



BAYOU TECH

Louisiana Society for Clinical Laboratory Science
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President's Message

Debbie Wisenor, MA, CLS (NCA)



Hello, I'm Debbie Wisenor and I am honored to serve as the 2005-2006 LSCLS president. Please join me in thanking Norma Bovina for a tremendous job as president of LSCLS for two years. Norma will continue her active role in LSCLS and

ASCLS as she is committed to our profession and professional organization.

The clinical laboratory science profession has afforded me many amazing opportunities... from a Clinical Laboratory Scientist in a hospital laboratory, to supervisor of a multi-specialty clinic laboratory, to my current position as an assistant professor in the department of Clinical Laboratory Science at the University of Louisiana at Monroe. I am excited about giving back to the profession that has given me so much. Will you join me?

Last week I attended the ASCLS meeting in Orlando where I was reenergized and refocused on our profession. Are you aware of the many facets of ASCLS and all that our society does for clinical laboratory science practitioners? Take a few minutes and look at the ASCLS website, www.ascls.org, and see for yourself. From the mission, vision, and goals of the society to position papers on important issues

such as the value of clinical laboratory services, equivalent quality control, and the advanced practice doctorate in Clinical Laboratory Science, ASCLS is at the forefront of our profession working on our behalf. It is our responsibility as clinical laboratory professionals to be informed and to inform others about the issues regarding our practice of laboratory science. We must be actively involved in raising the level of awareness of our value as vital members of the health care team. ASCLS is committed to collaborating with other laboratory organizations in creating a unified voice for laboratorians. Will you join us?

During the opening session in Orlando, a Disney representative shared Disney's leadership style philosophy. He said, "We judge ourselves based on our intentions, while others judge us based on our behaviors." As the saying goes, do we talk the talk **and** walk the walk? I chose clinical laboratory science as my profession, and although it was a while ago, (25 years ago to be exact), I still feel the excitement and curiosity that makes this profession so interesting! I am proud to be a clinical laboratory scientist. Ask yourself these questions. Do I support my profession? Do my behaviors reflect my intentions? Am I a member of LSCLS and ASCLS? Will you join us? Ask your colleagues to join us. We control our professional future... its up to each one of us!

Legislative Update

Cheryl Caskey, MA, CLS, CLSpIH(NCA)



Training Funds for Lab, Allied Health Personnel

Funding for most Title VII health professions programs, including those training clinical laboratory scientists and clinical laboratory technicians was eliminated in the fiscal 2006 HHS appropriations bill (H.R. 3010); Title VII is currently funded at \$300 million. Of that, only \$11.7 million goes to allied health, with a small portion of that for laboratory personnel training. The Administration proposed no support of Title VII funding. ASCLS is lobbying jointly with the Health Professions & Nursing Education Coalition and the Coalition for Health Funding. Even if funds are restored, getting more of it for laboratory personnel is problematic because the agency that administers the

money, the Health Resources and Services Administration, favors programs with a multidisciplinary approach, and only a few laboratory personnel programs fit that criterion. ASCLS is backing pending legislation offering new federal incentives to alleviate the growing shortages of lab and other allied health personnel, including H.R. 1175, which specifically targets the laboratory workforce. The immediate laboratory outlook

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Region VII Report

Debbie Faubion, Region VII Director



ASCLS 2005 at Disney World

The 2005 ASCLS meeting at Disney World is complete and Mickey hosted a great meeting. There was an exhibit hall full of new products, educational seminars, networking and time to socialize with our colleagues. I have been to many ASCLS meetings over the years, but this meeting was my first on the ASCLS Board of Directors. As such, I did get a new perspective on the organization. I attended the First Timers Reception and met members and attendees who were attending their first ASCLS meeting. Their level of excitement and enthusiasm was wonderful to see and we must continue to mentor those individuals. And I also attended the new Young Professional Committee meeting as an observer. Listening to the discussion was enlightening, the topics included: what drew them to ASCLS, what they would like to see for the future and how we do keep them active. A recurring theme was

mentoring. I challenge each member and each state in Region VII to continue this dialogue with the student members and young professionals. Include them in your planning for your next meeting and get them involved at all levels.

Highlights of the meeting included the election of Shirlyn McKenzie as ASCLS President Elect. Several position papers were approved by the ASCLS House of Delegates: Value of the Profession, Quality Control, Advance Practice and a new Mission and Vision Statement. All can be found on the ASCLS website at www.ascls.org. A fun time was had by all at the annual T'nT Boot Scootin' Boogie Bash. Region VII also had several award winners: Norma Bivona, Becky Melerine, Louann Lawrence and Brooke Osis of Louisiana; and David McGlasson and Isaac D. Montoya of Texas.

Looking Back

Norma Bivona, LSCLS Past President

As I reflect back on the last two years, I have a lot to be thankful for. You may say that the society was thankful that I agreed to serve two consecutive years as president, but I am thankful that you believed in me and gave me that opportunity.

For the past three years, I have represented you at the Legislative Symposium in DC, at ASCLS National meetings in Los Angeles and Orlando, and at the LSCLS bi-state meetings in Gulfport and New Orleans. I have been mentored by many on the state, regional, and national level and now I have some great friends from all over the U.S. I feel that no matter where my career path may take me, I know that ASCLS will be there for me with their **VOICE, VALUE and VISION**.

My obligations as president have come to an end, but I promise to continue to serve in anyway I can for as long as I am able. To say that

I will give back to the society what they have given me is high on my list of goals.

The question always comes up when someone is approached about becoming a member of ASCLS and getting involved: "What is ASCLS going to do for me and what will I get from joining"? My answer to that is join and become a member of your professional organization that will support you as a CLS. Get involved and you don't have to do it alone. There are many members like myself who are willing to mentor you, and you too can reap the benefits.

To my board and committee chairs for the last two years, I say a **BIG HEARTFELT THANKS!!!!** I couldn't have done it without you. To the leaders before me, thank you for your mentoring. To those leaders who follow, please don't hesitate to call on me.

New Officers and Board Members Elected

The following officers and board members were elected for 2005-2006 at the LSCLS Spring Board/Business meeting which was held during the annual bi-state meeting at the Hampton Inn and Suites, Convention Center, in New Orleans in April:

- President-Elect.....Denise Griffin
- Secretary.....Jessica Wood Lasiter
- Area IV Rep.....Donna Calvert
- Area V Rep.....Margaret Boone
- Nominations Committee.....Sheryl Babin, Chair
Richard Bridges
Elizabeth Williams

Delegates elected to attend the ASCLS National Meeting in Orlando, July 26-30 were:

- Norma Bivona
- Debbie Wisenor
- Denise Griffin
- George Roberts
- Richard Bridges
- Lynda Britton
- Latayna Oats, Student Forum Chair
- Josie Roberts, Alternate

Outstanding Service Recognized at Bi-State Meeting

Each year LSCLS members who have made outstanding contributions in the areas of service and scholarship are recognized. The following individuals were recognized at the annual awards ceremony held during the bi-state meeting in New Orleans in April:

Member of the Year	Louann Lawrence	Student of the Year	Brooke Osis
Educator of the Year	Elizabeth Williams	Key to the Future	Tiffany Brinkley
Presidential Service	George Roberts		Brooke Osis

Special Member Awards:

20 year certificate	Peggy A. Baumann, Margaret T. Devillier, Patsy C. Jarreau, and Sarah A. Joseph
30 year plaque	Ken Franks, Joyce Majonos, Lydia Maranto, Duane Ring, and Mary Rogers
40 year silver bowl	Clint C. Subra

Omicron Sigma:

National	Cheryl Caskey, Louann Lawrence and Brooke Osis
Regional	Norma Bivona, Angela Foley, Karrie Hovis, and Debbie Wisenor
State	Tiffany Brinkley, Larry Broussard, Melanie Chapman, Jamie Dominique, Denise Griffin, Patsy Jarreau, George Roberts, and Josie Roberts



Louann Lawrence receives the LSCLS Member of the Year Traveling Bowl from Angela Foley



Norma Bivona presents the Presidential Service Award to George Roberts



Educator of the Year recipient, Liz Williams

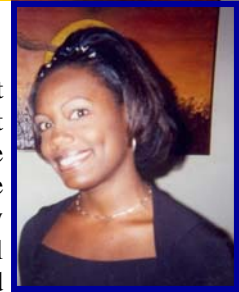
Student Forum News

Hello! My name is Latanya Oats and I was elected Louisiana Student Forum Chair for 2005-2006 at the LSCLS/MSCLS annual convention in New Orleans in April. I am a resident of New Orleans, Louisiana, and recent graduate of Louisiana State University Health Science Center CLS program. My B.S. degree in Medical Technology can now be placed next to my B.S degree in Chemistry from Tennessee State University. In the first week of August 2005, I passed both the NCA and ASCP board exams. The program at LSU really prepared me for these exams. During my matriculation at LSUHSC, I held the position of Class President for 2005.

This past July, I was privileged to attend the ASCLS national convention in Orlando as a delegate and student representative. During the meeting, I was

Latanya Oats, B.S., CLS(NCA)

elected to serve as national student forum secretary. Words cannot begin to describe how it felt to be around so many people with the same passion I had. I met many student representatives from all over the United States. We shared fundraising ideas and issues that concerned us as students. I even made some really good friends. I was inspired to be the voice for fellow students and I wish that everyone could have this experience. As ASCLS student forum secretary, I hope to improve the communication between students and ASCLS members and get student members more actively involved for we are the future of the clinical laboratory science profession.



Brooke Osis Receives State and National Student of the Year Awards



Region VII Student Forum Chair, Brooke Osis, received the LSCLS Student of the Year Award at the annual LSCLS/MSCLS meeting in New Orleans in April. She was also presented with the National Student Forum Award at the annual meeting in Orlando. Even before her clinical education in clinical laboratory science began, Brook became an active student member of LSCLS. As a student from the University of Louisiana in Monroe, she attended her first LSCLS/MS bi-state meeting in 2003, and helped with time keeping and score keeping for the Student bowl. In 2004 she participated in the Student Bowl competition on a team from St Francis Medical Center in Monroe. She attended the 2004 ASCLS National meeting in Los Angeles as the Region VII student Representative, and at that meeting she was elected Secretary of the National Student Forum.

As Region VII Student Representative, Brooke attended the Region VII Caucus meeting in

Los Angeles, participated in Region VII Board conference calls, and attended the Legislative Symposium in Washington D.C.

In her role as ASCLS Student Forum secretary, Brooke sent all students who attended the ASCLS meeting in Los Angeles a student forum evaluation survey which she created, distributed and evaluated. She also polled for ideas to help better the Student Forum for the 2004-2005 year. Brooke is currently on the ASCLS Leadership Development Committee and ASCLS publications committee as a Student representative.

Brooke also found time to write articles for the *Bayou Tech* and for *ASCLS Today*. She is also published in the *AMT Journal* with her article, "Strongyloides Stercoralis".

An avid water skier, Brooke was a member of the National Champion Water Ski team at University of Louisiana in Monroe, and served as team captain her senior year. Brooke is currently living and working in Manatoba, Canada, but she has maintained her ASCLS membership and plans to continue to be an active member of our organization.

Scholarship and Paper Awards Presented at State Meeting

The Betty Lynne Theriot Memorial Scholarship, in the amount of \$500, was awarded to **Janine Vinet** at the annual bi-state meeting in New Orleans. Janine is a recent CLS graduate of LSUHSC in New Orleans and will be working in microbiology at Tulane University Hospital in New Orleans. In describing Janine, her Program Director, Patsy Jarreau wrote, "In addition to her superior technical skills, she demonstrates the qualities of initiative and diligence that are so highly valued by laboratory supervisors." Janine was also the recipient of a \$2500 Dade Behring-Emil von Behring Scholarship as was **Geneva Guidry**, a CLS student at Overton Brook VA Medical Center in

Shreveport. In recommending Geneva for this scholarship, her Program Director, Mary Beth Beene, wrote "She will be the total professional, technically up to date, professionally aware and involved, principled and equipped to voice and back her beliefs."

Delgado Community College CLT student **Zina Neyland**, was the recipient of the \$500 Joy Holm Memorial Scholarship.

Charlotte Hubbard, who is also a CLS student Overton Brook VA Medical Center, received a \$150 cash award for her paper entitled "The Future of Molecular Microbiology in Hospital Laboratories."

LSUSHC Team Wins Student Bowl Competition



Fourteen teams from Louisiana and Mississippi competed in this year's student bowl competition held in conjunction with the bi-state meeting in New Orleans in April. Student Bowl Committee Co-chairs, Jamie Dominique and Phyllis Toups did an excellent job coordinating the competition and assuring that all rounds went smoothly. This year's winner was one of the four teams representing LSU Health Sciences Center in New Orleans, Department of Clinical Laboratory Sciences. Members of the team, pictured at left, were **Catherine Reitmeyer**, captain, **Angela Brade**, **Paulette Gaudry**, **Smrity Shubha**, and **Elizabeth Sosa**. The team from St.

Francis Medical Center in Monroe placed second in the competition. Team members were **Richy Andrews**, **Lisa Lowery**, captain, **LaKeshia Porter**, and **Corie Hale**. Congratulations to the winners and to all teams that participated in this year's competition.

Test Your Knowledge

By: Marcia A. Firmani, Ph.D., MSPH, MT(ASCP)

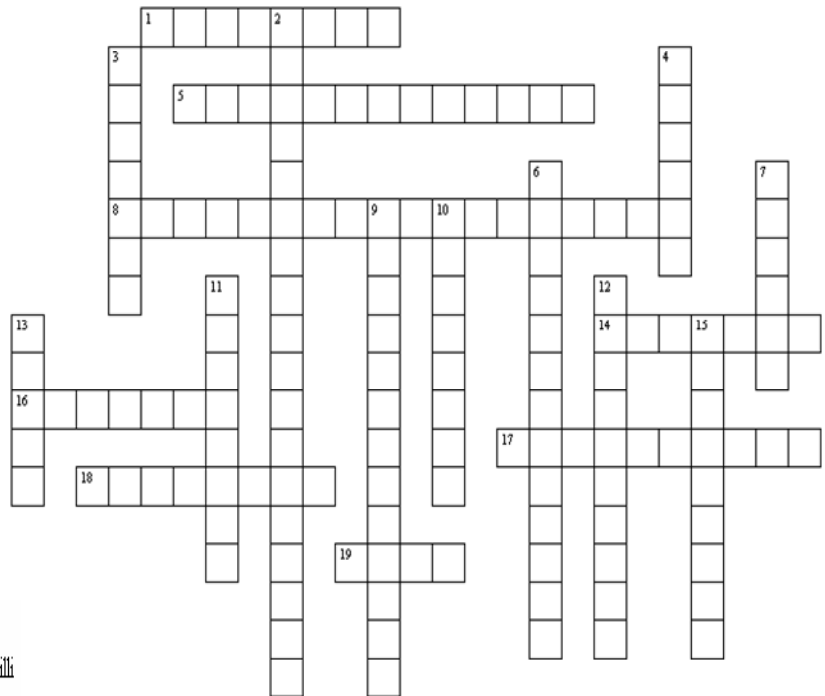
Bacteriology 101

ACROSS

- 1 This structure is found only in motile bacteria
- 5 A component in bacteria responsible for determining the Gram's staining reaction
- 8 A component of the cell wall in gram-negative organisms also known as endotoxin
- 14 A gram-negative, motile (swarming) bacilli commonly associated with UTI and wound infection
- 16 A virulence factor produced by some bacteria that prevents phagocytosis
- 17 The genus of bacteria that do not have a cell wall
- 18 A disease caused by *Treponema pallidum*
- 19 A selective media that can be used to isolate *Legionella pneumophila* and suppress the growth of normal oral flora

DOWN

- 2 The family that most facultative, oxidase negative, gram-negative bacilli belong to
- 3 The visible reaction observed in a positive catalase test
- 4 An environmental factor required for the growth of most bacteria, although this is toxic to anaerobes
- 6 The species of a gram-positive cocci that is catalase positive and coagulase negative and can commonly be isolated from the urinary tract of young females
- 7 The species name of a gram-positive cocci that is catalase and coagulase positive



- 9 The genus of a catalase negative, gram-positive cocci
- 10 A reagent used to test for the production of beta-lactamase
- 11 A skin infection commonly seen in children that is usually caused by *Staphylococcus* and *Streptococcus* species
- 12 A category of corkscrew shaped bacteria
- 13 A common acronym used to categorize a group of fastidious, gram-negative bacteria
- 15 A disease caused by a Category A Bioterror agent

See page 6 for answers to puzzle

Salaries, Supply, and Demand for Clinical Laboratory Professionals

Cheryl Caskey, MA, CLS, CLSpIH(NCA)

The Clinical Laboratory Scientist and Clinical Laboratory Technician shortages continue and the Bureau of Labor Statistics has now revised it's figures regarding the number of laboratory professionals needed annually over the next decade to around 10,000, while programs across the country are graduating about one third of that number. Other healthcare professionals, including the well publicized one in nursing, are also experiencing workforce shortages.

In many areas of the country, nursing salaries have risen with the shortages while Clinical Laboratory Science professional salaries have not enjoyed the same trend or, at least to the same extent. We need to ask ourselves why this disparity exists. Certainly, nurses are much more visible than laboratory professionals in the public eye and in the hospital board room and are the core staff of most hospitals. Nurses also have been very adept at using their workforce shortage to explain many of the issues in that field or to justify the need to close hospital wings or floors.

How have we reacted to the clinical laboratory workforce shortage? Most laboratories have continued to operate at the same level doing the same test menu and same volumes despite the shortages. Most laboratory managers have never thought about going to their administrator and suggesting that services be cut because of staffing shortages. Managers have, in many cases, used overtime to get the work done. Others have used agency professionals or PRNs. Still other managers have hired non-certified B.S. chemistry or biology majors and trained them on the job.

When we hire non-certified individuals in our laboratories, whether at the B.S. level or below, we **devalue our own credential** and send the message to administrators and others that properly educated, trained, and certified clinical laboratory professionals are not necessary to do our jobs.

Has our reaction to the workforce shortage affected our salaries in many cases? I think it has. While nurses (and probably other healthcare professional colleagues as well) have reacted to their workforce shortage in a way that created supply and demand issues and raised salaries, clinical laboratory professionals have, for the most part, not done that. Overtime and either PRN or agency clinical laboratory professionals are palatable ways to supplement staffing shortages. Hiring B.S. level chemistry or biology majors and training them on the job is a disservice to the patient and to the profession, in my opinion.

When we hire non-certified individuals in our laboratories, whether at the B.S. level or below, we **devalue our own credential** and send the message to administrators and others that properly educated, trained, and certified clinical laboratory professionals are not necessary to do our jobs. Another ramification to this hiring practice is the impact on salaries. Filling positions with these types of individuals helps to negate a supply and demand situation and keeps our salaries down. Why would administrators want to hire educated, certified, degreed individuals at a higher salary if non-certified individuals can do our jobs and cost the facility less?

I challenge those who hire clinical laboratory professionals to think about your hiring practices and to not devalue your own credential by hiring non-certified individuals to fill vacant positions. We will never achieve the salary or status levels we deserve and want until we stop these types of practices. We can learn a lot from our nursing colleagues as we address our workforce issues.

Welcome New Members

A special welcome to the following members who have joined ASCLS/LSCLS since April 2005. We are very happy to have you in our organization!

Matt Albritton
Ricky Andrews
Marquita Capers
Ross Cockrell
Lindsay Hagan
Corie Hale
Denna Kennison

Katherine Herring
Emily Hickman
Stephanie Lewis
Latresha Martin
Bahram Massiha
Zaquita Narcisse
Latanya Oats

James OKelley
Jed Pontiff
Lakesha Porter
Lindsey Raborn
Jamelia Sims
Elizabeth Sosa
Raven Temple

Angela Thurmon
Triet Tran
Taneika Vaughn
Robert White
Susan Williamson



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Department of Clinical Laboratory Sciences
1900 Gravier Street
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It's Renewal Time and We Need You!!!



ASCLS



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