series released in January, explores how health care workers have fared during the pandemic and how they view the future of the medical field.
 - Half of health care workers say their mental health has suffered during COVID-19
 - Nearly 1 in 5 health care workers have quit their jobs during the pandemic
 - Workforce Update –
 - Enact the BIO Preparedness Workforce Act of 2021 (H.R.5602), introduced by Rep. Trahan (D-MA), on October 15, 2021. This bill makes clinical laboratory technologists and technicians eligible for student loan repayment in exchange for at least 3 years of service in an underserved area in the areas of bio preparedness and infectious disease. • Establish a federal grant program to assist schools of allied health in recruiting and retaining clinical

laboratory students to improve the availability of these professionals throughout the U.S. Such grants will also be able to assist programs to recruit necessary faculty and provide clinical training necessary to enter the profession. • ASCLS drafted a proposal to address clinical laboratory workforce needs: • Create a \$25 million loan repayment program for laboratory personnel • Create a \$25 million grant program for clinical laboratory science programs

- Two Approaches
 - Loan Forgiveness and Scholarships - Increases retention in the profession and helps make entering the profession more attractive.
 - Program Grants - Resources injected directly into programs than can quickly deploy them to expand the number of students. • Focused on clinical site support.
- Laboratory Developed Tests
- Labvocate Tools and Outcomes
- See [ASCLS_Labvocate_HOD_MY_2022.pdf](#) for details

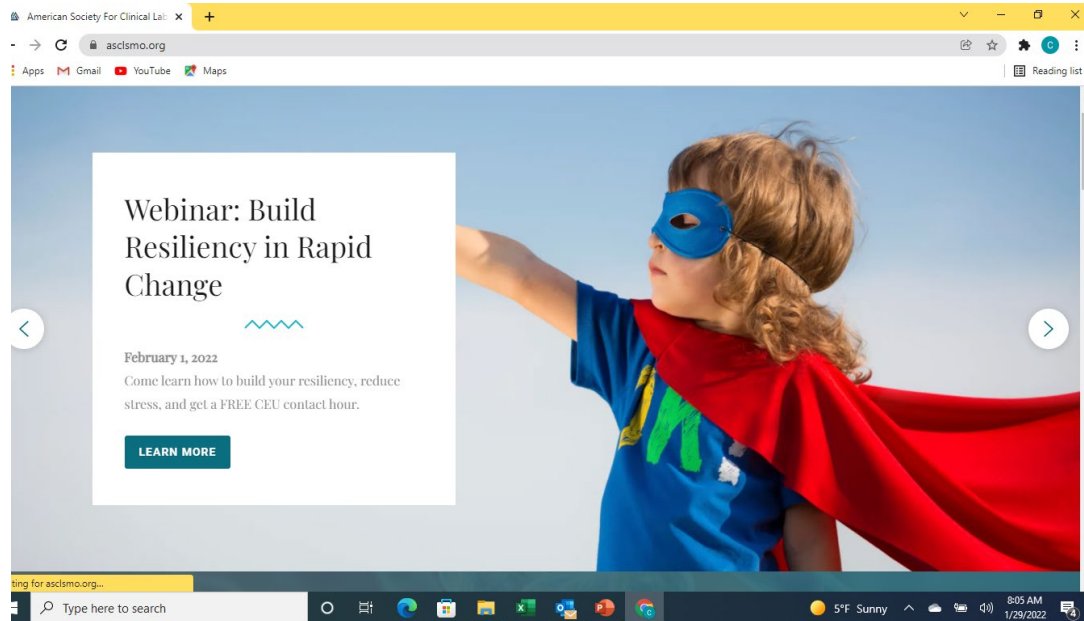
Leadership Development – Tim Randolph

- Leadership Development Report
 - Mentoring Developing Profession Directors
 - Assisted to make a list of all MLS and MLT Program Directors in MO
 - Kelly and Philip contacted them to develop a list of lab students in MO
 - Will contact lab students with info about ASCLS
 - Leadership Development Activities Through ASCLS Mentorship Committee
 - Coordinating State Leadership Development Chairs
 - Alerting all states about national Mentorship Program
 - Encouraging states to nominate mentors and mentees
 - Determining states with Mentorship Programs
 - Develop a state level Mentorship Program
- On call for any Leadership Development need or concern
- Tim will continue to search for an Ascending Professional Director.

Social Media, Website and Virtual Meetings Infrastructure Planning– John Godfrey

John posted 1st Education session

- ASCLS – MO Facebook Page
- ASCLS-Missouri Website



Old Business

- 2021 Joint Annual Meeting and Conference – Gateway to Laboratory Learning – Financial Update – April & John
 - Notes from April:
 - I am working on the 2020/2021 SpringMeeting summary and financial debrief. I have requested an update EventBrite report from John Godfrey. It appears that ASCLS-MO will owe the account a balance and HOA/CLMA may get a small amount of their \$1000 seed money payment returned to them. This is preliminary and an estimate, but it appears the meeting experienced a loss of around \$1,825.33-\$1,914.96, which will be a loss of \$912.67-\$957.48 per organization. ASCLS-MO only had \$500 of seed money in the account so we will need to vote to distribute money from the main checking account to cover our remaining portion of the loss and to refund the account with \$500 seed money for the next meeting. Once I get the final spreadsheet, I am hoping to locate the small discrepancy and finalize these numbers. Once finalized I will inquire of where/who to send the HOA/CLMA funds to if still applicable.

New Business –

- **Joint 2022 Annual Meeting Planning**
 - Committee: Jan Hudzicki, Jennifer Jones, Drew Jones, Ruby Brower, Candi Barker, Kelly Gambino, Philip Tran, Beckie Hetrick, Norma Battle, Hannah McKeown, Drew Jones, John Koenig, Heather Santaniello, Sarah Buckmiller, C Seymour, Megan Neill, R Haley
- Patchwork of Knowledge– June 2,3 2022 @ Olathe Health Education Center, Olathe, KS
- Meeting Format: Face to Face, 1 education session at a time, live stream of sessions (Room for 102 attendees in 2 rooms with vendors in hall, if needed)
- Registration: Save the date card to be mailed, registration fees are TBD. **Registration on KS website with links to registration on ASCLS-MO and HOA-CLMA websites**
- Budget: In process
- Vendors: Room for 20, Exhibits open at 12 noon on Thursday, Exhibitor party on Thursday, and close on Friday by 12 noon? Vendor fees: proposed are \$800
- Program: 12 sessions over 2 days
- Social: Food purchased from outside of venue
- Students Activities: Student numbers may be limited. Kelly and Philip working with Hannah
- PACE Credit & Moderators: Beckie (KS)
- AV/IT Coordinator: Norma will seek IT person
- Planning Meeting is February 16th @ 4:30 PM
- **ASCLS Mid-Year House of Delegates Report – January 29, 2022 – Steph, Jeanne, (Candi)**
 - Mid Year HOD Agenda Items for Review and Discussion
 - President's Report -
 - Treasurer's Report – Retention is key to maintaining membership
 - Governance Update and Discussion – ASCLS Board Restructure – Region Directors to Directors at Large
 - Advocacy Update – Legislative update, Workforce Task Force Update
 - Body of Knowledge Committee Report
 - [Position Paper Taskforce Report](#)
 - **Lab Week –**
 - Any ideas for celebrations?
 - Media announcements?
 - Recognition by state or cities?
- **Meeting Planning**
 - 4th Leadership Meeting Tentative: April 9, 2022 via Zoom or Wednesday, June 1, 2022 @ KC Meeting?
 - Missouri Annual Meeting: Before June? In June at KC Meeting and/or Via Zoom??
- **Upcoming Events**
 - Region VI Council Meeting TBA in February
 - ASCLS-MO Education Sessions: Feb 1st, Feb 15th & March 1st
 - ASCLS-DC Valentines Day Bingo – Feb 16 from 5-7 PM CT
 - ASCLS Membership Committee Presents: Spicing Up Your State Meeting – Feb 22nd from 7PM to 8 PM CT
 - Lab Week/ Lab Week Run April 24-30, 2022

- CLEC March 14-16, 2022 in Denver, CO
- National Meeting: June 26-30, 2022 in Grand Rapids, Michigan
- **JAM ON-Demand** - Available Now

Adjournment

Motion to Adjourn: John Koenig

Seconded: Brenna Ildaza

Meeting adjourned at 12:12 PM

Next Meeting: Tentative: April 9, 2022 via Zoom