



President's Message

Kyle McCafferty MLS(ASCP)^{CM}

Don't Forget to Chill This Winter

In our fast-paced, highly demanding, and hectic jobs that we love, we need to remember that we sometimes need a break. It is easy to forget, and I am writing this to remind myself as well. We chose this profession because we wanted to use our knowledge to help those in need. Our skills within the laboratory ensure that our patients receive the best possible care. We also need to take care of ourselves in that same capacity.

The days have gotten shorter and Michigan winter is in full force. All of the birds (and retirees) have flown south, and the animals are hibernating, so it's ok for you to do the same. It is programmed within all of us to become less productive and focus more on self-preservation during the winter months. AND THAT'S OKAY! Don't be so hard on yourself this winter. Here are a couple helpful tips that I think will help make it to Spring:

Get your Vitamin D!

This is so important. Every single Michigander is vitamin D deficient in the winter. A simple supplement (I take 2000 IU per day) will do wonders for your health. It has actually been shown to improve your mood and reduce depression symptoms, on top of the immune health benefits. If

supplements aren't for you, then get it the natural way by taking a walk on a sunny day!

Do What Makes You Happiest

Read a good book. Go on a trip. Get your exercise. Whatever sparks the most joy in you (shoutout to Marie Kondo), do that. You deserve to be happy this winter.

Be Nice to Yourself and Be Present

Depression is when you are living in the past.
Anxiety is when you are living in the future.
Happiness is when you are living in the present.



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Award Nominations Needed - Now is the Time to Nominate !

Linda Goossen & Barbara Mannor

ASCLS-Michigan is honored by having so many members and coworkers who are outstanding in various ways. Now is the time to nominate your colleagues for one of the many prestigious awards presented at our annual meeting. Use this link to read more about the awards and nominate a deserving person:

<https://www.ascls-michigan.org/about/awards>



If you would like to review past recipients of awards, go to the ASCLS Michigan web site [ASCLS-MI Handbook - ASCLS-Michigan](#), click on "About" and then select "Handbook" from the drop down options. Award specific links will display past awardees.

ASCLS-MI Handbook

Historical Data

[Past-Presidents](#)

[Past Developing Professional Representatives](#)

[Past Ascending Professional Directors](#)

[ASCLS-MI Graduates of ASCLS Leadership Academy](#)

[ASCLS-MI Delegates to ASCLS Annual House of Delegates](#)

[ASCLS-MI Lifetime Achievement Award](#)

[ASCLS-MI Member of the Year](#)

[Joseph A Miller Award](#)

[Martha Roulund Membership Award](#)

[Donna M Duberg Mentorship Award](#)

[Pamela K Agren Inspiration Award](#)

[Key to the Future Award](#)

[ASCLS-MI Board Appreciation Award](#)

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[Omicron Sigma Award](#)



**American
Society for
Clinical
Laboratory
Science
Michigan**

ASCLS-Michigan Newslinks

A bi-monthly publication of the American Society for Clinical Laboratory Science-Michigan. This newsletter is available on our [website](#), distributed via email link to members and posted on the ASCLS-Michigan Facebook page.

Intended Content

Member submissions:

Articles focusing on the medical laboratory profession are encouraged, including case studies, workplace activities, district events, committee reports, technology developments, awards and any other relevant and necessary information.

Non-member submissions:

Educational Institutions and Commercial Organizations: [Sponsors of Annual Meeting](#) will be recognized and may submit materials for approval by ASCLS-Michigan leadership.

(Deadlines for articles are the 20th of Feb, Apr, Jun, Aug, Oct, & Dec. Articles must have name of author. Anonymous letters will not be published. The editor reserves the right to edit all materials submitted for publication. Articles appearing in *Newslinks* represent the opinion of the author and may not represent the opinion of the society.

Editor: Paul Guthrie
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Membership: Join ASCLS-Michigan by visiting the ASCLS web site:
[Join ASCLS - ASCLS](#)
(<https://ascls.org/join/>)

ASCLS-MI Leadership: Visit our web site at
www.ascls-michigan.org

for a complete listing and contact information for all ASCLS-MI board members and a wealth of other information on the Society.

Clinical Laboratory Science

A focus on what is happening in our profession

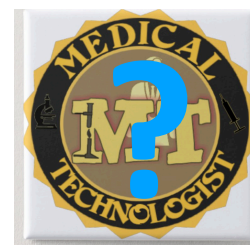
Featuring articles from Scientific Assembly Chairs or Board Members.

Materials from all members are also welcomed. Submit to editor. See page 2 for details.



MT(ASCP) - Is It Still a Thing?

Paul Guthrie MLS(ASCP)^{CM} -Publications Chair



In reading the **September 2023 ASCP Board of Certification Newsletter**, I came across this brief article:

NOMENCLATURE: MT(ASCP) TO MLS(ASCP)

To bring more visibility and professional alignment to the medical laboratory profession, the ASCP Board of Certification (BOC) Board of Governors approved a plan in October 2021 for the unification of nomenclature. All individuals certified as MT(ASCP) were updated to MLS(ASCP) in the BOC database in 2022. The ASCP BOC recommends that all credential holders who are still using MT(ASCP) or MT(ASCPi) update all references of "MT" to "MLS" in all the places it appears.

Additional information, including "I am MLS" sign-on publications, pledge, FAQs, and other resources are available at [I am MLS \(ascp.org\)](https://www.ascp.org/i-am-mls)

The article clearly states all MT(ASCP) have all been updated to MLS(ASCP). As far as the records of the certification agency are concerned, MT(ASCP) is gone. It ceased to exist more than a year ago. Yet across our industry, in job descriptions, name badges, e-mail signatures, and in the minds of those who held that former nomenclature, the now obsolete MT(ASCP) remains to be updated. It should also be noted that for our laboratory colleagues who are Medical Laboratory Technicians (MLT), there are no changes to nomenclature.

Our Michigan society's Lifetime Achievement awardee Kathy Doig has been deeply involved in the work to standardize of our professional certification nomenclature over the years. This fall, she and Linda Smith offered an ASCLS presentation ***"When educators do it right, students get it right: The critical role for educators in standardizing the MLS title"***. A few slides from that presentation, shared below with permission, give a succinct history of the title and some of the reasons for persistence of MT(ASCP) aka "Med Tech".

"Medical technology" does not mean what it did in 1936



This makes sense.

For the public, does the term "Medical Technology" specifically bring those of us in the medical laboratory to mind?

While official credential titles change, earlier titles persist in common usage for an extended time

Official credential name timeline	1930	1935	1940	1945	1950	1955	1960	1965	1970	1975	1980	1985	1990	1995	2000	2005	2010	2015	2020
Laboratory Technician (not MLT)																			
Medical Technologist																			
Clinical Laboratory Scientist																			
Medical Laboratory Scientist																			
Common usage...how people refer to themselves and others																			
Laboratory Technician																			
Medical Technologist																			
Clinical Laboratory Scientist																			
Medical Laboratory Scientist																			

What can be done to match up the official credential with common usage?

People persist in using old titles because

- It is the title of the credential I originally earned
- I am used to it after so many years
- It is the license title in my state
- They are easier to say – especially Med Tech vs Medical Laboratory Scientist
- I didn't know that the ASCP-BOC eliminated MT
- I have already changed my program title once and do not want the hassle again

Agreed, Med Tech is two syllables. Medical Laboratory Scientist is eleven. Perhaps like nurses with their RN or LPN we can just say MLS or MLT and if asked, we can explain.

Another important topic in the presentation was professional identity, defined as “the adoption of the attitudes, beliefs, values, ethics, and behaviors of your profession”. A crucial aspect of this is what we call ourselves. Our stature is enhanced by being a unified profession with consistent nomenclature.

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What can you do to spread the benefits of the MLS nomenclature? The web site:

[I am MLS \(ascp.org\)](https://www.ascp.org/i-am-mls)

has a pledge page with four key actions:

- ☐ Refer to myself as a "Medical Laboratory Scientist" (MLS) instead of Medical Technologist (Med Tech, MT) or Clinical Laboratory Scientist (CLS)
- ☐ Refer to myself and colleagues as MLS, not a technologist or tech
- ☐ Work with managers, administrators, Human Resources (as applicable) at my organizations to revise job titles to MLS
- ☐ Tell at least one student, community member or colleague about the role and value of MLS.

To learn even more, please review the documents accessible from the links below:

- Task force recommendations from The American Society for Clinical Pathology (ASCP) and the American Society for Clinical Laboratory Science (ASCLS) and eight other societies (listed in document): [Promoting the Medical Laboratory Science Profession through Standardized Titles](#)
- Frequently Asked Questions (FAQs): [Promoting the Medical Laboratory Science Profession through Standardized Titles FAQ](#)
- The original position paper published in December 2020: [Standardizing the Professional Title of Medical Laboratory Professionals A Position Paper of American Society for Clinical Laboratory Science \(ASCLS\) and the American Society for Clinical Pathology Board of Certification \(ASCP BOC\)](#)

As someone who joined ASMT (American Society for Medical Technology; ASCLS name before 1993) in the early 1980's, I'm wondering if the future ASCLS might become ASMLS? A quick internet search does not come up with an organization with that acronym... but assuming a typo, the search engine does bring up an ASLMS – American Society for Laser Medicine and Surgery. If you insist on searching for ASMLS, the search engine comes up with many references to the semi-conductor chip manufacturer ASML. Our state society has gone through at least three name changes the same time frame: MSMT, MSCLS, ASCLS-Michigan.

Other laboratory organizations change their names too. Earlier this year, the AACC (American Association of Clinical Chemistry) changed its name to ADLM (Association for Diagnostics & Laboratory Medicine). A change that reflects both the international nature of the organization and the many aspects of laboratory medicine beyond clinical chemistry.

Hot off the press, below is an excerpt from an overview of recent CMS rulings, one of which facilitates standardization of our profession's nomenclature:

Sent: 12-26-2023

From: Jim Flanigan Executive Vice President, ASCLS

Subject: Final Personnel Rules Under CLIA to be Published

- **Helped to advance the profession's efforts to bring standardization to our nomenclature.**

Several commenters noted the 2022 decision by AMT, ASCP, and ASCLS to change the MT certification designation to MLS. The commenters suggested that medical laboratory science should be used in addition to clinical laboratory science throughout the CLIA personnel qualifications. We agree with the commenters that medical laboratory science should be included in the revised personnel qualifications. We are incorporating the change suggested by the commenters where applicable in revised § 493.1405 and other applicable sections of subpart M.

The rule will become law on January 28, 2024, which will be one month after official publication.

Because of the work of so many within our community to protect patients, 2024 will raise standards for clinical laboratories under CLIA. This would not have occurred without ongoing investment and commitment of groups like ASCLS and our dedicated members.

Congratulations to you all.

Career Outreach to Middle & High Schools

Amy Morris, MLS(ASCP)^{CM} - District 1 Director

The promotion of the field of Medical Laboratory Sciences is imperative to the viability of our clinical laboratories and is essential to the quality of the patient results we as certified laboratorians provide. Our own professional organization ASCLS has the following position statement in hopes of addressing the Clinical Laboratory Workforce Shortage: *"ASCLS supports engaging in outreach opportunities that promote the clinical laboratory science profession within middle and high schools, including guidance counselors and science teachers, and partnering with STEM education activities."* ([Addressing the Clinical Laboratory Workforce Shortage - ASCLS](#))

In light of that statement and in an effort to provide the outreach we need in the middle and high Schools, several of Bronson Healthcare Group's Clinical Laboratorians, including myself, ventured out to do just that.

Our first adventure was with **MiCareerQuest Southwest**. MiCareerQuest is a regional event that provides career exploration. It provides interactive learning experiences in a variety of career industries such as health sciences, manufacturing, professional trades, and informational technology. For the Southwest Michigan event, local employers gathered in the Kalamazoo Expo Center for two days, October 24 & 25, 2023 and hosted approximately 2,000 eighth graders per day! It was a high energy, fast paced day with orchestrated groups of students milling around and exploring the various stations. Bronson Labs set up two full tables that were managed by 4-5 Lab employees each day. We had hands-on supplies for phlebotomy, hematology, chemistry, blood bank and urinalysis. We demonstrated phlebotomy with a fake arm, showed peripheral blood smears of a



leukemia patient, explained blood bank using blood product bags of colored solutions as well as ABO/Rh typing gel cards. The students were allowed to practice pipetting, use dipsticks, and examine blood smears under the microscope.

Our second adventure this fall was a **Career Fair at Hopkins High School** on October 27, 2023. Our own Bronson MLS and System Lab Supervisor Shannon Brummel along with MLS and Preceptor Kim Richardson, both graduates of Hopkins High, connected with the administration of the school to secure us a booth for this event. The Career Fair was held in the school gymnasium where representatives from local employers, Michigan colleges, and the Armed Forces engaged with 8th and 11th graders as well as 12th grade National Honor Society students, totaling about 250 students. Shannon, Kim, another Bronson MLS Bridget Walker and I demonstrated key activities of our departments of Hematology, Blood Bank, Chemistry and Microbiology. They looked under the microscope at various organisms and blood smears, streaked agar plates, and handled ABO/Rh gel cards while asking great questions about the field of Lab Medicine. We also provided handouts with QR codes

that linked to videos on microbiology, hematology and chemistry automation in hopes to highlight the amazing technology we have use in labs.

These events were an excellent way to show not only the students but their accompanying adults the hidden wonders of the Lab. We feel that by reaching students *before* they have make a commitment to a post-secondary avenue of study or skilled trades training, we can increase the potential of steering their decision toward the medical laboratory sciences. By reaching out to those who have a fervent desire to pursue careers involving math and science, healthcare and even information technology we can broaden our pool of future MLS/MLT students and then address the workforce shortage. There are considerable numbers of young, eager learners that desire a career with our skill set. It just takes a little outreach and effort to connect with them. I look forward to our next opportunities to spread the word of the value of laboratory science to middle and high schoolers, our next generation of Medical Laboratory Scientists!



Victories in CMS Rules Concerning Our Profession!

Positive changes in announced rules making nursing degrees equivalent to laboratory science degrees and who can serve as laboratory director

Sharing this great news from Jesse L. Day, MHA, MLS(ASCP)
ASCLS-TN Past President '23-'24 ASCLS Ascending Professional Chair

Laboratory friends, I am so pleased to share with you that we've once again demonstrated the power of our collective voice.

In 2022, CMS announced a rule change stating that a Bachelor of Science in Nursing would be recognized as equivalent to a Bachelor of Science in Clinical Laboratory Science and the biological sciences, allowing nurses to perform high complexity testing. In this same set of proposed rule changes, CMS also questioned whether or not the Doctorate of Clinical Laboratory Sciences (DCLS) would be accepted as qualifying for High Complexity Lab Director.

There was significant pushback from our community, and we've been waiting since the comment period for a final answer. Today that answer arrived.

Effective January 28, 2024:

- CMS has changed its proposed rule that would have defined a nursing degree as equivalent to a biological sciences degree, which the clinical laboratory community, for many years, has demonstrated was incorrect. In response, CMS will create a separate pathway and educational requirements for those with nursing degrees to become moderate complexity testing personnel. However, individuals with nursing degrees will no longer be able to qualify as laboratory directors as nursing is not listed as a qualifying degree under revised § 493.1405(b).
- Strengthens and clarifies requirements and documentation for training and experience for those working in moderate and high complexity testing.
- Confirmed that the DCLS degree will be accepted as qualifying for High Complexity Laboratory Director.
- Helped to advance the profession's efforts to bring standardization to our nomenclature.

Because of the work of so many within our community to protect patients, 2024 will raise standards for clinical laboratories under CLIA. This would not have occurred without ongoing investment and commitment of groups like ASCP, ASCLS, ASCLS-TN, and all members of the medical laboratory community.

CONGRATULATIONS!

ASCLS-Michigan 2024 Annual Conference



Soaring Eagle Casino & Resort

6800 Soaring Eagle Boulevard

Mt Pleasant, MI 48858

April 14, 2024 – April 16, 2024



Mark your calendars for next year's annual conference. The ASCLS-MI Annual Conference is the largest state meeting for laboratory professionals, vendors, educators, and students in Michigan each year. Our next meeting will be in a new venue in the center of the state.

Click below to

- [Submit a session proposal or topic suggestion](#)
- [Join the exhibitor or sponsor interest list](#)
- [See updates on the meeting](#)

We look forward to seeing you in 2024!



American Society for
Clinical Laboratory Science



Visit
[www.ascls-
michigan.org](http://www.ascls-michigan.org)