



# the FILTER

## Attitude can link a face to “The Lab”

by Janet L. Schmidt, MT (ASCP)

I have recently returned from the annual ASCLS meeting in Orlando, where the national organization is making great strides in promoting and preserving the value of clinical laboratory science. It was during the recruitment and retention seminars that one underlying theme caught my attention: ATTITUDE. On an individual level we need to take more value and pride in ourselves as professionals. The ASCLS vision and mission statements will not hold water until we as individuals embrace those ideals, believe in them and portray them in a POSITIVE manner to others.

We need to ask ourselves what ATTITUDE we are portraying as clinical laboratory scientists, clinical laboratory technicians, phlebotomists and processors. When we speak to those outside our laboratory community, do we portray a negative picture of our profession by complaining, or do we make a point to educate them about our profession? Do our actions and behaviors display our profession as a valuable and irreplaceable part of the health care team? It is astonishing to me that so many health care professionals, let alone patients, are unaware of our profession. After all, where would these professions be without results measured, calculated and reported by you? How many times have you heard the phrase, “we need to take some samples to be sent to “THE LAB,” or “THE LAB’ reported that your (blank) is abnormal.”? By giving outsiders a bright and positive look into our profession,



we can and will make a mark on them. Perhaps the next time they need lab work done they will be able to put a face with “THE LAB”.

We also need to examine our ATTITUDE toward our career. Do we truly believe that we are an invaluable piece to the health care system? And if we truly believe this, then what is stopping us from sharing this belief with others. Many comparisons are being made between our profession and the profession of pharmacy. My husband, a pharmacy student reminded me that the reason the profession of pharmacy has become highly respected as a integral part of health care is because they are the most educated concerning medications, and have more experience with medications than any other profession out there. Likewise, we know more about OUR PROFESSION, than any other health professional out there. If we want to be highly valued then we must take pride in our training. And we must portray a professional ATTITUDE about our job. After all, how could doctors properly diagnose diseases with out us? How could pharmacists calculate proper kinetics and use appropriate medication dosages with out results reported by us? How could nurses properly care for patients if we were not available to help collect samples and make sure that they were stored and processed correctly? We need to have the ATTITUDE that we are vital to the health care profession  
(continued to page 2)

because we are the most highly trained and educated people for the job that we do.

I have had the honor to work with some very motivating and positive people in my state chapter. They have taken me under their wing since I was a student and showed me how important this organization is and how it is my duty to give back to the profession. They have taught me to have pride in my career and when others are being pessimists to listen lightheartedly to the criticism, regroup and do the best job that I can. Their passion and confidence in their work has now become a part of me, and this is what we all need to strive to pass on to others outside our career. For example, while traveling back to the airport at the conclusion of the conference, the taxi driver asked me what I was in town for. I explained to him how I was a Clinical Laboratory

Scientist, and how I help doctors and other health care professionals make proper decisions on his and his family's medical treatments. I do not just work in a lab and I do not just do run medical specimens. I am an important part of his and his family's healthcare. The opening keynote speaker from the national meeting made this statement that really hits home, "We judge ourselves on intentions but others judge us on our behavior." So, let's hold our head up high and start respecting ourselves as clinical laboratory scientists, clinical laboratory technicians, phlebotomists and processors. If we do not have a positive ATTITUDE in our work and if we do not SHARE our careers with others, how can we expect others to want to enter into this profession and how can we expect other health care professionals to have a positive attitude and respect for us?



## SAVE THE DATE!

NSCLS/ASCP/CLMA  
Spring Meeting 2006

**WHEN:** Wednesday, April 19th  
through  
Friday, April 21st

**WHERE:** HOLIDAY INN  
LINCOLN, NEBRASKA

**WHY:** continuing education, networking opportunities,  
vendor displays and so much more !



Would you rather receive your copy of the **FILTER** electronically?  
It's as easy as sending an email with your request to [NSCLSfilter@hotmail.com](mailto:NSCLSfilter@hotmail.com).

# It is TIME!

## A Laboratory Licensure Update

Submitted by Linda Fell, MT(ASCP) SH

It is time for laboratorians to protect our scope of practice and to be recognized as the professionals we are. Because of the complexity of laboratory medicine and its importance in quality patient care, it is essential that laboratory testing be performed by qualified personnel. Licensure and certification programs set standards for personnel working in clinical laboratories, as well as help ensure quality laboratory testing and proper patient care.

The American Society for Clinical Laboratory Science (ASCLS) has long worked to promote licensure for laboratory personnel. Currently, 11 states and Puerto Rico have licensure requirements for those who do laboratory testing. Additionally, Alaska and Georgia have facility licensure that includes personnel components. Four states; Massachusetts, Illinois, Ohio and Michigan have active state licensure activities.

In June, the American Society for Clinical Pathology (ASCP) issued a policy statement supporting state licensure of laboratory personnel. This document states that "licensure legislation would ensure that laboratory personnel possess appropriate academic and clinical training, pass competency-based examinations conducted by an approved national certi-

fying organization, and participate in continuing education programs."

The ASCP document on licensure includes discussion of two issues often cited by those opposing licensure: that licensure will increase wages and adversely affect the labor supply. They examined wage and labor supply data collected by the Health Resources and Services Administration (HRSA) that there was no statistical difference in wages or workforce in licensing states versus non-licensing states. The complete policy, rationale and background can be found at [www.ascp.org](http://www.ascp.org).

ASCLS and ASCP are working together to develop a model licensure bill that states can adapt for their use in seeking licensure. This will be very helpful and will enable laboratorians to speak with one voice. We plan discussion on licensure at the joint NSCLS-CLMA-ASCP meeting in Lincoln on April 19-21, 2006. Another reason to be there!

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Ms. Fell is the Clinical Laboratory Science Program Director at the University of Nebraska Medical Center. She is a lifelong member of both ASCP and ASCLS and an advocate for clinical laboratory licensure in Nebraska.

# FYP

## FIRST YEAR PROFESSIONALS

Submitted by  
Janet L. Schmidt, MT (ASCP)

When you are in your first couple years of working as a laboratory professional, it is hard to find your place within an organization and your profession. The FYP committee wants to give you the tools to succeed and feel like you're making a difference. I challenge you to learn more about ASCLS and become involved.

### How can you learn more about ASCLS and NSCLS?

- Check out the ASCLS website — [www.ascls.org](http://www.ascls.org).
- Ask a NSCLS member! Find a mentor in the organization to answer your questions.
- Attend the NSCLS Spring Meeting. There are lots of continuing education opportunities and sessions on current issues. The NSCLS Board also meets during the spring meeting and anyone is welcome to observe.



### How can you get involved?

- NSCLS needs contact people at each laboratory in the state to help distribute information to fellow co-workers about the organization and current issues. You will be provided with everything you need. . .from fliers and posters to registration forms for the spring meeting.
- NSCLS is building a recruiting base for the clinical laboratory profession. Would you be willing to visit your former college or high school and talk about the profession or attend a career fair? NSCLS needs young and passionate people to get the word out about our profession. You can build your own presentation or borrow a presentation from me.
- Be a mentor to a student. We need people all over the state to offer support to students during their education.
- Volunteer as a moderator for sessions at the spring meeting. You are given a brief paragraph to read about each speaker before the session and collect PACE forms at the end of the session.
- Volunteer for a spring meeting committee. There are openings in PACE (continuing education), hospitality, registration and speaker committees. You will not be placed in charge of a large project; so don't be worried that you will be overwhelmed.

**If you are interested in getting involved in any way or want to learn more about the organization on the state or national level, please contact me at [janetschmidt@yahoo.com](mailto:janetschmidt@yahoo.com).**

# Fall Board Meeting Minutes

In attendance: Mellissa Helligso, Robbe Schweitzer, Roxanne Alter, Karen Keller, Joyce Colombe, Shelly Ballard, Janet Schmidt, Sara McLaughlin, Sandra Jameson, Dan Brokenicky, Becki Lebruska and Shirley Noble.

New officers were elected:

Robbe Schweitzer – President Elect  
Janet Schmidt - FYP  
Sara McLaughlin – Student Forum Director  
Emily Hansen - Student Forum Chair  
Christian Herdt – Junior Board Member  
Amy Stanley – Secretary

Results of the 2005 State Meeting with Iowa were discussed. The net profit was roughly \$22,000 and will be split between Nebraska and Iowa societies. Some areas for improvement were discussed such as an alternative to putting updates on the web by creating contacts at laboratories and have them distribute updates. Also, an attempt will be made this year to have more speakers sponsored by vendors. There will also be an effort made to have more generalist, phlebotomy and specimen processing sessions.

The 2006 spring meeting will be held April 19<sup>th</sup> – 21<sup>st</sup> at the Holiday Inn in downtown Lincoln. This meeting will be hosted by NSCLS/ASCP/CLMA in an effort to join all of our resources. ASCP will put together workshops on Wednesday, CLMA will bring in speakers for management on Thursday and students will be hosted on Friday. The vendors will be set up Thursday and a social will be held that evening with a comedy troupe to entertain at the hotel. In addition, Mellissa gave a report on a roundtable she attended at the annual meeting in Orlando about planning professional meetings. It was suggested to advertise often and early by using save the date cards, use facilitators at different sites or using Red Cross boxes to distribute information. She also suggested dedicating time for networking and allowing members to give information on their experiences before each session in hopes to recruit new members.

Reports were given by all members that attended the national meeting in Orlando. Discussion included the new ASCLS mission statement, addendum to position papers, young professionals committee, membership development committee, student forum, licensure and rebirth of MLT programs. Several national scholarship winners were also from Nebraska and are to be congratulated on their achievements.

Karen Keller presented the treasurers report. (Please see page 6.)

An update was given on ASCP/ASCLS collaboration. Joint ventures between the organizations include licensure efforts, holding joint meetings at state, region and possibly the national level, and building a grass roots network.

Courtney Olson has reorganized the Filter publication and has done a great job putting everything together.

An update of the Student Forum was given. The board consists of members from all sites and they are trying to work on having social functions for all sites as well as coordinate fundraising efforts to send students to the state and national meetings.

All officers discussed goals for the year. An effort will be made to mentor throughout the board and seeking a president elect elect will be a priority this year.

# TREASURER'S REPORT

SUBMITTED BY KAREN KELLER, MT(ASCP)

	<b>Savings Account</b>	Balance as of July 1, 2005	\$ 21,985.41
<b>Cash Receipts</b>	Savings Account Interest Income		136.31
	Scholarship CD Interest Income		570.33
	Spring Meeting Checking Account		5,600.61
	Merion Publishing		595.95
<b>Disbursements</b>	Transfer to Checking Account	6,500.00	
	<b>BALANCE</b> (As of September 30, 2005)		\$ 22,388.61
	<b>Checking Account</b>	Balance as of July 1, 2005	\$ 607.98
<b>Cash Receipts</b>	Checking Account Fee Reversal	6.00	
	Transfer from Savings Account	6,500.00	
	ASCLS Membership	655.00	
<b>Disbursements</b>	2004-2005 Budget Carryover	962.66	
	Awards	132.99	
	Filter	207.08	
	Membership/Public Relations	130.54	
	Membership Development Chair	929.71	
	President	1,477.82	
	President-Elect	1,520.99	
	Student National Meeting Funds	1,750.00	
	Treasurer	86.00	
	<b>BALANCE</b> (As of September 30, 2005)		\$ 1,571.19

## NSCLS Summary of Assets

Commercial Federal Savings Account Balance - 9/30/05	\$ 22,388.61
Commercial Federal Checking Account Balance - 9/30/05	\$ 1,571.19
Scholarship Certificate of Deposit Balance - 9/30/05	\$ 13,000.00
Legislative Certificate of Deposit Balance - 9/30/05	\$ 5,464.22
Spring Meeting Checking Account Balance - 11/11/05	\$ 12,103.07

**Note:** An accurate Spring Meeting Checking Account balance was unavailable until 11/11/05, which is technically the 2<sup>nd</sup> quarter of the 2005-2006 fiscal year. All other assets are listed as of 9/30/05, the end of the 1<sup>st</sup> quarter of the 2005-2006 fiscal year.

**NSCLS TOTAL ASSETS - September 30, 2005** **\$ 54,527.09**

# President's Page...

Melissa Heligso, MT(ASCP)



Hello all! I sincerely hope that everything is going well, where ever you may be. I wanted to update everyone on a Region VI meeting that I attended recently. Several issues were covered by John Koenig, our Region Director from St. Louis, Missouri. Membership has dropped from 10,018 members to 8,035. It was suggested that we contact our lapsed members as the 3<sup>rd</sup> notice has now been sent out. I was pleasantly surprised to find out that Shelly and Sherri were already in the process of doing this! Of course, we can all do our own part, and talk with our coworkers about the benefits of being a member of ASCLS!

It was recommended that we use the Hurricane Relief Fund as our charitable organization as we have hundreds of colleagues who have either lost their job, their home, or both. This is being handled by the E&R fund and monies will be distributed by a committee made up of past presidents.

National Medical Laboratory week is April 23-29<sup>th</sup> this year, and has a new name. This week will now be referred to as "National Medical Laboratory Professionals Week," in an effort to recognize the actual *people* in the lab, and not

just the room. The theme is "Laboratory Professionals- Providing Answers, Guiding Cures."

ASCLS and ASCP are identifying areas where collaboration would be beneficial to its members. They are considering joint meetings, including Legislative Days (March 27-28, 2006), recruitment, and state licensure. We are using our own state spring meeting this year to educate everyone on the issues concerning licensure, as we see this as a very important step in ensuring optimal patient health care. Several national speakers will be joining us in Lincoln, April 19-21<sup>st</sup> to share their own personal experiences with licensure efforts, and the position of ASCLS on the matter.

I hope that you will make time to join us at the Spring meeting to learn more about licensure, network, visit with friends, and of course enjoy the many learning opportunities that will be available from NSCLS, ASCP (workshops) and CLMA.

If you would like to participate—big or small- in NSCLS activities, please drop me an email at [mhelligso@nebraskamed.com](mailto:mhelligso@nebraskamed.com).

The NSCLS student forum would like to thank everyone for their support this fall. As many of you know, the student forum completed their fall Husker ticket fundraiser in September. Starting in early 2006, the student forum will begin selling shirts and travel mugs. These fundraisers will enable students to attend the state NSCLS meeting and the national ASCLS meeting.

Thank you for your support!



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## Three Ways to Embrace Mistakes as Life's Lessons

By Julie Fuimano, Personal & Career Coach

There are no mistakes in life; only lessons. What this means is that whenever something happens, there is a gem for you to learn from. If you can learn to accept mistakes, shortcomings, and unwanted events as opportunities for learning and personal growth, then you'll feel less stressed and fearful, you'll be more confident and self-assured, and your life experience will be more rewarding and fun.

If you do something incorrectly or wrong, or you do something that makes you feel bad, you may get angry with yourself. Most of us have a habit of beating ourselves up mentally over and over again. It's abusive the way we treat ourselves. The fact is that when you make a mistake, there is a lesson for you to learn. Mistakes are gifts. They offer you the opportunity to explore an area where perhaps you are deficient, need additional knowledge or training, or need to reevaluate your approach. Perhaps you were rushing. Whatever the reason, if you take the time to explore what happened, you can then learn what you need to learn to correct the situation and to put systems in place so that this same mistake does not recur.

Some people refuse to accept that they did anything wrong. It was someone else or it was the system. This is known as a victim mentality. They rationalize, deny, make excuses, justify, and blame. These people have not yet learned to accept responsibility for themselves and for their actions.

When you do something wrong or something doesn't quite work out the way you want, there are ways of managing it so that you learn the lesson, move on from it, and grow stronger in the process. By adopting these three approaches to life, you can learn to handle yourself gracefully and deepen your relationships with yourself and with others.

**One:** Be open to making mistakes. Just be open to being human. Each of us will do things we regret. Each of us will take a wrong turn, hurt someone's feelings, or make bad choices. Be open to making mistakes and recognize that mistakes are your birthright too. You get to make mistakes so that you can learn life's magical lessons. They hurt sometimes – a lot of the time. But if you are simply open for life's lessons, you can learn them as they come up. When you learn the lesson, you move on to other life's lessons. If you don't learn the lesson, then it will repeat itself again and again in different situations until you get it. Experience is a hard teacher. You can also learn from the mistakes of others if you are open to that learning.

**Two:** Be aware. In other words, look for areas of improvement. Be on the lookout for "mistakes" or ways to better yourself. Be aware of what you are doing, of how you feel, and of how you make others feel. This way of thinking is about being proactive and seeking betterment to avoid making blunders and mistakes. If you are aware of how your behaviors impact others, then you can determine



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whether the impact you make is the way you want to present yourself to the world. You are responsible for how you are received by others. This is an emotional intelligence competency. You must be aware of the impact your words and actions have on others. Sometimes, your words just don't land right or you say something but it is not what you meant to say. People have difficulty expressing what they really mean. By being open to receiving the lessons and by being fully aware of how you impact others, you maintain an open state of learning which allows you to constantly practice being a better person – a better *you*.

**Three:** Accept full responsibility for yourself and your life. Whatever happens, whenever you make a mistake or you are involved in a misunderstanding, take responsibility. There is always something to be learned or improved even if the other person was wrong too.

Accepting responsibility is liberating. Yes it's hard to admit you were wrong. But it demonstrates strength, courage, and a commitment to personal excellence. It's respectful. By doing so, you demonstrate that you care about yourself and the other person. There is no better way of honoring yourself than to take responsibility for your actions and your words and how they are received by others.

When you accept full responsibility for yourself, you also accept responsibility for making things right. If something was done poorly, then you can fix it. If something was misunderstood, then focus on understanding each

other. When you accept responsibility, you demonstrate the highest level of respect for yourself and others. And you learn to make better choices to avoid problems, mistakes, and misunderstandings in the future.

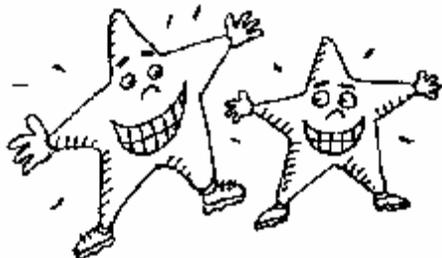
By being open to learning life's lessons from every event, situation, and encounter; by maintaining an awareness of how you show up in relationship with others and the experience that others have of you; and by accepting complete responsibility for yourself; you empower yourself to create richer, more meaningful relationships with others and you increase the level of respect you have for yourself. You have the power to create the rich and rewarding experiences that life offers. When you are open to receive, paying attention so that you can learn the lesson, and then accept responsibility for that lesson and for making it right, you put yourself in charge of your life experience and chart your course with intention and purpose.

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*Julie Fuimano, MBA, BSN, RN is a Success Coach working with executives, leaders and professionals who want more happiness, more time and less stress. She is the author of "The Journey Called YOU: A Roadmap to Self-Discovery and Acceptance," the manual for effective living. Learn how to unleash the greatness within you and create a life and a career that works for you! To explore how coaching would work for you or your organization, call (610) 277-2726. Sign up for our e-newsletter or purchase your copy of the book at [www.nurturingyoursuccess.com](http://www.nurturingyoursuccess.com) or write to [Julie@nurturingyoursuccess.com](mailto:Julie@nurturingyoursuccess.com).*

The NSCLS Awards Program is a way to recognize the outstanding contributions by individuals in your laboratory and professional society.

Please consider nominating individuals you believe worthy of these awards. Winners will be announced at the 2006 NSCLS State Meeting April 19 -21.



Visit the NSCLS website for more information!

[www.ascls.org/subdomain/ne/awards.htm](http://www.ascls.org/subdomain/ne/awards.htm)

or email [jc31946@alltel.net](mailto:jc31946@alltel.net)

The American Society for Clinical Laboratory Science promotes the *value* of the clinical laboratory science profession in all arenas possible, strives to be the *voice* for the laboratory practitioner in the workplace, the classroom, the community, the legislative arena and all for the good health of the public and is actively defining the *vision* of the future of the profession.



## The Membership Development Committee Needs You!

NSCLS is working to promote the area of clinical laboratory science through multiple avenues in the coming year. The NSCLS board has committed to supporting Clinical Laboratory Science at the government level as well as the state level. It is now that we want to reach out across the state and provide more opportunities for our loyal NSCLS members, as well as providing a way for more involvement.

Our goal for the upcoming year is to establish a network of volunteers across the state to help coordinate local educational opportunities for all Clinical Laboratory Scientists. This will be our opportunity to give something back to you, our loyal members. We also want to provide an opportunity for those who have not been members in the past to learn about all of the great things NSCLS can do for you.

Sounds great. . .but we need your help!! We are looking for volunteers across the state that would be willing to work at the local level to coordinate educational and recruitment opportunities. This membership development committee would be a team working to support other professionals in the field while promoting NSCLS.

If you've been thinking about getting involved or offered in the past, now is the time for you. The strength of our society is dependent on the support of our membership and you can make us stronger.

If you are interested in volunteering, please contact:

Shelly [sballard@sfmc-gi.org](mailto:sballard@sfmc-gi.org) or

Sheri [sheriko\\_@hotmail.com](mailto:sheriko_@hotmail.com)

# AMA Approved Clinical Laboratory Science Programs In Nebraska

CENTRAL COMMUNITY COLLEGE  
[Medical Laboratory Technician Program](#)

East Highway 6, P.O. Box 1024  
Hastings, NE 68902  
Phone: 402-461-2451

Interim Program Director: Shirley Noble, MS, MT(ASCP)  
Education Coordinator: Lori VanBoening, MT(ASCP)  
Email : [lvamboening@cccneb.edu](mailto:lvamboening@cccneb.edu)

MID-PLAINS COMMUNITY COLLEGE  
[Medical Laboratory Technician Program](#)

McDonald-Belton Campus  
601 West State Farm Road  
North Platte, NE 69101

Phone: 308.532.8980 or 800.658.4308 (ext. 254)  
Medical Advisors: Dr. Byron Barksdale and Dr. Lyle Barksdale  
Program Director: Martin Steinbeck, M.Ed., MT(ASCP)  
Email : [steinbeckm@mpcc.edu](mailto:steinbeckm@mpcc.edu)

NEBRASKA METHODIST HOSPITAL  
[Clinical Laboratory Science Program](#)

8303 Dodge St.  
Omaha, NE 68114

Phone: 402.354.4563  
Medical Director: Christine Reyes, MD  
Program Director: Julie Richards, MPA  
Email : [jrichard@nmhs.org](mailto:jrichard@nmhs.org)

SOUTHEAST COMMUNITY COLLEGE  
[Medical Laboratory Technician Program](#)

Lincoln Campus Admissions  
8800 O Street

Lincoln, NE 68520-9989  
Phone: 402.437.2760 or 800.642.4075  
Medical Director: Aina I. Silenies, M.D.  
Program Director: Janis Bible MT(ASCP)

UNIVERSITY OF NEBRASKA MEDICAL CENTER  
[Clinical Laboratory Science Program](#)

983135 Nebraska Medical Center  
Omaha, NE 68198-3135  
Phone: 402.559.8366

Medical Director: James Wisecarver, MD  
Program Director: Phyllis Muelienberg, M.A.  
Education Coordinator: Linda Felli, M.S.

Lincoln, NE 68506  
2820 S. 72nd St. #75  
Attn: Courtney Olson

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Past President	Roxanne Alter	<a href="mailto:ralter@unmc.edu">ralter@unmc.edu</a>
Treasurer	Karen Keller	<a href="mailto:kkeller56@aol.com">kkeller56@aol.com</a>
Secretary	Amy Stanley	<a href="mailto:amy.m.stanley@dadebehring.com">amy.m.stanley@dadebehring.com</a>
Senior Board Member	Joyce Colombe	<a href="mailto:jc31946@alltel.net">jc31946@alltel.net</a>
Junior Board Member	Christian Herdt	<a href="mailto:drwoof@hotmail.com">drwoof@hotmail.com</a>
Student Forum Chair	Emily Hansen	TBD
Student Forum Director	Sara McLaughlin	<a href="mailto:samcloughlin@nebraskamed.com">samcloughlin@nebraskamed.com</a>
First Year Professional	Janet Schmidt	<a href="mailto:janetschmidt@yahoo.com">janetschmidt@yahoo.com</a>