



The Pennsylvania Newsletter

Official Publication of the Pennsylvania Society for Clinical Laboratory Science
"Your Professional Organization for over Sixty Years"

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President's Message

THE PERFECT PROFESSION

When I have the opportunity to speak with colleagues about our profession, Clinical Laboratory Science, I still get excited at the opportunities and advancements in the field. Discussion often gets around to whether those present would "do it again" if the chance presented itself. I rarely find another person who will admit that they made the right career choice.



I absolutely would choose the same career path that I chose thirty years ago. Actually, I chose it in 1968—seventh grade! My aunt, the late Eda Snyderman Shulman, had just completed a two year program at Atlantic City Hospital (now Atlantic City Medical Center) and her excitement must have worn off on me. I was quoted in a 1968 article that I wanted to be a "laboratory technician or a teacher" when I grew up.

Lucky me—I chose a profession with endless possibilities! My aunt's constant amazement at blood films, finding an elevated glucose, or prolonged coag times were often stories around a family dinner table. She would allow me to come to her office and look at differentials, showing me slides from critically ill patients. That excitement and dedication transferred to me immediately, and a career choice was made.

At this point in my life, I thought lab work was what she did—work in a private office as one of two techs. They boiled sugars, did coag on a fibrometer, and looked at urine under a microscope. I had no idea that the big, hospital lab was where the majority of laboratorians worked.

College came along and I discovered the hospital lab, and all of the opportunities this profession had to offer. I can honestly say that if I had not become involved in ASCLS, I probably would not have been exposed to the numerous opportunities that are available. I met my first sales manager at a PSMT meeting before I graduated! By speaking to sales representatives in the lab where I trained, I found out that we could be sales representatives! I attended ASCLS meetings and went to career alternative panels, where I learned about consultants, marketing positions, technical reps and research personnel. Of

course, I knew about teaching other CLS and CLT students because my program directors and instructors had been practicing technologists at one time. These are just the "tip of the iceberg" of opportunities for us.

How many other professions can boast practically guaranteed employment? Sure, you might not get the perfect location or perfect shift, but knowing the shortage that exists now and for the future, we all will be working as long as we want.

Opportunities for alternative careers? People used to call me a "one-woman career alternatives panel" since I have been in sales, management, teaching, a technical representative, and a bench tech. When my company went out of business in 1980, I was unemployed for less than 24 hours! Things don't happen that fast anymore, but I am confident that I will always have a job in clinical laboratory science if I want one.

Sure, we aren't going to make a million—but how many people can? I find it more important to be happy and secure than in a higher paying profession I might not like or may not have a secure future.

I would choose clinical laboratory science all over again if given the chance, even knowing what I know now! I hope you would too, and I hope you encourage young people to enter the profession and STAY in it.

**By Barbara Snyderman,
PSCLS President 2004-2005**

Reader Opinon POLL #2

If you had the chance to start your career over again, would you choose clinical laboratory science?

Email President Barbara Snyderman at
bsnyderman@comcast.net.

Subject line: Yes, I would choose CLS

Or

No, I would not choose CLS

Put all comments in the text area of the email.

All replies will be kept confidential.

You can also mail the poll to:

Barbara Snyderman, PSCLS President
546 Downingtown Court
Harrisburg, PA 17112

PSCLS Member Profile

A Historic Perspective

By Nellie M. (Patsy) Behring

In some respects, this is a historic perspective of a 52 year active ASCLS and 34 year active PSCLS member. Soon after entering the work force in Washington, DC, I learned how important it was to have a voice in the governance mechanism affecting my profession. I set my goal as: 1. a volunteer to promote the Medical Technology profession and 2. to interact with members of other health care organizations.

The first phase is to learn as much about the professional organization and its governance as possible. In the early days, I found that the control of educating future professionals and certifying them to work was controlled by the ASCP and the AMA. We did not have any input into establishing standards for our profession! Upon attending conventions (as President-Elect and President of the DC Society), I found other like-minded professionals as well as my local colleagues.

I was elected Secretary, then President-Elect of ASMT (now ASCLS) and served as President in 1960-61. I was and think I am still the youngest person elected to that position. Phase 2 of interacting with other health organizations began as President-Elect because the three presidential officers automatically served on the Board of Registry, an ASCP standing committee. About that same time the pre-medicare activity was gearing up resulting in the spotlight shining on health manpower and its organizations. The Medicare Act was passed in 1965 followed shortly by the Allied Health Professions Training Act which funded baccalaureate degree programs including Medical Technology.

Education standards and mechanisms for setting criteria for accrediting programs were being scrutinized by the then Office of Education (OE) (now Department of Education). Federal funds were to go only to programs approved by an accrediting agency recognized by the OE. Along with other health programs accredited via AMA and the Board of Schools, an ASCP standing committee including four ASMT members. I was elected to a four year term in 1968. During this period, ASMT members were testifying before Congressional and Senate Committees about the need for properly educated and credentialed manpower in the clinical laboratories. The OE pressured the AMA to provide input from the professions being accredited and from the health community.

ASMT was pressuring that both the Board of Schools and the Board of Registry be independent and free standing. The OE was supporting a free standing accrediting agency.

In 1974, the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS) was founded as an independent accrediting agency for clinical laboratory education programs with a different accrediting AMA structure; thus, meeting CE criteria for recognition.

I moved to Philadelphia in 1970 as Chair, Department of Medical Technology, Temple University and continued my activity in PSCLS and ASCLS. In 1977 ASMT withdrew its representatives from the ASCP Board of Registry and help found the National Certifying Agency (NCA), an independent certifying agency.

In conclusion, I urge new members to learn about the profession, look to the area that interests you and expend energy moving your ideas forward for the benefit of the profession. Seek election to the PSCLS Board, learn how

Membership Development

By Darlene Point



Don't Miss Out!!!

If you are reading this, you are probably already a member of the ASCLS/PSCLS, and you are well aware of the benefits that come with membership. If you are a member, and you haven't renewed your membership, do so now. Don't miss out on this important opportunity to stay informed. Healthcare is ever-changing. Professional organizations help keep you abreast of those changes.

Chartered in 1935, PSCLS is a state society of the American Society for Clinical Laboratory Science. ASCLS is comprised of members employed in a variety of professional settings, including hospital and independent clinical laboratories, physician offices and industry. PSCLS is vitally concerned with the quality of our state's laboratory services. PSCLS activities include, educational programs, to help assure competence, a Pennsylvania Newsletter, published quarterly, activities to recruit students to the profession, Awards and Scholarships, monitoring of Federal and State legislation pertaining to healthcare, liaisons with organizations and coalitions involved in health and education, Public Service events such as cholesterol screens, children's health fairs, etc. and a Speakers bureau.

PSCLS can provide you with information on all aspects of clinical laboratory science.

Not an ASCLS Member, or just need to renew your membership, go to www.ascls.org.

MOTIONS FROM THE FALL BOARD MEETING

Reading Area Community College Library, Reading, PA
November 13, 2004

The meeting was called to order by President Barbara Snyderman at 9:30 AM. She determined that a quorum was present and appointed Patsy Bering as parliamentarian.

Motion 1: Rita Walker moved (Hunt second) "that the PSCLS BOD approve the agenda as amended." Motion carried.

Motion 2: Bill Hunt moved (Aurello second) "that the PSCLS BOD approve the report of the secretary dated 8/21/2004." Motion carried.

Motion 3: Bill Hunt moved (Aurello second) "That the PSCLS BOD approve the report of the secretary dated 4/13/04 as amended." Motion carried.

Amendment: the name of Board member Ruth Negley was omitted from the report.

Motion 4: Ruth Negley moved (Neiman second) "that the PSCLS BOD move the \$2012.54 retained earnings to the Officers and Administration line item." Motion carried.

Motion 5: Sandy Neiman moved (Hunt second) that the PSCLS BOD direct the treasurer to invest \$10,000 from the operating funds into a short term bond or CD." Motion carried.

Motion 6: Bill Hunt moved (Neiman second) that the PSCLS BOD approve reimbursement of \$20 for any student committee member of PSCLS who attends a board meeting. The funds shall come from the O&A line item." Motion carried.

Motion 7: Ronnie Aurello moved (Walker second) "that the PSCLS BOD request from the 2005 Annual Meeting chair the following: a preliminary budget, full contract and committee list for the Spring Meeting 2005 no later than December 1, 2005 to be sent to the president for distribution and action." Motion carried.

Ms. Snyderman turned the chair duties over to Ruth Negley, President-Elect to preside over the Meeting.

Normally, the PSCLS nominee is the previous year's winner of the PSCLS Dolbey Award. Scott Aikey was the winner, but is not eligible for the ASCLS award since he is on the ASCLS Board of Directors. The PSCLS Board felt it necessary to have a nominee for the award.

Motion 8: Sandy Neiman moved (Hunt second) "that the PSCLS BOD nominate Barbara Snyderman to represent Pennsylvania as a nominee for the ASCLS member of the year." Be it noted that Ms. Snyderman abstained from the vote. Motion carried.

Motion 9: Sandy Neiman moved (Hunt second) "that the PSCLS BOD adjourn at 11:15 AM." Motion carried

The entire minutes from the November 13, 2004 Board of Directors Meeting will be published on the PSCLS website when the Board of Directors approves them at their next meeting

PSCLS board of Directors 2004-2005



Front row Left to Right: Ruth Negley, President-Elect, Barbara Snyderman, President, Charles Wilson, Past-President.
Back row Left to Right: Board Regina Halbinger, Rita Walker, Veronica Aurello, William Hunt, Judy Hoover.

Student Review Session

by Jaime Zeiders

Plans are being made to hold a student review session in late May or early June. Although nothing is set in stone, we have four new student representatives who are eager to get this project together. Two of our students come from Reading Area Community College, one from Harrisburg Area Community College, and one from the University of Delaware. I am pleased to have all four of them on the PSCLS team.

Currently, we are looking for speakers in many different areas including microbiology, chemistry, urinalysis, hematology, coagulation, serology, and blood bank. If anyone is interested in being a speaker or knows anyone who they would possibly like to hear speak, please contact me at jaimerj81@yahoo.com. The review session that was held last year was a great success and hopefully this one will be also. I am also putting a call out to any students that are interested in helping with the review session in any capacity. Please contact me at the above email or call me at 717-567-9246. This is an excellent way to get involved in the organization.

More information about the sessions will be coming up in the next month, please stay tuned. Make sure all of your fellow students know about the sessions. We'd love to have you.



HAPPY HOLIDAYS

**FROM THE
PENNSYLVANIA
NEWSLETTER**

STAFF



By-Laws Changes

by Carolyn Snyder, By-Laws Chair

There is a proposal by the Board of Directors to change the name of the Pennsylvania Society for Clinical Science (PSCLS) to American Society for Clinical Laboratory Science-PA.

The motion will be brought to the next House of Delegates. Any By-Laws changes must be published 90 days prior to the meeting of the House of Delegates so the members can see the proposed changes. The By-Laws as well as the Handbook changes will be available on the PSCLS website ascls-pa.org February 1, 2005. Anyone wishing a hard copy of the proposed By-Laws changes, please contact me at cj1020@aol.com or call me at 717-763-2922.



Results from Survey POLL #1

Question: Should the Pennsylvania Society for Clinical Laboratory Science change its name to the American Society for Clinical Laboratory Science—PA?

80 % of respondents were in favor of the change.

A concern from one of those voting against the change was the use of membership dollars for changing the name.

This is a valid concern, however, there is minimal cost in this "electronic" age. The PSCLS Board of Directors feels that the benefit of recognition and connection to ASCLS far outweighs the cost to change the name.

The issue will be voted on at the 2005 PSCLS House of Delegates. If you are interested in being a delegate to the meeting and expressing your opinion in person, you can represent your chapter at the 2005 PSCLS House of Delegates. For more information contact the editor, Carolyn Snyder or President Barbara Snyderman no later than March 1, 2005.

THE PENNSYLVANIA SOCIETY FOR CLINICAL LABORATORY SCIENCE

**Application for
Mercedes T. Cole Memorial Scholarship**

Name _____

Address _____
Zip _____

ASCLS Member # _____

NOTE: If you do not know your ASCLS member number, contact info@pscls.org

NAACLS ACCREDITED PROGRAM

Name of Institution _____

Address _____
Zip _____

Expected month and year of graduation _____

Program Director _____ Phone # _____

ACADEMIC PERFORMANCE

Cum GPA _____ Dean's List (List semesters) _____

Awards and Honors _____

PROOF OF SUCCESSFUL COMPLETION: I understand that within four (4) weeks of the end of this educational program (the graduation date listed above), I must submit proof of successful completion of the program (copy of transcript or statement from Program Director) to PSCLS. In the event that I do not successfully complete the program, or if I do not submit the proof within the time limit, I will return the scholarship money to the Mercedes T. Cole Scholarship Fund of PSCLS.

Signature of applicant _____ Date: _____

ATTACHMENTS:

1. Proof of enrollment in a NAACLS accredited CLS or CLT program: letter from Program Director or faculty member
2. Essay, wherein you focus on academic performance, extracurricular activities and community/professional interests
3. List of courses and credit hours in the program: may use published material from the institution's catalog
4. Two letters of recommendation: cannot be relatives

UNDER SEPARATE COVER:

1. Current official college transcript

Send completed application to: Nellie Bering
4000 Gypsy Lane, #342
Philadelphia PA 19129



THE PENNSYLVANIA SOCIETY FOR CLINICAL LABORATORY SCIENCE

**Application for
Sandra L. Keener Memorial
Continuing Education Scholarship**

Name _____

Address _____

Zip _____

Eligibility: State category from the Guidelines _____

ASCLS Member # (if applicable) _____

NOTE: If you do not know your ASCLS member number, contact info@pscls.org

Place of Employment (or Previous Employment): _____

Address _____

Zip _____

Position _____

Continuing Education Program Applied for :

Title _____

Location _____ Date: from _____ to _____

Anticipated expenses related to course work:

Registration/Tuition and fees: \$ _____ Books: \$ _____

Room and Board \$ _____ Other (specify: _____) \$ _____

Program Sponsored By _____

Reason for Desiring to Attend _____

I understand that within two (2) weeks of the end of this course, I must submit proof of successful completion of the course (copy of transcript, certificate or statement from instructor) to the Society. In the event that I have not completed the course satisfactorily, I promise to submit a check for the amount received.

Signature of applicant _____ Date: _____

Send completed application to: Nellie Bering
4000 Gypsy Lane, #342
Philadelphia PA 19129

Past President's Message

by Charles Wilson

Diversity: A Prerequisite for Success



Is your institution sincerely devoted to diversity, or does it promote this principle for the sake of professional image, prestige or obligation. More importantly, have you subscribed to the notion that a diverse workforce can be more efficient, productive, beneficial and harmonious than a group that mirrors each other in regards to race, religion and other key demographic characteristics.

In managing nearly every segment of the Clinical Laboratory for the past 15 years, I find it much easier and rewarding to work with a diverse group of employees. A diverse group offers a much wider perspective on issues and concerns and levels the field in regards to problems, issues and challenges. The personal differences create balance, empathy and strength among the work group by avoiding stalemates associated with monotonous viewpoints and by promoting differences of opinion. The differences provide a platform for much more creative thinking and problem solving, and ultimately provide a higher standard of care for everyone, particularly minorities. According to Dr. Louis W. Sullivan who heads the Sullivan Commission on Diversity in the Healthcare Workforce, "The scarcity of minorities in the nation's healthcare workforce is not only an equity issue but a compelling state and national interest. Our ability to eliminate alarming racial and ethnic health disparities in the U.S. depends in part on how we recruit, train and educate the nation's health professionals."

The August 3rd edition of Monster Health News posted a featured report entitled "Healthcare Needs Diverse Workers". The report reviewed concerns and statistics regarding employment of minority individuals in the healthcare delivery system. Some of the notable findings were as follows:
 * African Americans, Hispanics/Latinos and American Indians together represent 25% of the population, yet they comprise less than 9% of nurses and 6 percent of physicians. (Sullivan Commission on Diversity in Healthcare) In regards to Administration, less than 2% of healthcare executives are members of any minority group. (2003 Bureau of Labor Statistics) Asians, who make up 4.2% of the U.S. population, are represented at that rate or higher in most healthcare segments. They comprise 16.1% of physicians and surgeons and 12.3% of Clinical Laboratory Technicians and Technologists. (2003 Bureau of Labor Statistics)
 These statistics which were taken from the Sullivan report which was scheduled for release in September 2004, support

the fact that as African Americans, Latinos and Native Americans increase in population, the percentage of them who become healthcare professionals does not keep pace. As their absolute numbers in the healthcare delivery system declines, so does the care for these minority groups. Access to care as well as the quality of care is compromised. There are a myriad of factors involved in these declining numbers, one of the major ones is minority access to higher education. Some minority groups are growing in regards to the number of healthcare practitioners. Healthcare careers for individuals with disabilities are increasing mainly due to compliance with the Americans with Disability Act. Laboratories provide wonderful entry-level opportunities for people with disabilities," says Francine Tishman, executive director of Abilities Inc., a division of the National Center for Disability Services Their laboratory assistant training program has worked with healthcare employers to educate and place more than 400 students with various disabilities.

Older individuals are being employed in increasing numbers due to their base of knowledge, availability and flexibility. Career expert Beverly Kay indicates that the healthcare industry values older workers for their commitment, loyalty and desire to make a contribution to help others; their wisdom pays off.

Increased diversity among healthcare professionals, particularly in executive positions, is needed. Of all the professions imaginable, none involve as much compassion, care and trust as healthcare. If we are to fairly and equitably address the concerns of all sick individuals and effectively care for them, then we should do so with a representative group of professionals that reflects the entire population that we serve.

This article was published in ASCLS Today and permission by ASCLS was given to use the article in this edition. The Pennsylvania Newsletter Editor felt that due to the relevance of the article, it should be published here.

Carolyn Snyder, Editor

Susquehanna Chapter Report

by Carolyn Snyder

The Susquehanna Chapter will host the 2005 PSCLS Annual Meeting:

**PSCLS & PSSAMT 2005 Annual Meeting
 May 10-12, 2005
 Harrisburg East Holiday Inn**

Anyone wishing to help in any capacity please contact General Meeting Chair, Judy Hoover , 717-763-2207.



The Pennsylvania Newsletter
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**Or send your attached label
and your corrected address
to: PSCLS, 127 Uxbridge,
Cherry Hill, NJ 08034 to in-
sure uninterrupted service**

Coming Events

PSCLS Board of Directors' Meeting January 29, 2005

PSCLS Board of Directors' Meeting May 10, 2005

2005 PSCLS Annual Meeting, Harrisburg May 10-12, 2005

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Pennsylvania Society for Clinical Laboratory Science

Barbara Snyderman

President

Charles Wilson

Past-President

Carolyn Snyder

Editor

Editorial Staff

Board Members of PSCLS

Scott Aikey

Circulation Editor