

ASCLS- Missouri 2022 Leadership Meeting  
Teleconference  
October 8, 2022  
10:04 AM – 11:05 AM

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 – Kelly Gambino

Director /Membership/Awards/District (Columbia-Jeff City) – Alese Thompson

Nominations Committee (Chair) -- Brenna Ildza

PACE/ Gov Affairs & PAC/ -- Renee Setina

Nominations Committee/District (Springfield-Joplin)/ 2023Spring Meeting Co-Chair  
-- Danyel Anderson

Website/Technical Consultant – John Godfrey

**Quorum Present**

**ABSENT**

Executive Secretary - Mary Lou Vehige

Leadership Development/Nominations Committee – Tim Randolph

**OPEN POSITIONS**

Developing Professional Director- Open

Ascending Professional Director- Open

Secretary Report – Minutes of Leadership Meeting held on April 9, 2022, were sent to leadership for comments and corrections.

Corrections: NONE

Motion to Accept: Brenna Ildza            Second: Alese Thompson

Motion Passed

## Treasurer's Report – Kelly Gambino / April Hansen(Previous Treasurer

Kelly has been signed on to the checking account.

We are still waiting for distributions from Region and Patchwork to knowledge Meeting.

### [Treasurer Income and expenses were reviewed and approved](#)

## President's Report – Candi Barker

### ➤ Region VI Update

- August 8<sup>th</sup> meeting with Lindsey Davenport-Landry and Region VI state leaders
- Region VI money distribution to states is pending
- Discussed Council structure
  - Minimum Region Director requirements: 5 years of membership; job description is available
  - Proposed to include Immediate Past-President, President and President-Elect, Chair, Secretary, no treasury
- More discussions for Region VI to be scheduled regarding structure (other ASCLS regions in discussions as well)

### ➤ Meetings Attended

- National Board Meeting (held June 26<sup>th</sup>) and HOD Meeting (held June 30<sup>th</sup>)–
  - See Old Business report –Jeanne and John
- Leadership Workshop (June 26<sup>th</sup>):
  - Review of workshop information to be presented today during ASCLS-MO Leadership planning meeting

### ➤ ASCLS President-Elect's Meeting (Claude Rector, PE) (held Sept 13<sup>th</sup>)

- ~20 Presidents/President Elects in attendance (Candi and Jeanne present)
- Each attendee introduced themselves & described state activities/expressed their opportunities/threats/concerns
- ASCLS website: Microsite available for each state. Discussion centered around slowness of getting site implemented and live
- Membership: need to increase number of developing professionals; some able to keep members but have difficulty attracting them

- Need to make junior high and high school students aware of the profession; i.e. science fair project sponsorship, going to school and presenting profession to HS students
- Evaluate Health of constituent society by CSSC – survey of each CS to be done; training modules in development
- (Members) Check your Connect Community settings
- ASCLS National BOD Meeting – September 25th

➤ ASCLS Board of Director's Meeting - September 26, 2022, before Leg Days in DC

- ASCLS-Missouri report submitted for Fall Board Meeting
  - Concern: Membership decreasing year over year
  - Submitted concern on state structurers to Region Council
- ASCLS financials – Net Loss \$190K, Investment losses realized, new auditor will be selected. Kyle stated finances still worrisome
- Meeting attendance up for CLEC and JAM – grossed \$500K
- Strategic Strategic Discussion - Opportunities/Threats/Concerns
  - Strategically Focused Solutions to Address the **Laboratory Workforce Shortage** (topic will be discussed during ASCLS-MO Planning meeting)
  - Mental health and resiliency – Review with mental health request for motion(s) from Constituent Societies.

Attitudes of ASCLS Members to Research and Scholarship – Responses and Next Steps (see slide deck in ASCLS BOD Fall Board Meeting agenda and reports)

- Board acted upon these requests for action submitted from constituent societies. (See full written motions in the Appendix of PowerPoint)
  - Provide discount programs benefits (like rental cars) to members – referred to membership committee
  - Reduced membership costs for members with hardships – member hardship to be referred to state societies to evaluate need and if they can fulfill request.
  - Treasurer training – referred to constituent society steering committee – Finance courses available early 2023
  - Promote profession to high school and middle school students – referred to Marketing Communications committee – Recruitment tool kit is available under Careers on website
  - Address member's Mental Healthcare needs – Task Force to be created

- Reduce number of members required to have 1 HOD delegate from 50 to 25 - deferred to interim board meeting. (this would be a Bylaw's change)
- Do not schedule virtual or in person meetings on major religious holidays – referred to DAC

## Old Business

- Joint Meeting with ASCLS-KS (Olathe, KS) – Candi Barker and John Koenig  
Joint Meeting Highlights and Financials
  - Patchwork of Knowledge – June 2, 3, 2022 Olathe Health Education Center at in Olathe, KS
  - Attendees: 48 with 6 virtual registrants
  - 12 PACE approved Education Sessions with 13 speakers
  - 21 Vendor Booths
  - Food & Beverage: Food Brought in by Committee & Catering done by Community College
  - Exhibitor's Party on Thursday evening
  - The joint meeting between ASCLS-Missouri and ASCLS-Kansas (HOA-CLMA didn't participate in planning due to re-org under ASCP. Several HOA-CLMA members did attend meeting)
  - Total Revenue: ~\$15K to be split between ASCLS-MO and ASCLS-KS
- National Meeting - Jeanne Anderson and John Koenig
  - ASCLS/ASCP will be updating the certifications for MT to MLS.
  - SALSA, Saving Access to Laboratory Services, legislation to delay the effects of SS
    - Use of statistical sampling for widely available clinical diagnostic lab testing. Better representation of laboratories.
    - Delay revised reporting periods and frequency. Delay to 2024 instead of 2022 and every 4 years as opposed to every 3 years.
  - VALID
    - The Senate Health, Education, Labor and Pensions (HELP) Committee released a large legislative package on 5/17/22 that would reauthorize the Food and Drug Administration user fees. This act known as Food and Drug Administration Safety and Landmark Advancements (FDASLA) contains the VALID Act. Supporters of the Verifying Accurate Leading-edge IVCT Development (VALID) Act in the Senate attached this legislation to the user fee package.

- The VALID Act would establish a new category of in vitro clinical tests (IVCTs) comprised of test kits and laboratory developed test (LTDs) and grant the FDA authority to review and approve them pre-market.
- Retention of members—we need to work on this and stop talking about it. (Alese to cover membership numbers in her Membership Chair report)
- National Office: Moved office in DC. Office is now closer to the airport. ASCLS will have different address
- ASCLS can help state societies make their logo consistent with ASCLS's logo
- JAM 2022: 872 registrants/900 participants/600 in person. 52 industry partners. Double the revenue of when ASCLS partnered with AACC
- (Note that revenue are up for JAM; CLEC loss money. Expenses for AV and Food up for both meetings)
- PACE: net positive revenue; PACE provider fee schedule increasing for Fiscal 2023
- JAM and CLEC: Registration rates will increase for 2023
- Jeanne and Candi attended the Leadership Workshop – Candi covered meeting highlights in her reports
- Review of House of Delegates Meeting
  - The major Highlight of National Meeting was the vote on the National Bylaws concerning the Restructure of the Board of Directors. There was much concern expressed with the change which was to change all Region Directors to Directors at Large. Which left how the Regions would be structured with the loss of a Region Director. It was decided that a roll call vote was needed because this changed required 60% of votes to pass. So as each delegate name was called the delegate had to go to the microphone and state their vote. The Bylaws change was approved.

#### New Business

- Spring Meeting in Springfield, MO – Danyel and Renee – Co-Chairs



April 20th & 21st,  
2023



Get your CEU kicks at the  
birthplace of Route 66.

### Tentative Meeting Committee Members

- General Chair: Renee and Danyel
- Finance Committee: Kelly Gambino
- Registration: Candi, Jeanne, John G. and Stephanie
- Exhibitor / Vendor: John and Jeanne
- Publicity: Sarah Schremser, John G. and Stephanie
- Social: Danyel and Renee
- Program / Speakers: Tim and Alese
- Virtual / IT: Danyel, John G. and Stephanie
- P.A.C.E. : Renee and Lucia
- Scholarship: Lucia

### Adjournment

Motion to Adjourn: John Koenig

Seconded: Jeanne Anderson

Meeting adjourned at 11:05 AM

### ASCLS- Missouri 2022-23 Planning Meeting

Teleconference

October 8, 2022

11:05 AM – 1:55 PM

### Agenda Item:

1. New Bylaws and SOPs Review (approved in 2022) – John Koenig
2. ASCLS Leadership Workshop Reviewed: What are ASCLS Constituent Society leaders expected to do? - Candi
3. Financials and Budget – Kelly with April
4. Membership Status & Member Benefits – Alese with Danyel & Tim
5. Website and Social Media Sites Review – Steph and JohnG
6. Connect Community Updates on ASCLS Website - Candi
7. PACE – What's new? – Renee
8. Government Affairs Update – Renee and Candi
9. TR Scholarship Fund - Funding and Moving to 501 3c – Lucia
10. ASCLS: Addressing the Laboratory Workforce Shortage - Candi
11. Proposed Goals – Candi with Everyone

### **Agenda Item 1: New Bylaws and SOPs Review (approved in 2022) – John Koenig**

#### ➤ **Board and Leadership Responsibilities under new Restructured Bylaws**

This List of Responsibilities summarizes what is spelled out in the ASCLS-MO Bylaws and will serve as the guide of responsibilities until an updated Handbook can be completed.

#### **ASCLS-MO BOARD**

1. President: **Candi Barker**

- a. President will serve two-year term.
  - b. Oversee all state level activities and respond to requests from the Region VI, the ASCLS Board of Directors, and all committees.
  - c. Serves as voting member of the Region Council.
  - d. Serves Leader of Missouri delegation to Annual ASCLS Meeting.
2. President-Elect: **Jeanne Anderson**
- a. P-E will serve one year term prior to moving into the position of ASCLS-MO President
  - b. Shadow the current President, study the system, and learn the activities and responsibilities of the Presidency.
  - c. Serves as voting member of Region Council during term as P-E.
  - d. Serves as delegate to ASCLS Annual Meeting.
  - e. Assumes the duties of President if the President is unable to serve
3. Director-at-Large: **Alese Thompson**
- a. Director-at-Large will serve two-year term (elected on opposite year of P-E).
  - b. The Director-at-Large will serve as a voting member of the Board of Directors.
  - c. Responsibilities include membership recruitment and retention. Chairs Membership Committee.
    - i. Members: Developing Professional Director, Ascending Professional Director, Promotion of the Professions Chair and District Representatives.
    - ii. Committee shall develop and implement programs to recruit new members, to retain current members, and to reactivate lapsed members.
    - iii. Membership Chair reports directly to the President and the Board of Directors.
  - d. Serves as Awards Chair with President
    - i. Identify qualified candidates for all National, Regional, and this Society Awards, including: Member of the Year, Ascending Professional of the Year, Key(s) to the Future, Friend of the Society (when appropriate), and the Rho Sigma Distinguished Service Award for Region VI. (See ASCLS website for current list of national awards.
  - e. Serves as proxy voting member of Region Council when there is no P-E. (1st year of term)
  - f. Serves as delegate to ASCLS Annual Meeting When there is no P-E (1st year of term)
  - g. Assumes the duties of President if the President is unable to serve and there is no President-Elect
4. Developing Professional Director: **Open**
- a. ASCLS Student member.
  - b. One Year Term
  - c. Appointed Position by President.
  - d. Serves as a voting member of the Board.
  - e. Serves as chair of Student Forum (Responsible for providing student direction, education and activities)
  - f. Serves as a member of the Membership Committee
  - g. Serves as Developing Professional delegate to ASCLS Annual Meeting.
5. Executive Secretary: **Mary Lou Vehige**
- a. Non-voting Member of the Board. Serves at will of the President (Appointed Position).

- b. Organize and maintain historical files and databases, and serve as a contact person to facilitate transition between changing ASCLS-MO Officers.

### ELECTED COMMITTEE

Nominations Committee: **Chair: Brenna Ildza:: Members: Tim Randolph, Danyel Anderson**

- a. shall be made up of three (3) annually elected members.
- b. President will appoint one of these elected committee members as Chair.
- c. Committee will begin meeting to determine a slate of officers for the next years election that takes place in April.
- d. Will begin contacting nominees to get their acceptance to run.
- e. Once slate is set Chair will prepare a ballot.
- f. Ballots will be electronically sent in March.
- g. New slate of elected officers will be announced and sworn in at Annual General Membership Meeting

### APPOINTED COMMITTEES

1. Leadership Development – **Tim Randolph**
  - a. Chair of this committee will also serve to oversee all appointed committees, except Membership and Web Technology Coordinator.
  - b. shall develop and maintain programs and activities for potential leaders and mentor existing leaders by increasing their involvement and understanding of this Society.
  - c. The Chairperson of this Committee shall serve as an advisor to the Developing and Ascending Professional Forum.
  - d. Reports directly to President.
2. Government Affairs/ PAC: **Renee Setina**
  - a. Chair serves as a general resource on legislative procedures and activities affecting medical laboratory professionals to include local, state, and federal legislation/regulations.
  - b. Liaison to ASCLS Government Affairs and PAC Committees.
  - c. Reports directly to the LDC Chair.
3. Promotion of the Profession: **Open**
  - a. Chair serves as a member of the Membership Committee.
  - b. Reports directly to the LDC Chair.
  - c. Chair may serve as or may have active members to serve as Coordinators for each of the following:
    - i. Medical Laboratory Professional's Week (MLPW): Provides the face of the profession and increase awareness of Clinical Laboratory Science by coordinating activities to promote Medical Laboratory Professionals Week (MLPW).
    - ii. Newsletter. The Newsletter Editor shall request articles and other information from members and shall edit and publish at least two editions of the Society Newsletter, "SoShowMe", annually
    - iii. Social Media: Disseminates information to generate interest in this Society and ASCLS among members, and the general public via social networking websites



- iv. Website: In addition to the Webmaster who shall maintain and update the Society webpage, information will be coordinated by:
  1. The Webmaster Liaison who shall gather information from Society Leadership and communicate those updates to the Webmaster. This position shall be filled by the President.
4. Tom Reddig Scholarship Fund: **Lucia Johnson**
  - a. shall be responsible for administering and enhancing the TRMSF fund.
  - b. The Scholarship Chair reports to the LDC Chair
5. PACE: **Renee Setina**
  - a. Coordinate all activities related to P.A.C.E.® credits to include practices consistent with the ASCLS.
  - b. Pace Coordinator reports to the LDC Chair
6. Bylaws: John Koenig
  - a. Maintain this Society Bylaws in compliance with the ASCLS Bylaws.
  - b. Evaluate proposed amendments and move them through the approval process and implementation.
  - c. Identify and edit discrepancies, inconsistencies, omissions, and outdated information in this Society Bylaws, Standard Operating Procedures, and the Leadership Handbook.
  - d. Bylaws Chair reports to the LDC Chair.
7. Web Technology Coordinator –  
**Stephanie Godfrey :: Coordinator and Media     Consultant: John Godfrey**
  - a. Responsible for coordinating the societies website.
  - b. Reports directly to The President

#### DISTRICTS

District Representatives are appointed as one-year position by President. It is the responsibility of the District Reps to provide educational and social activities within their district. District Reps serve as members of the Membership committee

1. St Louis: **Jeanne Anderson**
2. Kansas City: OPEN
3. Springfield/Joplin: **Danyel Anderson**
4. Columbia/Jefferson City: OPEN
5. Cape Girardeau/Poplar Bluff: OPEN
6. Hannibal: OPEN

#### **SUGGESTED MEETING SCHEDULE**

1. I suggest that entire leadership meet by conference call or face to face three times a year 1. Planning Meeting, 2. Winter meeting probably in January and 3. April at Annual Meeting
2. I suggest the Board Meets once between each leadership Meeting by conference call
3. I suggest appointed committees meet by conference call at least twice between leadership meetings. Leadership Chair would set up and chair these calls
4. I suggest nominations committee meets as often as needed to ensure a slate of officers for election.

5. I suggest Membership committee meets by conference call at least twice between leadership meetings. Director-at-Large would set up and chair these calls

### **Election Cycle**

**2023 Director at Large, Secretary, and Nomination Committee**

**2024 President elect, Treasurer, and Nomination Committee**

**2025 Director at Large, Secretary, and Nomination Committee**

**2026 President elect, Treasurer, and Nomination Committee**

### **Agenda Item 2. ASCLS Leadership Workshop Reviewed: What are CS leaders expected to do?**

- Leadership Workshop (June 26<sup>th</sup>):
  1. Submit State president's report to Board
    - Submitted 3 times per year, contains Opportunities/Threats/Concerns & Requests for Motion
  2. Submit state leadership roster for Fiscal 2023 by June 1, 2022 (done)
  3. Get/Keep members: People volunteer for things that align with their values
    - Need to focus on educators and offer membership packages due to developing professional membership decline
    - ASCLS Membership Programs Reviewed
      - Postcards sent to remind members to renew
      - New graduate campaign
      - Reinstatement campaign - \$5 off membership if renewed for 2023
      - BOC list – membership coupon to those who passed
      - Membership packages: 5 people recruited then 1 member free and get 1 free webinar
    - Advocacy is the number one reason people join ASCLS
      - Tool kit available – includes webinar on advocacy; sponsor event to show webinar and have food
  4. Labucate
    - Constituent Leader Institute Online Modules is available
  5. Simplify meetings – consider having more than one meeting location, one day or one day and half not 3-day meetings
    - Meeting Expenses: Food and Beverage expenses have caused rise in meeting expenses
  6. Communicate via Websites
    - Review New Thrive Platform for ASCLS website (Connect Community)
      - ASCLS constituent societies microsites can take advantage of event registration module
    - Update Connect Community Notifications – member needs to check settings in their Account
      - Notification posted one day later

- Consolidated posting of messages
7. Consider updating state logo
    - Professional assistance available to do update
  8. Nominate and Submit Members for Awards
  9. Budget and Finances
    - Should reflect member benefits
    - Be sure to file Form 990 –EZ on time
  10. Attend Leadership Training Modules (currently in development by Constituent Society Task Force)
    - Financial Affairs (Treasurer • Finance Chair • President Elect • Audit Chair) (webinar available in January time frame)
    - Bylaws (Bylaws Chair • Handbook Chair • LDC Chair)
    - Effective Board Meetings (President • Secretary)
    - Parliamentary Procedure (All BOD Members)
  11. Consider Nominating a candidate and providing financial support for the Leadership Academy

**Agenda Item 3: Budget Review – Kelly Gambino**

1. We reviewed expenses and what we are budgeting versus what we are spending. Specific categories looked at were Awards, National Meeting Travel and Website.
2. We need to remind people to:
  - a. Submit Expense forms
  - b. Document Donations
  - c. Bring expenditure motions to meetings.

**Agenda Item 4: Membership Status & Member Benefits – Alese with Danyel & Tim**

1. The following items were discussed:
  - a. Lapsed member campaign – when does ASCLS kick-off the campaign?
    - i. ASCLS MO has ongoing Lapsed Member Campaign; typically ramps up in early Summer with mailers/emails
  - b. Developing membership - what do we need to encourage members to join and continue to re-join
    - i. It starts with NEO and student programs spreading the word
    - ii. 8,530 total state MLT/MLS employees per BLS (0.008% are ASCLS Members)
  - c. What are the ASCLS Member benefits?
  - d. How can we promote/remind members of what they are?
    - i. Website, social media, infrequent (quarterly or biannual) email newsletters
2. Concern was expressed that membership dropped from 120 to 75.
3. Need to continue to get free CEUs to members through our webinar series.
4. Candi to propose a goal for membership.

## **Agenda Item 5: Website and Social Media Review – Stephanie Godfrey and John Godfrey**

1. What information is needed to update the webpages?
  - a. New Bylaws – April 2022 version is on the website (done)
  - b. Minutes?? – Would need all copies of these to get added
  - c. Leadership Roster Details – <https://asclsmo.org/about-us/leadership/>
  - d. Past Presidents List – <https://asclsmo.org/about-us/past-presidents/>
  - e. Committee Details – <https://asclsmo.org/about-us/committees/>
  - f. Events or trainings (ours or others) that we would like to feature
  - g. Anything else that would make our site more likely to win the national ASLCS award
    - I. Do we have a list of the past several years winners, so that we can review their sites?
  - h. Notify Stephanie and John of any broken links found
2. Report from John Godfrey
  - a. We need to know our target market.
  - b. There are things the web team can do to reach our target audience which could be some paid advertisement on different siteds.
  - c. Membership committee needs to coordinate membership materials and articles with John and Stephanie.
  - d. Secretary will begin sending copies of the Minutes with Financial data redacted to John to include on the website.
  - e. Candi will get information about previous website winners at ASCLS Meeting.
3. What we need from leadership and members for content:
  - a. Newsletter/Blog Content – Can be original articles or other articles/websites/journals/news/events/trainings that we can link to with a small description or commentary on what/why we find it interesting to our viewers/membership
  - b. Facebook Content – Sharing posts/news/kudos/photos/events/trainings/fun facts/student or member wins/trivia to the ASCLS-MO Facebook site (<https://www.facebook.com/asclsmo/>)
  - c. Press Release Drafts
    - I. Examples: any events/trainings/awards (ours or any members of ours)/organizational changes/contests or competitions/partnering or partnerships with others/changes to leadership/volunteering/etc. that we do.
    - II. We could write one up and send out about the ASCLS-MO Bylaw changes

## **Agenda Item 6: ASCLS Connect Community Update Review - Candi**

1. Connect Community was updated in August
2. Update your profile
3. Update Notifications (settings)

### **Agenda Item 7: PACE – What’s New – Renee Setina**

➤ **From: Jim Flanigan Report, ASCLS Executive VP**

1. P.A.C.E. After investments last fiscal year to improve CE Organizer that include making it mobile friendly, we anticipate making updates to the P.A.C.E. program this year that streamline the administrative functions for the program. Organic growth over many years, and the massive switch to virtual learning, has put pressure on the P.A.C.E. system that needs to be resolved. (Moving to structure data to allow data mining).
2. As P.A.C.E. plays a central role in the cooperative agreement, Andrea Hickey has agreed to take on a lead role in the CoAg as Director of P.A.C.E. and Workforce Development. We have begun a process of recruiting a new staff position that will focus on membership and constituent societies. Another staff member will likely be needed to provide project management support for the CoAg. The CoAg will allow us to expand staffing without expanding the budgeted costs to ASCLS this fiscal year.

### **Agenda Item 8: Government Affairs Update – Renee**

➤ **From: Jim Flanigan’s Report, ASCLS Executive VP**

1. Government Affairs: This year may go down as one of the most consequential in the clinical laboratory community since CLIA passed in 1988. Major legislation related to laboratory reimbursements and regulation of laboratory developed tests are in a position for potential passage, and significant updates to personnel regulations (both good and bad) are proposed and working toward final rule. S.4348, the Food and Drug Administration Safety and Landmark Advancements (FDASLA) Act, which includes the Verifying Accurate, Leading-edge IVCT Development (VALID) Act has passed out of committee and is waiting full Senate consideration. A companion bill in the House does not include VALID and other “riders” on this must pass legislation and it’s unclear at the moment how this all moves forward. I will provide a verbal update on this issue at the board meeting.
2. ASCLS has been part of a united laboratory coalition pushing for passage of the Saving Access to Laboratory Services Act (SALSA). Early signs are favorable for passage during a lame duck session of Congress after the midterm elections. We anticipate an omnibus bill of legislation related to Medicare will be introduced in both chambers of Congress then. SALSA has been submitted to the Congressional Budget Office for scoring, which is an important milestone. This is a heavy lift that will require engagement of the profession’s grass roots.
3. ASCLS has provided comments on proposed rules from the Department of Health and Human Services. Our initial comments focused on a proposal to allow nurses with bachelor’s degrees to qualify as high complexity testing personnel. Given the absurd and unsupported reasoning behind the proposal, the Society’s comments had clear contemptuous overtones.

4. ASCLS is submitting separate comments supporting the CMS proposal to recognize advanced professional doctorates like the DCLSL in addition to PhDs as a qualification for high complexity laboratory director.
  - a. We have noted the comments from some other laboratory groups objecting to this proposal and will be responding within our comments to some of their misinformation. ASCLS is actively working with the DCLS programs, graduates, students, and some employers to provide supporting comments and documentation to CMS.
  
5. Legislative Symposium: As of this writing, registration for this year's Laboratory Legislative Symposium on September 26-27, 2022 stood at 115, which is slightly behind the 2021 registration total of 122. Last year, 60% of registrants were in person. This year, that is 73%. We do not have a contracted space beyond this year, but have proposals from several Washington, DC area hotels for 2023 and 2024. The Hilton Old Town Alexandria continues to be the best fit. We are holding October 20-24, 2023 and September 27-October 1, 2024 pending discussions at this year's meeting

**Agenda Item 9: Tom Reddig Scholarship Fund Update and Plans for getting 501 c3 status – Lucia Johnson**

1. Scholarship Fund moving to 501 3c status
2. Reaching the \$10K is the fund goal – Discussed how we get there in 2023
3. Lucia and John Godfrey Attended Fundraising discussion in Kansas City.
4. Lucia instructed to resurrect the annual motions Tom annually brought to Missouri Board to fund the Scholarship.

**Agenda Item: ASCLS: Addressing the Laboratory Workforce Shortage -- Candi**

- *Reference: ASCLS Board of Director's Fall Meeting - September 26<sup>th</sup>: Strategic Discussions - Opportunities/Threats/Concerns*
1. Strategically Focused Solutions to Address the Laboratory Workforce Shortage
    - a. Jim Flanigan – 20+ year problem that has no solution or strategy (Jim Griffith raised the issue 20 years ago)
      - i. Issue is no data collection- data is not tracked for CLS
        - 1) No title 9 funding pending for CLS
        - 2) Accrediting body does not track data
          1. 66,000 nursing applicants turned away from programs; unknown number for CLS programs
          2. Accrediting body collects data but not number of applicants; nursing is held to their pass rates – GPA, Science GPA
          3. No data to support what happens in the workforce

- 4. No clinical site data
  - ii. Can't prove if we have a workforce shortage or a cheap workforce shortage
- b. Use a Company Sales Management Strategy
  - i. Funnel and the Bucket
    - 1) Get more people in the "Funnel" –
      - 1. Increase pool of people who care about CLS - from undergraduates, Bio/Chem majors, military, immigrants, and second career
      - 2. Maximize/Optimize Outputs of Lab Programs (produce more laboratorians), more applicants than positions available in CLS programs
      - 3. Efficient programs - increase numbers that finish program
        - 1. (limited resources – people, time, equipment in clinical sites and student labs put limits on number of students that can be accepted into programs and finish)

**Note:** Discussion centered around "number of hours/days required for clinical rotation" – NAACLS has no published standard; does state licensure drive requirements (52 weeks in CA), does length of clinical rotation driven by number of weeks to receive credit hours for degree?

- 2. Increase conversion rate – those that can work in the field
  - a. Stop Leaks out the "Bucket" – people leaving the field.
  - b. Employers retained Employees if they pay more, provide a non- toxic environment, and provide advancement
  - c. ASCLS working for/with organizations to Focus on Workforce Shortage Problem and Solutions
    - i. CDC Cooperative Agreement (CoAg): ASCLS has begun work on the Laboratory Workforce Cooperative Agreement with CDC and will be billing for our expenditures once or twice a month for our direct and indirect costs. A revised workplan is due to CDC by October 1, 2022. An announcement was made to the membership on September 7 (<https://connect.ascls.org/discussion/ascls-selected-to-partner-with-cdcin-workforce-development>)
    - ii. Work has begun on Laboratory Workforce Action Alliance Summit Planning Committee discussed the board's annual meeting. ASCP, ASM, APHL, and NILA/AAB are all participating in this *COLA organized* initiative. The Summit will take place on May 2, 2023 at the Worthington Renaissance Hotel in Fort Worth Texas. Invited attendance of less than 100 is anticipated.
    - iii. NAACLS – ASCLS asking NAACLS to step up – start to collect, provide and analyze data about clinical programs, clinical sites, etc. to ensure standardization and define differentiation between MLT vs. MLS

**Agenda Item: Proposed Goals – Candi**

1. Membership Goal
  - a. Regain! lapsed members and Gain! new members
  - b. Improve Member Communication: Reach 'em!
    - i. Publish list of ASCLS benefits, email to members and lapsed members from President/District Rep
2. Scholarship Fund Goal –Fund it! - Reach \$10K+ in the fund by May 2023
  - a. Complete 501C3 application
  - b. Plan fund raisers
  - c. Seek donations
  - d. Fund from ASCLS-MO treasury based on standing motions
3. ASCLS-MO Website/Social Media - Use It! – Seek ASCLS Website Award!
  - a. Focus on updating with latest information on website
  - b. Leadership: grant access to post in social media/website
  - c. Schedule updates and make assignments to contribute to update
  - d. Consider Twitter account
4. Update Leadership Handbook by January 2023 – Candi, Jeanne, John

Planning Meeting adjourned at 1:55.

Minutes submitted by John Koenig, ASCLS-MO Secretary

October 18, 2022