

**ASCLS-NJ  
SPRING**

**SPECIAL  
POINTS OF  
INTEREST:**

- 2007-2008 President bids farewell
- Spring Seminar Highlights
- Reflections from Region II Student Representative
- Insights into the Leadership Academy
- Students describe 2008 Legislative Symposium
- Basketful of Awards, Scholarships, and Prizes
- New Programs at NCA

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**Lighting the Way for Lab Professionals in NJ**

## New Growth Emerges at Spring Seminar

By Anna Murphy MT(ASCP)<sup>CM</sup>

It was a magnificent spring day on April 10, 2008. Even the weather seemed to herald the ASCLS-NJ Spring Seminar and Industry Expo by providing one of the first truly spring afternoons. Over one hundred

and forty registrants and twenty-five industry partners emerged from hibernation to attend this professional gathering. This year's theme, *Forging Ahead to a Healthier Tomorrow*, seemed to resonate with everyone. While waiting in the lunch line, I began discussing the seminar with the gentleman in front of me. He remarked that he had not attended the Spring Seminar since his 'student days.' As an afterthought, he added, "I had forgotten the quality of this seminar, but I will definitely remember it for next year." Later while standing near the registration desk, I began

talking with an ASCLS-NJ member. She explained, "I drove from Vineland and brought three co-workers with me. This day has been well-worth the long travel distance for us. I think my co-workers are even considering joining our society." As these two participants well know, remaining current in our profession requires personal effort and time. I expect that both participants drove away feeling more invigorated with their chosen profession. The seminar provided ample opportunities for all to forge ahead.

The topics covered by both keynote speakers reflected this

*(Continued on page 3)*



**Sharon Gadomski, BSMT, greets and registers participants.**

## Nothing Lame About LEG Day

**Legislative Symposium**

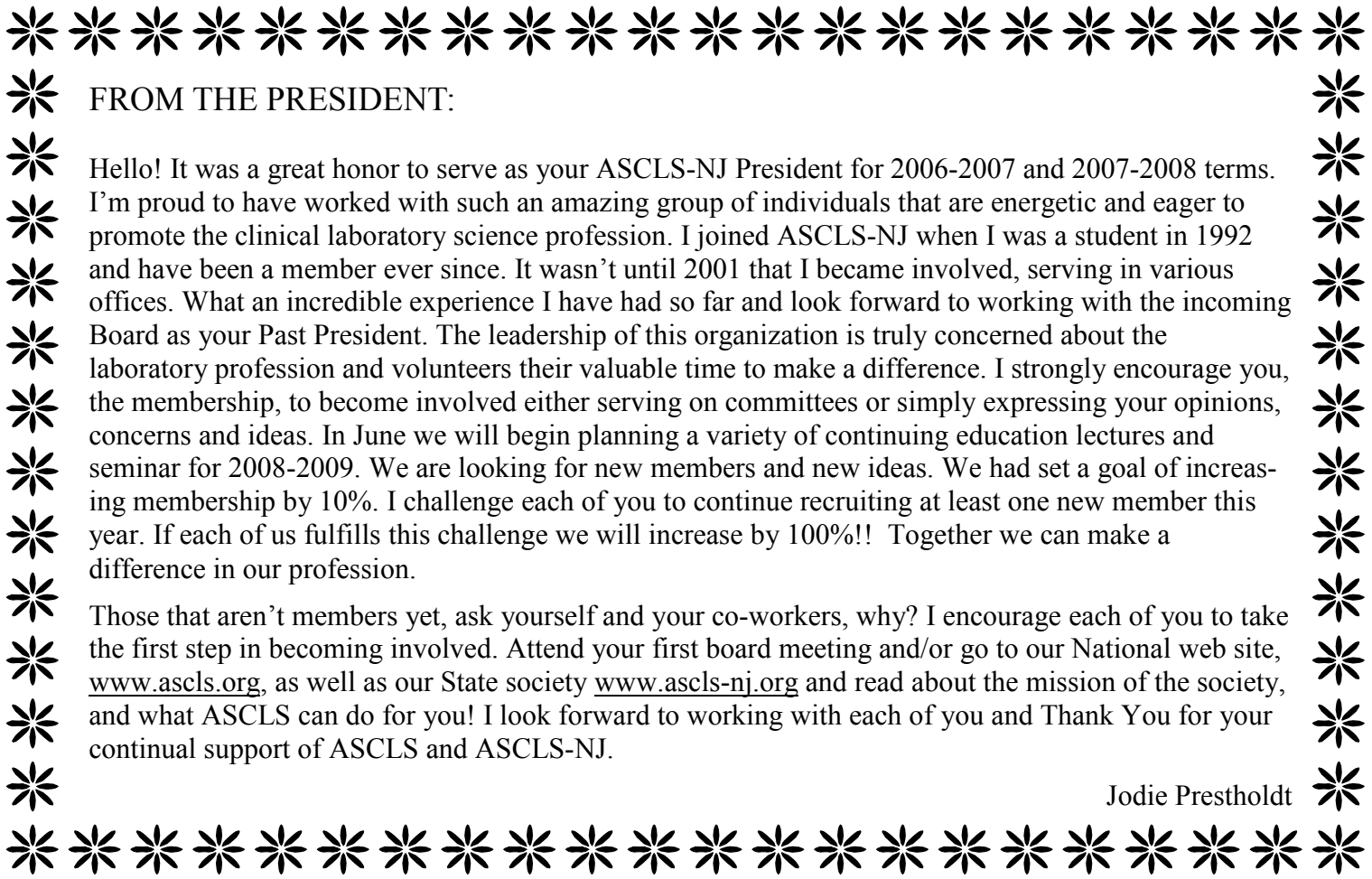
By Susan Kusic, MPA, MT(ASCP)<sup>BB</sup>

March 17 and 18th, 2008, was a very exciting time for ASCLS in Washington, DC. This is the time of the Legislative Symposium held at the Westin Grand in DC and then onto the Capitol. The meeting had 143 attendees representing states from Alaska to Hawaii. It was extremely pleasant to see over 30 students in the audience. This group of dedicated ASCLS members spent Monday learning about the issues surrounding the laboratory industry. Those issues are the same issues we discussed with our Congressman and

Representatives last year. Issues such as competitive bidding, the clinical laboratory fee schedule and the personnel shortage remain in the forefront. These issues impact the economy, the federal budget and our ability to service our communities with the ever growing decline of Clinical Laboratory Scientists.

The competitive bid demonstration project began in San Diego in February 2008, the first MSA (Metropolitan Statistical Area) site to be designated. Both LabCorp and Quest were required to bid. The history of competitive

*(Continued on page 3)*



FROM THE PRESIDENT:

Hello! It was a great honor to serve as your ASCLS-NJ President for 2006-2007 and 2007-2008 terms. I'm proud to have worked with such an amazing group of individuals that are energetic and eager to promote the clinical laboratory science profession. I joined ASCLS-NJ when I was a student in 1992 and have been a member ever since. It wasn't until 2001 that I became involved, serving in various offices. What an incredible experience I have had so far and look forward to working with the incoming Board as your Past President. The leadership of this organization is truly concerned about the laboratory profession and volunteers their valuable time to make a difference. I strongly encourage you, the membership, to become involved either serving on committees or simply expressing your opinions, concerns and ideas. In June we will begin planning a variety of continuing education lectures and seminar for 2008-2009. We are looking for new members and new ideas. We had set a goal of increasing membership by 10%. I challenge each of you to continue recruiting at least one new member this year. If each of us fulfills this challenge we will increase by 100%!! Together we can make a difference in our profession.

Those that aren't members yet, ask yourself and your co-workers, why? I encourage each of you to take the first step in becoming involved. Attend your first board meeting and/or go to our National web site, [www.ascls.org](http://www.ascls.org), as well as our State society [www.ascls-nj.org](http://www.ascls-nj.org) and read about the mission of the society, and what ASCLS can do for you! I look forward to working with each of you and Thank You for your continual support of ASCLS and ASCLS-NJ.

Jodie Prestholdt



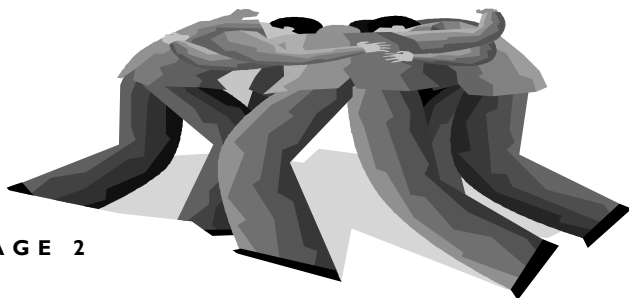
# Involvement is the Best Representation

The official job description of the ASCLS Student Region II Representative is to, "Serve as a communication link between the national Student Forum and the state student leadership." While the previous statement is true, I feel such a definition is limiting and superficial to the actual process of the student forum. I have attended meetings at a state, regional, and nation level; I must say, however, the faces may change from meeting to meeting, but the passion and professionalism does not. The students who choose to be active in ASCLS all share admirable qualities that prove that the future of the profession is in safe hands. If a student is truly motivated to get involved, regardless of their title or position, they have every

opportunity to do so. This aspect makes ASCLS a truly unique professional society. I would encourage every student member to be active in the student forums; no matter how small of a contribution made, you can take pride in knowing that you did more than just pay your annual dues.

My job is not only to be a liaison between the state and national members but to encourage all members to be involved in the process. Any ideas or comments you may have can be voiced on the ASCLS National Student Forum located at [asclsstudents@gmail.com](mailto:asclsstudents@gmail.com). On behalf of the state, regional, and national committee members we look forward to working along side you.

Kevin Raible  
ASCLS Delaware Student Representative  
ASCLS Region II Student Representative  
[kmraible@gmail.com](mailto:kmraible@gmail.com)

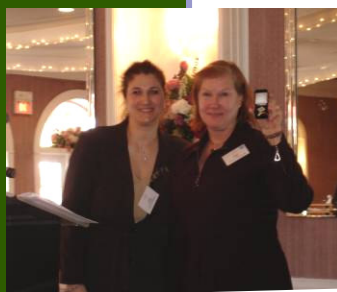


## New Growth (continued)



**No argument here!**  
**Gary Catarella ,**  
**MBA, MT(ASCP),**  
**spoke wonderfully.**

*“Overall, I feel that participation in the Legislative Symposium is an eye-opening experience that fills you with pride for our profession.”*



**President Jodie Prestholdt presents the presidential pin to President-Elect Susan Kusic.**

year’s theme. For the morning address, Elissa Passiment spoke eloquently on her topic, “Standardizing the Profession: Levels of Practice.” She explained the proposed model for the levels of practice and how it reflects the new vision and standards for our profession. Ms. Passiment stated, “The proposed model represents what should be rather than what is.” While scanning the audience during this presentation, one easily saw heads nodding in agreement and expressions indicating the need to ‘forge ahead.’ For the lunchtime keynote address, Gary Catarella discussed the topic, “Personality Conflicts in the Workplace.” During the question period, Mr. Catarella was asked how he personally remains calm and

professional when approaching difficult situations. After providing his answer, the audience could easily see how building teamwork into any situation allows everyone to forge ahead.

In addition to the excellent keynote presentations, participants attended three presentations from one of five scientific tracks of study. Regardless of one’s interests or specialty, this seminar provided opportunities to forge ahead in all areas.

Our state society offered us wonderful ways to get excited about our profession. After all, what is springtime about?

Rebirth and reawakening.

## LEG Day (continued)

bidding for clinical laboratory services is that the quality of services and the access to those services declines under competitive bidding due to the pressure to control costs while ensuring that the services can be profitably performed for the bid price. There are many concerns in addition to quality and access such as transporting of specimens to far off locations for tests that are time/temperature sensitive.

ASCLS has offered an alternative solution to the competitive bidding by presenting a paper on the modernization of the clinical laboratory fee schedule. The fee schedule being used for reimbursement was put in place in 1984 and has not had adjustments to it. The

organizations are looking to redirect the monies and realign the reimbursement (what little there is) to better match the cost for various tests.

Our personnel shortage is growing worse. We will need 15,000 new CLS practitioners, but less than 5,000 are graduating. I don’t know about you, but I don’t want to work until I’m 85! The average age of the clinical laboratorian is 48. I was encouraged about the student participation in this meeting. This is why we are asking Congress to support Title VIIA that will support the Allied Health Profession with funding/grants.

Overall, I feel that participation in the Legislative Symposium is an eye-opening experience that fills you with pride for our profession as well as for our country. Please do realize that the leaders in our industry (ASCLS, CLMA, ASCP) are very much involved and intimately working in Washington, through our lobbyist, so that we have a voice and support at the decision making level.

## House of Delegates Spring Meeting

**By Anna Murphy MT(ASCP)<sup>CM</sup>**

Seventy-four members attended the House of Delegates Meeting held during the spring seminar luncheon. Our society’s president, Jodie Prestholdt, began by recognizing the Spring Seminar Committee’s noteworthy organization of the day’s events. During her

Presidential Address, Ms. Prestholdt encouraged all members to consider ways to become more involved. She painted a wide spectrum of involvement opportunities from simply providing suggestions and feedback to serving on committees or running for an elected

*(Continued on page 5)*

# Treasure Chest Unlocked at Spring Seminar



**A Golden Opportunity: Speaking with Larry Smith, PhD., SH(ASCP)**

was about friends. Its lyrics are: “Make new friends, but keep the old, one is silver and the other gold.” It seemed to fit my day so precisely.

leaders for tomorrow. Then I was fortunate enough to be able to speak with some students.

The three amazing young women I spoke with were so enthusiastic and energized about the profession, and remarkably, had a lot of interest in hearing my experiences in the field. It felt good to have the opportunity to share my thoughts about the direction of the profession. They were receptive and had wonderful insights of their own.

From gold to silver to newly minted, the ASCLS-NJ Spring Seminar gleamed with enthusiasm, energy, and positivism. As I pulled into my driveway, I knew that we, as a profession, are alright, and will be alright, far into the future. In fact, the whole gleaming day was good.

I offer congratulations to Jodie Prestholdt and the planning committee for making the day possible and wonderful.



**Newly-Minted Professionals: Students from Monmouth Medical Center**

## 2008 Spring Seminar & Industry Expo

By Susan Mikorski M.Ed., MT(ASCP)SM

On April 10, 2008, I had the wonderful experience of attending the ASCLS-NJ Spring Seminar and Industry Expo in Woodbridge. The afternoon of the seminar turned out to be a glorious, spring day, and afterwards, as I started home on Rte. 1 South, I cranked down the window, turned off the radio and relived the events of the day with pleasure. While I thought about the interesting presentations, inspiring keynote

addresses, delicious lunch and various conversations held with colleagues, students and vendors, what unexpectedly came to mind was a childhood memory of the Girl Scouts!

**“It felt good to have the opportunity to share my thoughts about the direction of the profession.”**

My generation, the Baby Boomers, was brought up singing. We sang nursery rhymes, patriotic songs, folk songs and songs made to evoke feeling. The Girl Scout song I thought of while driving

Many of the “gold” friends” I saw at the seminar, laboratorians I have known for twenty plus years, remain dedicated laboratory advocates, adept at promoting and sustaining our profession. These are people to whom we owe a great debt. One was a keynote speaker, one was in charge of seminar registration, one was a scientific speaker and others held various leadership positions inside and outside the organization. We benefit regularly from their state, regional and national connectivity and from their sacrifice of time and energy in maintaining the organization. They are the bedrock of our profession.

But I also saw that close on their heels are the ranks of gleaming silver. As I continued my metallic musings, I thought of the “silver” friends that I was able to see at the meeting. Some of them were the students I taught in MT programs in years gone by, and newer colleagues and acquaintances. All were doing remarkable things with their lives. One had become a technical representative for a large company, one had recently taken a position as a medical technology program coordinator and one was working part-time at the bench and raising a family. All were engaged in becoming the

## House of Delegates (continued)

position. Although the projected goal of 10% increased membership was not met, Ms. Prestholdt acknowledged that this could easily be obtained next year, challenging each and every member to invite one colleague.

Ms. Prestholdt ended her address by expressing gratitude for the invaluable mentoring and assistance she received from other members during her two consecutive terms as president.

Several areas of business were addressed during the meeting. The state's delegates and their budgets were discussed and approved. The ASCLS-NJ delegates for the national meeting to be held in Washington, D.C., are Jodie Prestholdt, Susan Kusic, Barbara Tavolaro, Deborah Josko, and Anna Murphy. Currently, there are two delegate positions that remain unfilled. Regarding the Board of Directors, Ms. Prestholdt reported that no nominations were received for the President-Elect and for the two Board Member positions. From the floor Deborah Josko and Joe Quillamor were nominated for the two Board Member positions. Bylaws Chair, Elaine Keohane, announced the amendments to the Bylaws that appeared in the winter edition of *The Analyzer*. All proposed amendments were approved.

With business addressed, it was time to move to the award and recognition portion of the meeting. Martha Smith announced the CLS and CLT scholarship winners. Jodi Prestholdt announced the winners of the *Omicron Sigma* award. According to the ASCLS website, the "Omicron Sigma is the ASCLS President's Honor Roll for Outstanding Service. It provides lasting recognition of those dedicated members who volunteer their personal resources, time and energy to the ASCLS." This year's recipients are: Susan Kusic, Deborah Josko, Jane O'Reilly, Elaine Keohane, Anna Murphy, Cynthia Kasten, Viel Ty, and Joann Rittersbach. Next, Ms. Prestholdt announced the *Key to the Future* award. This award is given to either a new member or a newly active member who has demonstrated their leadership potential to the society. This year's recipient is Anna Murphy. Lastly, Ms. Prestholdt expressed disappointment that there were no recipients of the ASCLS-NJ Professional Awards since no nominations were received. With all awards announced, Ms. Prestholdt introduced Susan Kusic as our 2008-2009 President of ASCLS-NJ.



## Amendments Approved

The proposed Bylaws amendments were approved at the Spring House on April 10, 2008. The amendments add a First Year Professional Director to the Board, specify the process by which the Student Director and First Year Professional Director are elected and their term of office, and address Director absence from Board meetings. A copy of the amended Bylaws is available on the ASCLS-NJ website.

"What counts is  
not the number of  
hours you put in,  
but how much you  
put in the hours."

Unknown

### DATES TO REMEMBER

- 6-14-08 **ACSLs-NJ 2008 Leadership Meeting**
- 7-29-08 to 8-02-08 **ASCLS National Meeting in Washington, DC  
*Red, White, Blue & Science Too!***
- 7-31-08 **Renewal of Society Dues  
*Seven days not belonging to ASCLS makes one weak!***



## Martha Smith presents the 2008 Scholarship Recipients. And the Awards Go To.....

\$1000 Clinical Laboratory Scientist:    \$500 Clinical Laboratory Technician:



**Latasha Adams** from UMDNJ's School of Health Related Professions.

Latasha stated in her application essay that her "goals are to become an asset to my profession as well as my community in any endeavor I choose".

Ms. Adams' references wrote she is "a conscientious student who is a strong advocate for the CLS Program"; "right from the start, she sat in the front of the class, was attentive throughout, went over her notes after class, and asked questions. She is the type of student you want to mentor."

**Sehnaz Ereken** from Mercer County Community College's MLT Program

Sehnaz wrote that "clinical laboratory science combines many challenges and rewards of both medicine and science".

She is described by her references as "a student who takes her responsibilities seriously, knows that success in academics takes time and effort and is willing to do the work necessary to succeed." "Sehnaz is a group leader, asking intelligent questions and contributing critical thinking skills in classroom and laboratory discussion."

Congratulations to both of our scholarship awardees and the best of luck in their new professions!



By Jane O'Reilly

A fundraiser was sponsored by the Medical Laboratory students from participating MT and MLT Programs in the State of New Jersey on April 10<sup>th</sup>, at the annual ASCLS – NJ Spring Seminar. This activity was coordinated by Barbara Tavalaro, the ASCLS NJ Student Representative. Each school program donated "theme baskets"; examples included: cooking, sports, music, a day at the spa, and a night at the movies.

Raffle tickets were sold to win a basket. The total proceeds of \$530 were sent as a donation to *The Children's Miracle Network*. This was a fun and creative event. No doubt, it will be repeated and embellished upon in the future.

## Greetings from the 2007-2008 Leadership Academy!!

The 2007-2008 ASCLS Leadership Academy (LA) consists of ten individuals from nine regions. I am the fortunate participant from Region II of this first class, and I want to share some of my experiences with you.

The ASCLS realized that they lacked a pool of individuals who would be willing to move up through the leadership ranks of our profession. The LA is a way to educate and train greater leadership skills and techniques to individuals who show leadership potential.

The class began prior to the San Diego national meeting with two and a half days of classroom learning activities. After introductions and “games” that helped us to learn about one another, we settled down to learn about the history of ASCLS. We moved on to an overall introduction to leadership before progressing to self-discovery activities- what is my personal leadership style? (considerate) and what is my communication style? (systematic). It was interesting to discover that almost all LA participants possess the same leadership and communication styles. We attribute this to the fact that we are all clinical laboratory scientists. Something about our personalities, skills and beliefs has brought us into this unique profession, so we should not have been surprised that most of us share the same ways of thinking, communicating, acting, and leading. We learned, though, that the way we like to communicate or the way we like to lead may not be the best for every situation, so we must learn to interpret each situation and adjust our styles accordingly. We ended our time together with discussion of a group project- something the LA would work on throughout the year and present at the following year’s national meeting. These first days went really well- I enjoyed my academy classmates and felt I learned a great deal about how to utilize some of the skills I already possess.

Since those first days, the LA has had four conference calls focusing on organization and time management skills; public speaking/presentation skills; mentoring/coaching; and networking. Some of these calls have gone better than others, but all have helped to reunite me with my “classmates” and to rejuvenate us all as we continue to work on our project. Last month we met in Washington, DC for a day of team building exercises and a session on motivating people/getting things accomplished. The project we have been working on (a huge recruitment packet to be distributed to all state presidents among many others) really came together at this meeting, and all of the hard work we have put in throughout the year with phone calls and emails really showed. We have one more conference call scheduled (writing skills) and one more book review due (we have read a total of four leadership books throughout the year and have written reviews for each of them to present to our classmates), and then we all meet again at the 2008 ASCLS national meeting in DC. There we will meet and work with the upcoming LA class as well as finish our own studies on strategic planning/goal setting and recruiting leaders. We will be presenting our project in a scientific session held during the meeting, and we have an official graduation/recognition time slated. Then the 2007-2008 Leadership Academy will be come to a close!

Being a part of the first LA has been quite exciting. I applied because I felt that I could offer more to both the ASCLS and to my own workplace/profession if I had more skills and more confidence in myself. I believe I will come away with both of these, plus a lifelong network of professionals I now consider my friends. This first year has been a trial for the LA. On our last day as a class in a few months, we will do an extensive critique of our year together and work to develop ways to improve each subsequent LA class. Not everything has gone smoothly and effectively for us, but I truly believe that the “wrinkles will be ironed out” and each class will be better than the one before.

I recommend participation in this Academy to anyone interested in becoming a better leader, or anyone interested in developing certain skills that will help you in your workplace. It requires commitment- attending two national meetings and the Legislative Symposium; time for conference calls; constant emails and communications; and long hours spent working on your part of a project. But the skills and confidence you gain, and the camaraderie you establish makes it well worth it. If anyone has any questions about the LA or would like to apply, information can be found on the ASCLS website at <http://www.ascls.org/members/Academy/index.asp>. I would be happy to answer any personal questions anyone may have about the first LA class ([mlachance@hmc.psu.edu](mailto:mlachance@hmc.psu.edu)), and I would like to thank Region II for their support of my participation.

Michele E. Lachance BA, CHT (ABHI), CLS(M)  
Histocompatibility Technologist  
HLA Laboratory  
Penn State Milton S. Hershey Medical Center  
Hershey, PA 17033





# Students Use LEG to Kick Butt

**Editor's Note: Kathryn Hartman and Marianne Meshreki, juniors at the University of Delaware, participated in the 2008 Legislative Symposium.**

At first we were hesitant to take the Honors Chemistry class this spring, due to the foreseen stress of extra work, in addition to the already busy semester. However, it was the only class which would allow us the opportunity to go to the Legislative Symposium. Our professor was so insistent we attend, that she had past students who attended the symposium personally write to us and explain how great the experience was to their education and careers. After some deliberation, we both decided to take the chance together and experience an aspect of our field most other medical technology students would not get to experience.

With the helpful insight from past students in mind, we found that the experience had greatly exceeded even our own expectations. What was assumed to be *all* business was surprisingly a great opportunity to socialize with laboratory professionals from around the world. All of the laboratory professionals were nice, welcoming, funny, and empowering. Most importantly, we finally had a chance to see and meet the "face" of the laboratory for ourselves.

When it came down to business, we truly came to the Symposium to discuss the current issues we face as a laboratory profession. The three main issues were the ASCLS, CLMA, and ASCP positions on Competitive Bidding, Laboratory Personnel Shortage, and the Medicare Laboratory Fee Schedule. A number of speakers spent the day introducing the topics and the threats they pose to our future in the laboratory profession and as professionals. We were stunned to learn about the issues and how important and difficult they will be to overcome in the future. Discovering these truths alone made our visit to the symposium worth-while. We were also fortunate to have a seminar on how to effectively speak with our representatives, in order to provide them with the information concerning our issues. This was extremely helpful to us since we both had no idea what to say or do as students. A staffer herself even took time out to answer some great questions on how to present ourselves, how long the meetings should last, what not to do, and to provide us with other helpful information about going to Capitol Hill.

The second day of the Legislative Symposium proved to be equally, if not more incredible than the first. The day started with a farewell breakfast with the professionals who embraced us students, as equals. All of the morning laughs and conversation was shadowed with everyone's anticipation. We all had a sense of urgency to talk to our Senators, Representatives, and their staff members about the issues our profession faces. After being primed with the inundation of information and gaining some helpful pointers on how to meet with our state representatives, we felt confident to meet with our representatives and properly provide them with the necessary information concerning the issues. Although super excited, I could feel the butterflies in my stomach flutter. Don Lavanty, seemed to sense this, and came over on his own and asked if I was "ready to kick butt". I was now. We then left for Capitol Hill in our respective State groups. On Capitol Hill, all the staff members were very responsive and in shock of the ludicrous proposal being made in Congress. We can honestly say that we had a new sense of patriotism after being on Capitol Hill. We felt empowered to have the ability to meet with our respective congressmen on Capitol Hill and have the ability to talk with them personally.

The Legislative Symposium created an opportunity that greatly exceeded our department "syllabus". It was an opportunity we had never experienced before. We walked away with important information concerning our careers and with positive plans for the future, as the next generation of laboratory professionals. The symposium instilled a sense of professional and patient advocacy that could not have been achieved by any textbook or lecture. The chance to mingle with professionals from all over the nation is another example of the "beyond the textbook" opportunity the Legislative Symposium created. In addition to the geographical range of people who were in Washington D.C., there was an incredible amount of people in the professional careers. We met people who had just graduated college to others who have attended every single symposium. As students, we pooled information from all of them. The pinnacle of professionalism was illustrated by the Legislative Symposium and as students, we both sincerely thank you for including us.

Signed,  
Kathryn Hartman and Marianne Meshreki

**"A number of speakers spent the day introducing the topics and the threats they pose to our future in the laboratory profession and as professionals."**



By ASCLS-SD

Founded in 1978, The National Credentialing Agency for Laboratory Personnel, Inc. (NCA) has established a tradition of excellence, a legacy of professionalism, and a history of success. Today, NCA exists as a voluntary, nonprofit, non-governmental organization that conducts certification of medical laboratory personnel. Throughout NCA's history, the credentialing agency has been dedicated to setting

beneficial standards that provide for public and private patient interests. The NCA certification represents the best and brightest in today's medical laboratory field. NCA provides national peer-developed and peer-administered examinations for laboratory personnel.

ASCLS is proud to be a sponsoring organization of NCA. Clinical laboratory professionals in the nation are encouraged to seek professional credentialing through the NCA. NCA and its sponsoring organizations provide various activities to help promote professional development in accordance with our commitment to promoting the medical laboratory professions at large. This commitment to continuing education and professional development assures that the NCA certification demonstrates competency and professional excellence.

### **New Programs at NCA:**

#### **NCA FAST:** Fast Application for Students and Teachers

Complete online application system

No need for additional transcripts to be sent to NCA

No waiting time on certification for matching transcripts with testing records

Program Directors know student scores within 24 hours of testing

**NCA Works:** Electronic Job Board where individuals can post resumes for free and employers can advertise open positions at reasonable rates

#### **Online Recertification:** Will be available for August 2008 recertifiers

Provides ability to "store" their CEU's online

Provides online secure payment system and credential automatically updated

Random audits conducted and if selected will need to submit hard copies of CE

**Ask NCA Column in Advance Magazine:** A new collaborative agreement for NCA guest authors to publish columns called "Ask NCA" in the Advance magazine available to Laboratory Administrators and Laboratory Professionals. This exciting column will discuss issues facing the laboratory profession and will include a broad range of topics such as future issues, leadership for the profession, workforce issues, and professional practice.

To find out more about the NCA story, mission, goals, and offerings (includes a fantastic professional blog, resume posting for members, and job listings), visit the NCA website today at: [www.nca-info.org](http://www.nca-info.org)





Lighting the Way for Lab Professionals in NJ

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P.O. Box 103  
Parlin, New Jersey 08559

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

VISIT US ON THE WEB

Comments, questions or article submissions  
for *The Analyzer*, please contact  
Anna Murphy at  
[ammurphy62@hotmail.com](mailto:ammurphy62@hotmail.com)

## Mission Statement

The mission of the American Society for Clinical Laboratory Science (ASCLS) is to promote the profession of clinical laboratory science and provide beneficial services to those who practice it. To enable its members to provide quality services for all consumers, the society is committed to the continuous quest for excellence in all its activities, and:

- Promotes high standards of practice in the workplace
- Advocates professional autonomy
- Ensures professional competence
- Supports worthy educational efforts at all levels
- Encourages laboratories in their pursuit of expanded roles and responsibilities
- Enhances the public's understanding and respect for the profession and its practitioner

**ASCLS-NJ**

P.O. Box 103

Parlin, New Jersey 08559