



# BadgerLab Times

A Publication of the American Society for Clinical Laboratory Science-Wisconsin

Spring, 2006

## President's Message

Linda Laatsch



Just as nature undergoes its annual spring rite of renewal, ASCLS-WI will help you renew your knowledge and skills with its annual spring meeting. Join us in Eau Claire, April 26-27<sup>th</sup>, where you can choose from 33 P.A.C.E.-approved continuing education programs, renew old friendships, and develop new networks. For the first time, you will be able to earn P.A.C.E. credit for attending the exhibits and viewing student posters. Mingle with laboratorians from across the state at the Membership Reception. After all, any convention whose keynote is entitled, "Never Stand Behind a Sneezing Cow & Other Tales from the Heartland," has to be a fun event!!!

Another spring ritual in our profession is National Medical Laboratory Professionals Week, April 23 -29. Spend part of that week celebrating with your fellow laboratorians at convention, then celebrate the rest of the week with your colleagues at work. This is your time to bloom -- enjoy it!

*Linda Laatsch*  
*ASCLS-WI President 2005-06*

## A message from the Student Forum Chairperson

Kelly Lucht

I have had the pleasure of spending the last year as the Student Forum Chair. I feel student involvement is growing in ASCLS-WI, and look forward to membership increasing in the future. I am excited there will be four students from Wisconsin attending Legislative Days in Washington, D.C. It will be a wonderful experience for these individuals to take back to their academic programs and local societies. The state meeting is rapidly approaching, and it will be a great opportunity for students to share experiences and learn from experts in the clinical laboratory field.

Thank you,  
*Kelly Lucht*



## Congratulations to Kelly Lucht!!

Kelly was honored this past fall as the recipient of the Dennis Weissman/Washington G-2 Reports Scholarship Award for Excellence in Clinical Laboratory Science. She received her award in Washington, D.C. Kelly is the Student Forum Chair of ASCLS-WI and ASCLS Region V. She is a member of the Madison Society of ASCLS-WI and is in her senior year at the University of Wisconsin-Madison.

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# ASCLS Region V Director's Message

Rick Panning



## ***“How Full is your Bucket?”***

To be totally transparent, I need to share with all of you that this column was originally used as an internal Fairview laboratory services newsletter column, by me, for our January newsletter. As I thought about writing for ASCLS-Region V, I decided that this column, with some minor adjustments, would also be appropriate for this audience. Call it lazy, call it efficient, call it whatever, I hope you find the information in this article useful at work, in your professional life and in your personal life. I have received a lot of positive feedback from laboratory staff, administrators and even a physician. That was gratifying since I often wonder if anyone reads my columns.

Recently a friend of mine gave me a book that he had shared with his laboratory managers at Sharp Healthcare in San Diego. The book, entitled “How Full is your Bucket?” is by the same authors who wrote “Now Discover Your Strengths”. Both books are published by the Gallup organization. In just reading the inside book jacket, I got the impression that this book was going to be about how we all have too much “on our plate”. However, a quick read during the return plane ride from San Diego, I found out that this book was about something completely different and so much more.

The book is based on the theory of the dipper and the bucket. Basically, we all have an invisible bucket, which is constantly emptied or filled depending on what others say or do to us. When our bucket is full, we feel great. When it is empty, we feel awful.

Each of us also has an invisible dipper. When we use the dipper to fill other people's bucket – by saying or doing things to increase their positive emotions – we also fill our own bucket. But, when we use that dipper to dip from other's bucket – by saying or doing things that decrease their positive emotions – we also diminish ourselves.

I think we all know those people in our everyday lives who are bucket fillers and the bucket dippers. We all have those co-workers, colleagues, friends and family members who we look forward to being around because they are positive, supportive, and they acknowledge us. Unfortunately, we also know those in our lives who constantly and consistently are dipping from our bucket. They are negative and just seem to sap every ounce of energy we have. We actually look

forward to when these people are not at work or around us. Like the cup that runneth over, a full bucket gives us a positive outlook and renewed energy. Every drop in that bucket makes us stronger and more optimistic. But, an empty bucket poisons our outlook and energy. That is why every time someone dips from our bucket it hurts us.

Therefore we have a choice to make every moment of every day. We can fill one another's buckets or we can dip from them. It's an important choice – one that can profoundly influence our relationships, productivity, health and happiness.

One of the authors of the book often said that we should gather to celebrate the great things that a person has done – while they are still around to be part of the celebration. When he went to funerals, it bothered him that so many people waited until they were eulogizing a loved one to liberally fill his or her bucket. “Why not do this while they are alive?”

As you participate in workplace initiatives, or are active in your ASCLS activities, remember 5 simple strategies.

- Prevent bucket dipping. Catch yourself before you make a negative remark or comment. Try to make a positive one instead. Are you one of those where negativity or “No” is always the first thing out of your mouth?
- Shine a light on what is right in others. Focus on their strengths. You will likely see results.
- Make best friends in all aspects of your life. Most of us stay with groups, teams, organizations (like ASCLS) or workgroups because of the people. In the Gallup organization, their employee engagement (satisfaction) survey has a question “Do you have a best friend at work?”. Fairview is currently in its 6th annual cycle of completing the employee engagement survey and from the beginning this question has bothered

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## **LABORATORY PROFESSIONALS**

*Providing Answers. Guiding Cures.*

National Medical Laboratory Professionals Week | 2006

**National Medical Laboratory Professionals Week 2006**  
April 23 – 29, 2006

Visit the ASCLS website ([www.ascls.org](http://www.ascls.org)) for more information

## CALENDAR OF EVENTS

### ASCLS Legislative Days

March 27-28, 2006; Washington, D.C.

### 2006 ASCLS-WI Annual Meeting

April 26-27, 2006; Eau Claire, WI

### ASCLS 2006 ANNUAL MEETING

JULY 25-29, 2006, CHICAGO, IL

## Invitation

*I am extending an invitation to ASCLS-WI members to attend our Spring Meeting, May 10-12<sup>th</sup>, in Dubuque, Iowa. Please visit our website for more information: [www.iacls.org](http://www.iacls.org).*

*Yvonne Hinrichsen  
IACLS President*

### Milwaukee Society For Clinical Laboratory

#### Science Presents:

#### "The Clinical Laboratory in a Combat Zone"

*April 3, 2006*

Reservist Capt. Scott Cvecko will discuss his experiences managing a clinical laboratory in Bagram, Afghanistan. Capt. Cvecko is currently a Medical Technologist at the Zablocki VA Medical Center in Milwaukee. He will share his account of the unique challenges facing a laboratory professional on the battlefield.

**Where:** Matousek Auditorium, Zablocki VA Medical Center, 5000 W. National Ave., Milwaukee Use east entrance, follow Auditorium signs on the 1st floor down main hallway.

**Time:** Registration 6:30 p.m.  
Lecture and brief business meeting to follow

**Cost:** MSCLS members Free  
Non-members \$5.00  
Students Free

**RSVP:** By March 27, 2006 to  
Marcia Cullaton (414-321-6857)

## Wisconsin Society for Clinical Laboratory Science SCHOLARSHIP FUND, Inc.

CONGRATULATIONS  
To the 2005-06 SCHOLARSHIP WINNERS

### Four Year CLS Award

Kristin Shnowske  
Attending UW Madison

### Clinical Year Awards

Mary Muckerheide Clinical Year Scholarship  
Kate Buehler  
Attending UW Stevens Point

Keren Boorsma  
Attending Marquette University

Emily Kepler  
Attending UW Madison

### CLT Award

Shannon Fenske  
Attending Chippewa Valley Technical College

### Weisberg Post Graduate Scholarship

Cecelia Landin MS, MT(ASCP)  
Lab Manager Affinity Health System  
Director, Clinical Laboratory Science Program

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*Congratulations to All of the Winners!*

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## Scholarship Fund Silent Auction

Please donate an item or basket to the Scholarship Fund Silent Auction which is held at the annual spring meeting.

All proceeds go directly into funding our yearly scholarships. Bring your donation to the Registration Desk.

And, don't forget to bid on some of the exciting auction items available!

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people, primarily because they take it literally. Gallup isn't asking if "your best friend" is in your workplace. They are asking if you have "best friend" type relationships at work (or in your professional society life). Gallup has shown a strong statistical correlation between the answer on this question (one of only 12 on the survey) and a highly engaged workforce. It is a concept that is valid and makes a difference in our work experience.

- Give unexpectedly. This is a simple concept. Don't you appreciate the unexpected gift, thank you or complement?
- Reverse the golden rule. "Do unto others as they would have you do unto them." Individualize the bucket filling – understand each person and what is of value to them.

In closing, an example from the book illustrates the "one size does not fit all" approach to bucket filling. Susan managed a group of sales executives. At an annual recognition event, she was ready to surprise the top person for the year by presenting a plaque publicly at the event. When she did so, he was actually quite angry at this form of public recognition, with another plaque that he had no use for. Susan was taken aback by the whole event, but she regrouped and started to learn more about the employee. She discovered that this employee loved nothing more than his two young daughters. When he talked about them, his face lit up. At the office, he was always showing off the newest pictures.

The next year, this employee was again the top customer service representative. Susan was determined to get the awards ceremony right this time. She called the employee's wife and asked her to take the two girls to the best photographer in the area for a formal portrait, and to keep it a secret. When the big night rolled around, everything was in place. Susan began the ceremony talking about a very special man. She described not only his top customer service and sales accomplishments, but the passionate family man as well. Then, she unveiled the beautiful portrait of his two lovely daughters. The employee rushed to the stage and embraced Susan, his eyes filled with tears. He could not have imagined a more meaningful and personal form of recognition. It changed the way he looked at his boss and his job forever.

You can each start right now. Do or say what will fill someone's bucket immediately and will have the most impact. It is the essence of bucket filling!

**Rick Panning, MBA, CLS (NCA)**  
ASCLS Region V Director.

## ASCLS-ASCP Collaboration Project

**Susan Morris, Task Force Co-Chair**

A core group of task force members from ASCLS and ASCP began working together in July. Over the past months, they have made great progress in discovering overlap of our missions and values. Initial focus areas identified include support of state personnel licensure activities, working to increase recruitment into the profession, and partnering on educational seminars.

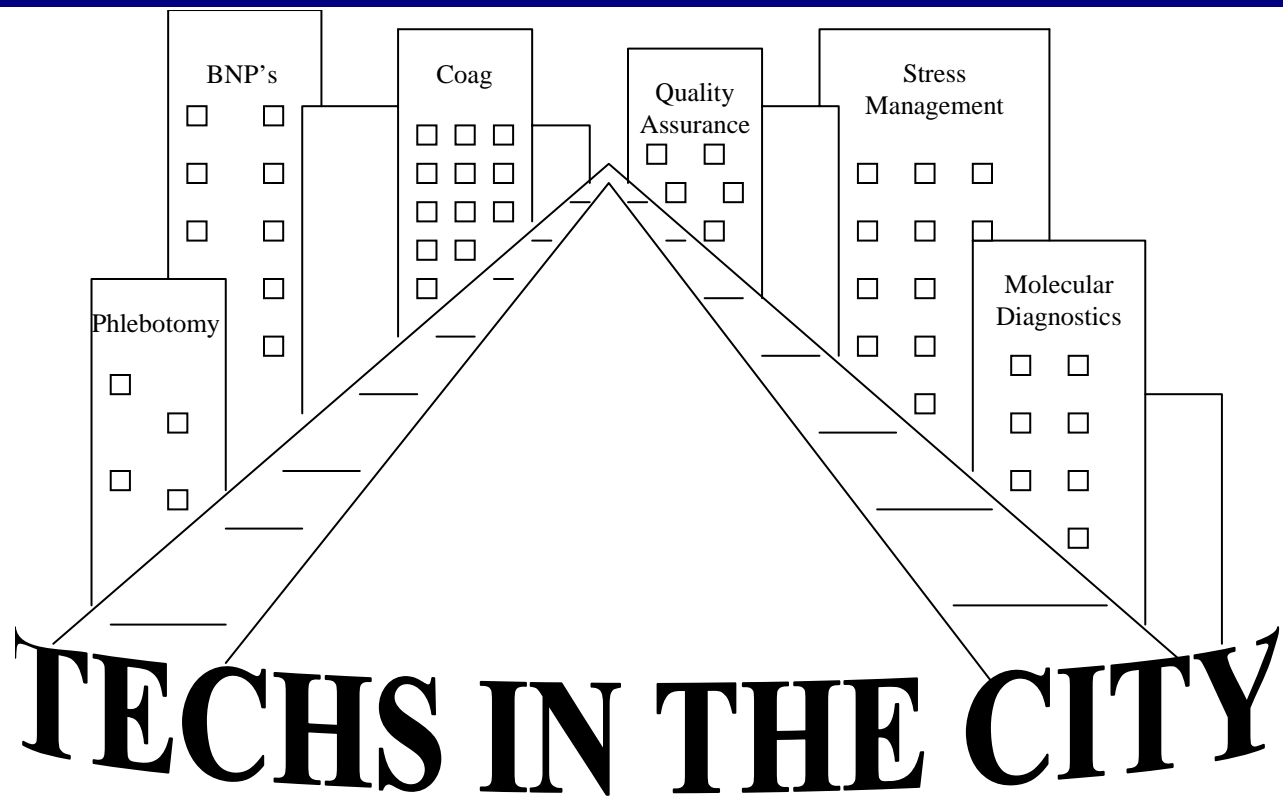
Speaking with one voice for both organizations on licensure issues will greatly improve the impact of the message and our chances of success. ASCLS has been active in this arena for many years. ASCP recently adopted a position in support of state licensure for laboratory personnel, and is becoming actively involved. ASCLS Government Affairs Committee members are working with the ASCLS Public Policy Commission to revise the ASCLS state licensure guide bill. This updated model bill will be available to state coalitions that are starting the process of drafting a licensure bill for their states.

Addressing the laboratory workforce shortage is a priority for both organizations. The career recruitment work group has identified several excellent tools that have recently been developed, but have not yet been used on a large scale. The Diagnostic Detectives CD developed in Michigan, Dade Behring's career recruitment video, and the career recruitment toolkit developed by ASCLS were identified as targets for an initial focus. This work group will direct their efforts through the Coordinating Council on the Clinical Laboratory Workforce (CCCLW) to develop strategies to get these tools widely distributed and put to good use.

Quality continuing education for the profession is a shared goal for ASCP and for ASCLS. Both organizations have encouraged their local and state leadership to work together whenever possible to deliver continuing educational seminars. A work group is gathering examples that can be shared of models and formats where collaboration on meetings has successfully been accomplished in many areas of the country.

The alliance that originated as a vision of the task force members must now be translated into actions. Both ASCLS and ASCP are committing resources to achieve their shared goals. Now our members have an opportunity to get involved by working together on many levels. These are exciting times that promise great results. Imagine the possibilities!

*Editor's note: Since this report was written ASCLS and ASCP have begun discussions on merging the two laboratory personnel certifying agencies, BOR and NCA.*



*Eau Claire, Wisconsin  
Ramada Inn Convention Center  
April 26 – 27, 2006  
(Student Bowl April 25<sup>th</sup>)*

*Whether you come from a large or small city, Laboratory Personnel play a crucial role in lives of millions of people.*

*Come join us in Eau Claire and check out some interesting speakers, wonderful innovations in technology, and fabulous food!*

*See our website ([www.ascls-wi.org](http://www.ascls-wi.org)) for additional information and a list of continuing education sessions.*

# ASCLS-WI/AMT/AAB 2006 State Convention Registration Form

Read Registration Instructions thoroughly, on reverse side, before completing form  
 Use one form for each registrant and TYPE or PRINT all information. Name badge will be made from this information.  
 This form may be duplicated.

NAME \_\_\_\_\_ Institution \_\_\_\_\_

MAILING ADDRESS \_\_\_\_\_  
 ? Home Address or ? Business Address City State Zip

BUS PHONE: ( ) \_\_\_\_\_ FAX:( ) \_\_\_\_\_ RES PHONE:( ) \_\_\_\_\_

E-MAIL \_\_\_\_\_

? Check here if you would like your *name withheld* from the directory. See #8 over

**Must be postmarked or faxed by April 10, 2006, to qualify for Early Registration (see #4 & #5 over)**  
**After April 10, 2006, add \$25 for late registration fee.**

Place an "X" in the box  
 below the day(s) that  
 you plan to attend

	Wed 4/26	Thur 4/27	Fee Total \$
General Registration: ASCLS/AMT/AAB member - \$55/day, \$110/2 days – See #1 over ASCLS/AMT/AAB NUMBER: _____			
General Registration: Non-member - \$80/day, \$160/2 days – See #1 over			
Student member: \$20 for one day only or \$40/2 days – See #2 over ASCLS/AMT/AAB NUMBER: _____			
Student non-member: \$30 for one day only or \$60/2 days – See #2 over			
Emeritus member: \$20 for one day only or \$40/2 days			
Institutional Pass: Indicate number of passes needed: _____ •2 day only; Limit: 1 person/pass at a time •\$250 – See #3 over			
Optional tax-deductible donation to WISCLS Scholarship Fund			
Late Fee registration AFTER April 10, 2006			\$25
<b>REGISTRATION TOTAL</b>			<b>\$</b>

QUESTIONS? Call:  
 Joy Bergeron 800-296-5954  
 or email:  
[joy@classicevents.net](mailto:joy@classicevents.net)

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Send completed form(s) with  
 check or money order payable to  
 ASCLS-WI State Convention

Mail to:  
 Joy Bergeron  
 CLASSIC EVENTS, INC  
 5395 North Shore Drive  
 Eau Claire, WI 54703  
 FAX 715-833-8656

**CIRCLE SESSIONS YOU PLAN TO ATTEND!**

Wednesday, April 26<sup>th</sup>:  
 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15

Thursday, April 27<sup>th</sup>:  
 16 17 18 19 20 21 22 23 24 25 26 27 28 29  
 30 31 32 33

Student Meeting    Business Meeting    Member Reception

**LUNCH REGISTRATION  
 ADVANCE PURCHASE ONLY  
 NO LUNCH TICKETS ON SITE**

- Wed lunch - \$10 \_\_\_\_\_
- Thurs lunch - \$10 \_\_\_\_\_

I will attend the complimentary Dessert Reception on  
 Thurs #27

Yes ? No ?

I will attend the Past President's Breakfast

Yes ? No ?

(ASCLS-WI Past Presidents only)

***NO CONFIRMATION NOTICE WILL BE SENT***

•REGISTRATION TOTAL	\$ _____
•WED LUNCH TOTAL	\$ _____
•THUR LUNCH TOTAL	\$ _____
•GRAND TOTAL ENCLOSED	\$ _____

(See #5 over)

Make check payable to:  
 ASCLS-WI State Convention  
 (TIN #39-6074990)



## Membership Social – New Member Reception at the State Convention

All ASCLS-WI members are invited to help welcome new members to the organization. Please join us at 4:15 p.m. on Wednesday, April 26<sup>th</sup>.

## Awards

ASCLS-WI recognizes the talents and service of its members each year. This year's awards ceremony is scheduled for Wednesday, April 26<sup>th</sup> at the ASCLS-WI annual convention in Eau Claire.

An award of note is the **Faith Dravis Award**, presented to laboratory professionals with 25 years of continuous membership in ASCLS-WI. This year's Faith Dravis awardees are **Ellen Burkman** from Milwaukee, **Susan Pearson** from Black River Falls, **Kathryn Clark** from Brooklyn, **Jean Bauer** from Milwaukee, **Ken Johnson** from Eau Claire and **Beth Frassetto** from Milwaukee. The ASCLS-WI Board of Directors and the entire membership of ASCLS-WI congratulate these individuals for their excellent examples of commitment to the profession.

Other ASCLS-WI awards include, Member of the Year, Board Service and Board Recognition Awards, Branch Society Membership Growth, Branch Society Continuing Education, and Friend of ASCLS-WI. Information regarding awards criteria and nominations has been forwarded to all branch societies and to ASCLS-WI board members and committee chairs. Questions should be directed to committee chair, Sue Stalewski, (414) 229-5992 or [sstalews@uwm.edu](mailto:sstalews@uwm.edu).

## Update Your Contact Information

Please take a few minutes to update your contact information for ASCLS. When trying to contact ASCLS-WI members we have found a number of inaccuracies, especially telephone numbers and e-mail addresses. You are the only one who can make these corrections; ASCLS relies on its members to update their membership profile on the web. How do you do this? **Go to the ASCLS website: [www.ascls.org](http://www.ascls.org)** Click on the “**Members Section**” **Login** (register for a login if you don't already have one) **Modify your Membership Profile**



**Be sure to check out our website for updated information: [www.ascls-wi.org](http://www.ascls-wi.org)**



ASCLS-WI  
4852 N. Sheffield Ave.  
Whitefish Bay, WI 53217

BULK RATE  
US POSTAGE  
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ADDRESS CORRECTION REQUESTED



Please note our change:  
Wisconsin Society for Clinical Laboratory Science (WISCLS)  
is now  
**American Society for Clinical Laboratory Science-Wisconsin  
(ASCLS-WI)**