

# LABCON 2012

CSMLS's National Conference of Medical Laboratory Science  
Congrès national de science de laboratoire médical de la SCSLM

All presentations will be presented in English, unless otherwise stated.  
Toutes les présentations se dérouleront en anglais, sauf mention contraire.

## Friday, June 1 - Workshops

### **W01 – Psychological Hazards in the Workplace**

**Speaker: Gene Marie Shematek, M.Sc. (A), CIH, ROH**

#### **Session Description:**

This workshop will focus attention on psychological hazards in the workplace and control measures to prevent them or reduce their impacts. Discussion will include the concepts of workplace stressors, as well as sources of exposure to psychological hazards, such as workplace violence, abuse or bullying, working alone, critical incident stress, change and technological changes, work schedules, and the physical and mental manifestations of stress in the workplace.

The workshop will provide participants with the opportunity to work in small groups to identify stressors and develop mechanisms to deal with them.

#### **Speaker Bio :**

Gene Marie Shematek is the president of GMS & Associates, Ltd., located in Calgary. Gene received an MSc(A) in Occupational Health Sciences from McGill University and is a Certified Industrial Hygienist (CIH) and a Registered Occupational Hygienist (ROH). She has been the Health and Safety Advisor to the Canadian Society for Medical Laboratory Science (CSMLS) for over 15 years. In addition, Gene has been an instructor of Occupational Health and Safety at McGill University, the University of Calgary and the University of Alberta and has spoken in numerous conferences in Canada and the United States.

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### **W02 – Coaching**

**Speakers: Jodi Posavad and Michelle Squarciotta**

#### **Session Description:**

People management requires patience, passion and persistence. A leader can coach in a way that inspires, motivates and improves employee performance. Is coaching a part of your people management skills? Join us for a full day workshop where you will learn the essential components of coaching that will assist you in setting the tone for success, affecting morale, productivity and commitment of your employees. This workshop includes videotaping of skills learned with immediate feedback.

#### **Speaker Bio :**

Michelle Squarciotta is the Director of Marketing, Communications and Membership with CSMLS and has been with the association since 2009. Throughout her career, Michelle worked for several Fortune 500 software companies managing marketing, continuing education and organizational development teams.

She is also a fitness enthusiast. She is a certified fitness instructor with CANFITPRO and teach spinning classes in Hamilton, Ontario.

**Speaker Bio :**

Jodi Posavad has over 15 years of generalist human resources experience. Jodi obtained her undergraduate degree in psychology at Trent University and Human Resources certificate from Sheridan College. During her career Jodi has gained experience working with many sectors and industries in a variety of roles; Training Coordinator, Senior HR Advisor and HR Manager.

Prior to starting up her own HR Consulting firm, Jodi held the position of Director of Human Resources for The Canadian Red Cross Society – Ontario for over 6 years. In this role, Jodi led a team of 10 HR practitioners servicing union, non union employees and volunteers in core human resources function areas such as, organizational planning and development, labour/ employee relations, recruitment and orientation, staff recognition and development, health and safety and training.

In her own HR practice, Jodi partners with small to medium sized companies to assist in managing their human resources needs and optimizing their employees' potential. Services provided include, recruitment and selection, policy development and implementation, development, conflict resolution, organizational effectiveness and training and development.

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**W03 – Method Validation + Quality Control = Patient Quality****Speaker: Zoe Brooks, ART (Gen)****Session Description:**

Is method validation more important than quality control? Learn why, when and how you should validate method accuracy, precision, sensitivity, specificity, reference ranges and reportable ranges.

Take the QC Gap poll to test competence in daily QC. Compare to the 2009 AACC webinar results. Would your daily quality control system detect a significant change before too many clinically misleading patient results were reported? Maybe your method is good enough to do less QC?

Bring your laptop! Download files and software. Live exercises will use CLSI Statis-Pro Method Validation software, and new quality control software from AWEsome Numbers Inc.

**Speaker Bio:**

Zoe has presented workshops, scientific posters, home study courses, and written articles to promote better quality practices for over 20 years. She is author of "Performance-Driven Quality Control", published by AACC Press and is currently writing a 6-part self-study series "Patient Focused Laboratory Quality" available from CSMLS and AACC.

Zoe has been keynote speaker at national laboratory meetings in Australia and Egypt, and is working with labs in the Caribbean to improve quality practices.

She has proven the existence and published concerns with the Gap between QC theory and QC practice. The solution? "Some good old fashioned horse sense!"

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**Saturday, June 2****Elite Sponsor Symposium: PEP, Personalized Education Plan****Speaker: Nick Payne****Session Description:**

The industry's first online competency-based clinical laboratory education model.

The Siemens Healthcare Diagnostics Personalized Education Plan (PEP) is a multi-modal approach to customized laboratory education, managed online, that blends the unique attributes of formal instruction, interactive training, state-of-the-art technology, and expert insight to help you achieve your learning objectives. With a core system-based curriculum, your customized PEP also provides ongoing guidance and educational support in a wide variety of professional and disease management topics. Designed to accommodate the needs, preferences, and learning styles of

each member of your staff, Siemens delivers personalized education through a multitude of convenient delivery vehicles.

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### **C01 – Scream and Shout - Raising Awareness In Your Local Community**

**Speakers: Michelle Squarciotta and Michael Grant, B.Comm.**

#### **Session Description:**

CSMLS members have listed advocacy as one of the most important issues when it comes to awareness. This interactive session will review the concepts of building a provincial advocacy campaign. Learn how to have your voice heard at your local level. You will leave this session ready to build and execute your own campaign.

#### **Speaker Bio :**

Michelle Squarciotta is the Director of Marketing, Communications and Membership with CSMLS and has been with the association since 2009. Throughout her career, Michelle worked for several Fortune 500 software companies managing marketing, continuing education and organizational development teams.

She is also a fitness enthusiast. She is a certified fitness instructor with CANFITPRO and teach spinning classes in Hamilton, Ontario.

#### **Speaker Bio :**

Michael Grant has over 9 years of experience working in the field of marketing and communications. Michael joined CSMLS in 2010 as the Team Lead, Communications, where he is responsible for CSMLS's communications initiatives, including CSMLS websites, CjMLS and National Medical Laboratory Week to name a few. While relatively new to CSMLS, Michael has been working in the healthcare industry for his entire career, spending several years with the Michener Institute for Applied Health Sciences. His innovative approach to marketing and communications has garnered international recognition and awards.

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### **C02 – What elements need to be considered and partnerships developed in the design and evaluation of an interprofessional initiative?**

**Speaker: Dr. Jan Seeley, Doctorate of Nursing Practice**

#### **Session Description:**

The goal of the interprofessional (IP) session is to facilitate the participant's knowledge and skill about the design, implementation and evaluation of an interprofessional initiative. The interactive session will be divided into four parts: history of interprofessional practice/education; examination of the national IP competencies; dialogue on the challenges and solutions in the development and sustainability of an IP initiative; and the development of critical thinking, and appreciative inquiry using a case-based learning scenario.

#### **Speaker Bio :**

Dr. Jan Seeley is a Registered Nurse, educator and researcher for over thirty years. Over the last ten years her primary focus has been on examining all components necessary for the development and sustainability of interprofessional practice initiatives. Her primary goal is to prepare health and community care providers and students to meet the dynamic complex health care environment and to improve client care outcomes. Jan has presented throughout Canada, and internationally on implementing interprofessional practice initiatives.

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### **C03 – Routine Clinical Histotechnology: The Past, Present and Future**

**Speaker:** Masaye Tanaka

#### **Session Description:**

An overview of the past 50 years of routine clinical histotechnology. The present practices and what we need to attain for the immediate future.

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### **C04 – Serum Indices: The ABCs of HIL- A Quality Perspective**

**Speaker:** Robert Kerekes, MLT, ART (c)

#### **Session Description:**

This presentation will recognize the challenges laboratories face surrounding serum indices. The focus will be on quality processes of pre-analytical, analytical and post-analytical initiatives taken in the identification and reporting of these common interferences.

#### **Speaker Bio:**

Robert Kerekes is a graduate of the MLT program from St. Clair College, obtained ART in Chemistry in 1994. Worked as a Core Lab MLT in a busy GTA hospital for 14 years before moving to Stratford, Ontario. Mr. Kerekes is currently the Core Lab Charge Technologist, a position held for 9 years; an OLA association and member of the QMPLS Chemistry Committee.

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### **C05 – The work of a Lab Tech in Afghanistan**

**Speaker:** MWO Lucie Alain, RT

#### **Session Description:**

The Canadian Forces has been involved in Afghanistan for the last 5 years. This session will discuss: How the military practice their jobs in a war zone? What kind of laboratory services can be provided? What we do in Canada and the training we perform before a deployment. Our new mission; mentoring the Afghan. I will bring my experience of 6 deployments the last two being in Afghanistan.

#### **Speaker Bio:**

Master Warrant Officer Lucie Alain joined the Army as a part-time Reservist in 1987 that year she began the lab program. She graduated from "CEGEP St-Foy" in 1989 and transferred to the Regular Force as a laboratory technician in 1991. Since then, she has worked at the "Hopital des Forces Canadiennes Valcartier", BFC ST-Hubert, the National Defence Medical Centre in Ottawa, the Canadian Forces Health Services Centre Halifax and at the Canadian Forces Health Services Centre Ottawa, CFB Petawawa and Canadian Forces Health Services Group Headquarter. During her 21 year career, she have deployed three times to Bosnia and twice to Afghanistan. She is a proud mother of two children.

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## **C06 - Keynote: Increasing your Effectiveness in a Multicultural Workplace**

**Keynote Speaker: Lionel LaRoche, Ph.D., P.Eng**

### **Session Description:**

Since 1991, Canada welcomes on average more than 250,000 immigrants every year. As a result, the staff of medical laboratories has become increasingly diverse with people from all over the world working together in the same organization. Since culturally different people think, communicate and react differently in the same situations, this cultural diversity creates both challenges and opportunities: On this one hand, cultural differences create miscommunication, tension, frustration, rework and may lead to missed deadlines and poor organizational performance; on the other hand, when they are managed properly, they can lead to creativity and innovation.

This presentation examines some of the challenges that culturally different medical laboratory specialists are likely to experience when they work together. Using a combination of powerful diagrams and real-life experiences, it provides an in-depth analysis of these challenges and suggests practical solutions that audience members can readily apply in their own daily work.

### **Speaker Bio:**

Over the past 13 years, Lionel Laroche has provided cross-cultural training, coaching and consulting services to over 25,000 people on four continents. Lionel specializes in helping professionals and organizations reap the benefits of cultural differences in their work. He has written two books, "Recruiting, retaining and promoting culturally different employees" and "Managing cultural diversity in technical professions", that have each sold over 5,000 copies.

He has presented to many medical professions, (including medical laboratory specialists, denturists, physicians, dietitians, pharmacy technicians, opticians, optometrists, pharmacists, surgeons, nurses, medical radiation technicians...) all over Canada. He facilitates workshops on a regular basis on behalf of the Ontario College of Pharmacists and the International Pharmacy Graduate program at U of T; he has presented at conferences organized by the College of Optometrists of Ontario, Vision Canada, the Canadian Society of Hospital Pharmacists, and the Ontario Hospital Association.

Born in France, Lionel obtained his "Diplôme d'Ingénieur Polytechnicien" from the Ecole Polytechnique de Paris, France and his Ph. D. in Chemical Engineering from the California Institute of Technology in Pasadena, California, USA.

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## **C07 – A Voluntary Roster for Medical Laboratory Assistants and Technicians in Ontario**

**Speakers: Kathy Wilkie (BHA, MLT) and John Tzountzouris (B.Sc., BHA, MA, MLT)**

### **Session Description:**

Medical laboratory assistants and technicians have a significant impact on quality patient care and that impact is increasing. Regulating medical laboratory assistants and technicians under the same legislative framework as medical laboratory technologists in Ontario will provide the public with greater protection by contributing to the provision of high-quality clinical laboratory services. The framework, planning and experiences of the CMLTO in establishing a voluntary roster for medical laboratory assistants and technicians to date will be shared to inform laboratory practitioners of the self-regulation process, and to support other jurisdictions thinking of pursuing the regulation of this cadre of health practitioner.

### **Speaker Bio:**

#### **Kathy Wilkie:**

Kathy Wilkie is the Registrar and Executive Director of the College of Medical Laboratory Technologists of Ontario (CMLTO). She has more than 30 years of experience in medical laboratory technology and health services management in the public, private and professional regulatory sectors.

Over the last ten years, Kathy has developed a keen interest in policy governance both as a Board member and Executive Director in the not-for-profit sector. She is a recognized speaker provincially, nationally and internationally on the impact of regulatory governance excellence.

**John Tzountzouris:**

John is the Senior Policy & Knowledge Management Specialist of the College of Medical Laboratory Technologists of Ontario (CMLTO). He has over 13 years of experience in medical laboratory technology, health services management and education in the public sector.

John holds undergraduate degrees in Biochemistry and Health Administration and a Masters in Public Policy and Administration.

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**C08 – The Dye Chronicles**

**Speaker: Bill Younger, MA, B.Sc., ART, CAE**

**Session Description:**

What is the connection between Montzuma, Julieus Caesar, Queen Victoria and dyes? This fascinating presentation will take you on a trip through history to demonstrate the significance of dyes to human kind. The shift from natural to synthetic dyes, created a revolution to the industry. Find out why. Discover how dyes are used with present day Histotechnology laboratory.

**Speaker Bio:**

Bill Younger is currently the Chair of Allied Health Sciences programs at Red River College. Previous to that, he was an instructor for 23 years, teaching in Environmental Protection Technology and Medical Laboratory Sciences. During this time, he obtained his MA in Community College Education and was recognized with two teaching excellence awards – one from the Students Association of Red River College and the other from his fellow instructors – the Industrial Technologies Teaching Excellence Award.

He has always been active in the profession and his accomplishments include being President of the local, provincial, national and international organizations. He is currently the President Elect of the Manitoba Association for Medical Laboratory Science (MAMLS). He serves on the Expert Group in Education for the International Federation of Biomedical Laboratory Science (IFBLS).

Bill is active in other areas of life. He has now become a marathon runner and after 4 years has completed 8 runs and is planning on more. His creative energies are now focused on learning how to create stained glass projects without cutting his fingers.

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**C09 – Making Hard Choices: Clinical and Professional Ethics**

**Speaker: Kate Gagliardi, BA, MLT, ART**

**Session Description:**

This presentation introduces basic ethical theory and principles. Participants are encouraged to share their ethical dilemmas in a safe learning atmosphere. Various definitions of ethics (clinical, organizational) and major philosophers' contributions are used as a starting point for learning the language of ethics. Professional codes of ethics will be introduced to allow participants time to reflect on how those codes are employed in their day to day environment. A pathway for clinical ethical decisions from the workshop leader's place of employment will be introduced as a tool for working through an ethics case study where professional decisions are involved.

**Speaker Bio:**

Passionate MLT. Worked at McMaster University Medical Centre, more than 25 years in Hematology and Transfusion Medicine highlighted by MLT students and Hematology residents that Ms. Gagliardi helped train.

Diploma in Medical Laboratory Technology, Mohawk College of Applied Arts and Technology, (1977), RT, CSLT (1977)  
ART, Immunohematology, CSLT, 1983  
B.A., Philosophy, McMaster University, 2002

- Regional Blood Coordinator, Southwestern Ontario, Ontario Regional Blood Coordinating Network
  - Profession Leader Chedoke-McMaster Laboratory Medicine department, from 1997 – 1999
  - Independent Consultant, 1997 – Present
  - Volunteer for CMLTO, CSTM, CSMLS
  - 2003, Dr. D.I. Buchanan Award from the Immunohematology Club of Edmonton
  - 2003, A.R. Shearer Pride of the Profession Award, CSMLS
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## **C10 – To Err is Human – the impact of preanalytical Quality on the Healthcare System: case studies**

**Speakers: Eva Proctor (MBA, MLT) and Tammie Taylor**

### **Session Description:**

The Institute of Medicine's report "To Err is Human" (2000) suggests that medical errors account for more deaths each year than motor vehicle accidents, breast cancer and AIDS. Diagnostic errors are medical errors that include but are not limited to, laboratory mistakes. But not all laboratory mistakes are analytical; rather preanalytical errors comprise up to 75% of 'laboratory errors'. This interactive session will review interesting case studies of preanalytical errors from large hospital settings, their impact on the laboratory, the hospital and ultimately, the patients.

### **Speaker Bio:**

The Institute of Medicine's report "To Err is Human" suggests that medical errors account for more deaths each year than motor vehicle accidents, breast cancer and AIDS. Diagnostic errors include but are not limited to, laboratory mistakes. Laboratory results have a significant influence on clinical decisions and diagnosis of disease and are integral to the complex decision making process, influencing up to 70% of medical diagnoses. Pre-analytical error rates are estimated in the literature to comprise from 31.6% to 75% of total laboratory errors. Sample integrity, transportation and identification issues are the main areas of concern in the pre-analytical process.

### **Speaker Bio:**

Tammie Taylor and Eva Proctor are from the Department of Clinical Pathology at Sunnybrook Health Sciences Centre in Toronto, Ontario. Tammie is the Supervisor of Biochemistry and Specimen Management but has worked in all disciplines of Laboratory Medicine. Eva manages the Department of Clinical Pathology including Biochemistry, Hematology, Flow Cytometry and Specimen management; and is responsible for laboratory operations, research and academics across three sites. Eva holds an Executive MBA Degree and did her Thesis on Pre-analytical Errors. Both ladies have been actively involved in numerous organizational quality improvement initiatives as part of inter-professional teams working on improving pre-analytical quality.

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## **C11 – Laboratory Health and Safety – The People Part**

**Speaker: Gene Marie Shematek, M.Sc.(A), CIH, ROH**

### **Session Description:**

Laboratory safety is not just about knowing and controlling the hazards. It's also about developing a program that people understand and ensuring that it works. This session will cover some of the "people" issues that impact laboratory health and safety, including how to make programs more effective and how to influence people to participate and follow safety rules.

### **Speaker Bio:**

Gene Marie Shematek is the president of GMS & Associates, Ltd., located in Calgary. Gene received an MSc(A) in Occupational Health Sciences from McGill University and is a Certified Industrial Hygienist (CIH) and a Registered Occupational Hygienist (ROH). She has been the Health and Safety Advisor to the Canadian Society for Medical Laboratory Science (CSMLS) for over 15 years. In addition, Gene has been an instructor of Occupational Health and Safety at McGill University, the University of Calgary and the University of Alberta and has spoken in numerous conferences in Canada and the United States.

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**Sunday, June 3**

**C12 – Siemens: Transform Your Lab - A sustainable approach to flawless new instrument installations: from order to Installation**

**Speakers: Denis Sabourin (MLT, PMP) and Susan McDonald (B.Sc., Med, Lean certified)**

**Session Description:**

Transforming your lab when new instrumentation is implemented can be stress-free if project planning and workflow assessments begin before the “go-live” date.

The high-energy presenters will discuss a proven program created for easy instrument implementation including;

- Best practices and pitfalls of project planning and execution,
- The value of a change management plan
- Benefits of workflow process assessment

We welcome you to the session as we share our knowledge and experience in transforming labs across Canada!

**Speaker Bio:**

Susan McDonald has over 20 years experience in healthcare and laboratory diagnostics. She began her career working in diverse Canadian locations as a laboratory technologist. Following this experience as a front-line healthcare professional, she moved into technical applications, education, and sales positions with major diagnostic companies. In addition to experience in laboratory medicine, Susan has worked closely with medical and nursing disciplines. Prior to joining Siemens, she managed implementation projects for BD Medical in large health regions in Western Canada. As the Senior Healthcare Solutions Manager in Canada, she is focused on the application of process improvement and change management methods to improve the quality and efficiency of laboratory workflow. Susan provides on-site, data driven, and customized consultative services to customers across Canada, assessing 25-30 labs each year.

**Speaker Bio:**

Denis Sabourin, an MLT and 22 year member of the CSMLS completed his Medical Technologist’s education and training at Cambrian College and Laurentian Hospital in Sudbury, Ontario. The first eight years of his career were spent working in private and hospital laboratories in the United States. In 2000, Denis returned to Canada to work for Dade Behring (now Siemens Healthcare) as an Applications Specialist, providing technical support and customer training for many of their chemistry and haemostasis products. In 2008, Denis was promoted to Project Specialist and more recently to Project Manager, responsible for all Siemens laboratory automation projects in Canada. In 2010, Denis obtained his Project Management Professional (PMP) certification from the Project Management Institute and is now responsible for a team of Project Specialists.

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**C13 – Middleware, Cellavision and the Clinical Hematology Laboratory**

**Speakers: Fatima Cardoso, MLT**

**Session Description:**

Today’s demand for decreased response time, increased efficiency, productivity and quality in the hematology laboratory has challenged and motivated laboratory management to seek a solution to current processes.

Middleware and Cellavision® can provide efficiency, standardization of reporting and improved overall quality as well as resolve issues involving integration of multiple laboratory information systems and hematology analyzer platforms.

Furthermore, middleware supports the management of multiple instrument platforms across multi-site hospital



locations, while streamlining data flow across sites. The result is a complete integrated system providing access to data from any of the linked locations.

Middleware and Cellavision® are essential tools which have enabled laboratories to deal with day to day challenges such as increased testing volumes; demand for improved turnaround times, higher standard of quality, retiring qualified personnel coupled and increased financial constraints. Together, these applications have facilitated the automation and standardization of hematology laboratory practice, which have previously been labour intensive processes and have transformed hematology laboratories and has improved patient care.

**Speaker Bio:**

Fatima Cardoso is a MLT with over 20 years experience in the Hematology field. She started her career at the Princess Margaret Hospital in Toronto where she worked for 16 years before moving to Sunnybrook Health Sciences Health Centre where she was the Senior MLT for 6 years. In 2002, Fatima returned to University Health Network in the role of Hematology Supervisor for all three hospital sites. Fatima enjoys travel with her husband and is an avid dog lover.

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**C14 – Innovations in Teaching within a Medical Laboratory Science Program**

**Speakers: Nancy Bergeron (MLT, ART), Helene Goulding, Evelyn Moreau and Connie Thurber**

**Session Description:**

The purpose of this presentation is to highlight teaching innovations in a Medical Laboratory Science program. Teaching innovations in Med Lab address the ever changing demands in higher education. No longer effective are the days of standing in front of the classroom lecturing to students. Today's teaching must address a diverse mix of learners and engage active learning, all while promoting student professionalism and accountability.

The presentations will be focusing on the use of a "Virtual Lab", enhancing student preparedness for lab sessions, the use of animations, videos and websites to supplement traditional teaching methods, and creating a learning community during practicum.

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**C15 – CSMLS Self-Directed Bridging Program for Internationally Educated Applicants**

**Speaker: Keith Johnson, BA, MBA**

**Session Description:**

Approximately 200-250 internationally educated applicants apply to CSMLS each year. In most cases, internationally educated practitioners do not meet Canadian standards immediately; assessors typically identify gaps in their education/experience which must be remediated before they can sit the certification exam. Even after an internationally educated individual has remediated identified gaps, research suggests that they still experience difficulty passing the certification exam and becoming fully integrated into the workforce. CSMLS has received funding to develop an "ideal clinical placement blueprint" and the review/revise the current list of pre-approved "refresher courses" used to remediate gaps identified in the credentialing process.

**Speaker Bio:**

Keith Johnson is an independent researcher and project manager who specializes in helping professional associations and regulators work towards the fair and expeditious integration of skilled immigrants in the workforce. Keith holds a B.A. from McGill University and M.B.A from York University's Schulich School of Business and currently resides in Toronto, ON with his partner Giedre and dog Mabel.

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**C16 – No More Wet Mount...a new approach to finding Trichomonas vaginalis**

**Speaker: Jule Fadel, MT (ASCP)**

**Session description:**

Untreated sexually transmitted diseases have serious consequences. Although effective treatment is available for many STD's, without an accurate diagnosis cases can be missed, leading to complications and further transmission.

Trichomoniasis is considered the most common curable, non-viral STD. However, multiple studies show poor sensitivity with the current diagnostic method, described over 100 years ago, of searching for motile organisms under a microscope. The OSOM Trichomonas Rapid Test is a two-color dipstick that detects antigen, providing accurate and objective results in 10 minutes. Come learn about the test and how it can add flexibility to your workflow and improve patient care.

**Speaker Bio:**

Julie Fadel, a Medical Technologist and Certified Point-of-Care Specialist (AACC), has been with Sekisui Diagnostics (formerly Genzyme Diagnostics) for the past 11 years. Prior to this, she was the Assistant Laboratory Manager and Point-of-Care Coordinator for the Medical Department at MIT in Cambridge, Massachusetts.

Julie provides global support for Sekisui's Rapid Test product line, assisting customers with product evaluations, staff training and education, and troubleshooting when necessary. She also participates in new product development, ensuring new assays meet customer needs. Her passion for access to quality healthcare for all continues to drive her interest in POCT.

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**C17 – Nova Biomedical: Point of Care Testing – Advantages and Limitations for the Assessment of Different Disease States**

**Speaker: T. Scott Isbell, Ph.D., DABCC, FACB**

**Session Description:**

Point care testing allows for rapid bedside measurement of a variety of analytes, effectively reducing the therapeutic turnaround time and improving work flow processes. However POC testing has its limitations due to the effects of pre-analytical, analytical, and post-analytical variables. This lecture will review the POC testing advantages and limitations in the assessment of dysglycemia, ketonemia, renal dysfunction, and sepsis.

**Speaker Bio:**

T. Scott Isbell trained at the University of Alabama at Birmingham where he received a PhD in pathology. He then went on to complete a post-doctoral fellowship in clinical chemistry and laboratory medicine at Washington University in St. Louis and Barnes Jewish Hospital (BJH). He is board certified by the American Board of Clinical Chemistry (ABCC) and a member of the American Association for Clinical Chemistry (AACC) and the National Academy of Clinical Biochemistry (NACB). Scott joined Nova Biomedical in the fall of 2010 and serves as Director of Medical and Scientific Affairs for North America.

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**C18 – Anticoagulation Through the Ages**

**Speaker: Linda Stang, MLT**

**Session Description:**

In relatively recent years, more and more emphasis has been placed on the clotting patient with regard to diagnosis and management. This session will outline the various anticoagulants and some of their more interesting qualities, through a historical timeline. Everything from 'good old unfractionated heparin' to Dabigatran – the newest challenge in the coagulation laboratory – will be discussed. Emphasis will be on the new drugs available and the issues surrounding them. Clinical monitoring and assay interference will be covered, as well as the somewhat limited usefulness when only a small battery of stat coag tests is available.

**Speaker Bio:**

Since graduation in 1983 from the Northern Alberta Institute of Technology, Linda worked in routine Hematology for a number of years, but now focuses her efforts in Special Coagulation and Flow Cytometry, at the University Hospital in Edmonton. Hoping to return to a rural Alberta setting, she initially was only going to stay on in the big city for six months

to get something on her resume, but now 29 years later, she is still there, with no inclination of leaving – which is akin to something John Lennon once said – ‘Life is what happens when you are planning something else.’

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### **C19 – QC your QC process. Do you have a Gap between QC theory and practice?**

**Speaker: Zoe Brooks, ART (Gen)**

#### **Session Description:**

Clinically misleading patient results reach clinicians if:

- (a) the analytical system produces results too far from their true value for clinicians to make the correct clinical decision, and
- (b) the QC system fails to detect the bad results.

An EFFECTIVE QC system will monitor performance and tell you to stop reporting if results become clinically misleading. Effectiveness impacts patient care.

An EFFICIENT QC strategy will generate zero false QC flags while the method meets requirements. False positive flags waste resources, delay patient results and dilute the likelihood that a real change will be noticed. Efficiency impacts lab budget.

Bring a QC chart and open mind!

#### **Speaker Bio:**

Zoe has presented workshops, scientific posters, home study courses, and written articles to promote better quality practices for over 20 years. She is author of “Performance-Driven Quality Control”, published by AACC Press and is currently writing a 6-part self-study series “Patient Focused Laboratory Quality” available from CSMLS and AACC.

Zoe has been keynote speaker at national laboratory meetings in Australia and Egypt, and is working with labs in the Caribbean to improve quality practices.

She has proven the existence and published concerns with the Gap between QC theory and QC practice. The solution? “Some good old fashioned horse sense!”

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### **C20 – Volunteering**

**Speaker: Michelle Squarciotta and Tom Stowe**

#### **Session Description:**

Have you considered volunteering with CSMLS? If not, join us for a lively discussion on the many volunteer opportunities available with the society. This session will review all the volunteer committees and showcase the international volunteering that has occurred over the past few years.

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### **C21 – Learning through story – Moving from a Lean pilot project to the way we do business**

**Speaker: Lenore Howey, MLT, ASQ CGB**

#### **Session Description:**

We can learn something from every story we hear. Each of us comes from an organization that has its own unique stories. This presentation will highlight stories from Laboratory Services within the Saskatoon Health Region (SHR). Not all the stories are ones of success but we often learn more from our failures than our successes. SHR has been actively pursuing a culture of continual quality improvement since 2007 with a focus on the principles of Lean/Six Sigma to help reduce waste and improve service predictability for their customers/patients. Our vision is to Learn, Act and Believe (LAB) when it comes to continual quality improvement.

**Speaker Bio:**

Lenore's career story started as a Combined Lab and XRay Technician. She worked in Northern Alberta and Edmonton for 5 years before moving to Saskatoon in 1987 to become certified as a Medical Laboratory Technologist. She has been a resident of Saskatchewan long enough to be a dedicated member of Rider Nation. In 2007, she was the Team Lead for Saskatoon Health Region's Lean Pilot Project and has coached many teams in process improvement. Through ongoing application and education of Lean/Six Sigma she attained her ASQ Green Belt Certification in June 2011. She has now moved into the team role of Laboratory Manager at St. Paul's Hospital as of September 2011.

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**C22 – Beckman Coulter: Years ahead and moving forward...the latest in Hemostasis and Hematology Testing****Speaker: Pam Bryski and Marc Lauzon****Session Description:**

This session will be an overview of new innovative solutions in Hematology and Hemostasis with Beckman Coulter.

**Speaker Bio:**

Pam Bryski:

1997 to present: Capital Equipment Consultant at Beckman Coulter Canada LP which involves creating, proposing, presenting and supporting Beckman Coulter's current and new innovative Hematology, Coagulation, IT and Automation solutions for hospitals and laboratories in Ontario and Atlantic Canada.

1990 – 1997 Moved from Manitoba to Ontario and began working as an Applications Specialist for Coulter Electronics of Canada covering hematology and coagulation in Ontario and Atlantic Canada. Advanced to become National Technical Support Specialist for Hematology and Coagulation supporting marketing, sales and service, new product development, product launches and evaluations, as well as installation, implementation, customer training and support.

1985- 1989 Needing a new challenge, switched to work in chemistry and special chemistry and advanced to become Assistant Manager/Biochemistry Supervisor at Assiniboine Clinic in Winnipeg Manitoba, a reference lab serving serving 15 labs/clinics, 9 nursing homes, and 2 veterinary clinics.

1981-1985 Started out in Hematology and Coagulation and became a Charge Technologist at Unicity Lab Services, a reference lab serving 12 labs/clinics and 2 nursing homes.

1979-1981 - Education: Red River Community College and Winnipeg Health Sciences Center - General degree program.

Interests: Cycling, gardening and her 2 cats - Lola (5) and Bear (20<sup>+</sup>).

**Speaker Bio:**

Marc Lauzon is the National Hemostasis Product Manager for Beckman Coulter Canada. Prior to joining Beckman Coulter, Marc was Vice President and General Manager of the Hemostasis Reference Laboratory in Hamilton, Ontario. Marc received his MLT in 1986 from St. Lawrence College in Kingston, his Honors B.Sc. in Medical Laboratory Sciences in 1989 and his graduate degree in Molecular Biology and Genetics from the University of Guelph.

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**C23 – Tissue Banking: Considerations to help MLT's and other healthcare professionals select safe allograft tissues for transplantation****Speaker: Angelo Fefekos****Session Description:**

Tissue banks continue to strive to achieve the highest level of sterility assurance and the safest measures for patients without compromising allograft function or performance. This presentation is intended to provide medical laboratory technologists/technicians, orthopedic surgeons, material managers and other healthcare personnel with information regarding various tissue banking practices. Different practices and discrepancies among tissue banks lead to the availability of various substandard allograft tissues. The objective of this presentation is to provide facts that focus on

the risk of disease transmission and the impact of allograft processing methods. This information is useful when the time comes for your facility to select an allograft tissue provider.

**Speaker Bio:**

Angelo is currently the Manager of the Division of Diagnostic Medical Genetics at Mount Sinai Hospital and former Manager of Mount Sinai Allograft Technologies. He is an alumni of St. Lawrence College in Kingston Ontario and is a Certified Medical Laboratory Technologist. Angelo has a Diploma in Tissue Banking from the University of Barcelona and is a Certified Tissue Bank Specialist from the American Association of Tissue Banks. In addition, Angelo possesses a certificate from the University of Ryerson in Business Management of Information Systems and has a Masters Certificate from the University of San Francisco in Sales and Sales Management.

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**C24 – Invitational Teaching and Training: Making your lab the most welcoming lab in town!**

**Speaker: Robin Thompson-McAvoy, MLT, B.Sc., B.Ed. Adult**

**Session Description:**

We are all learners and teachers at some point in our career and we have all had positive learning experiences and not so positive experiences. We want students to learn and we want new employees to stay at our sites. Learning to be an invitational trainer or teacher may help to make those first days in the lab a good experience for your "newbies". This presentation will allow you to reflect on whether you are an invitational teacher/trainer and how you can make your own training sessions an engaging and welcoming activity for your learners.

**Speaker Bio:**

Robin is the Coordinator, the Clinical Chemistry Professor and alumni of the Medical Laboratory Science program at St. Lawrence College in Kingston Ontario. Robin has a Bachelors degree in Adult Education and it was during these studies that she began to develop her teaching to further help MLT students learn practical skills and theoretical knowledge during their didactic and practicum training. Robin is the Academic Member for the College of Medical Laboratory Technologists of Ontario. She is an avid runner and lives near Belleville Ontario with her husband and two children.

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**C25 – Generations 2.0**

**Speaker: Christine Nielsen, BHA, MLT, CAE**

**Session Description:**

Do you ever feel like no one is listening? At work? At home? With your kids? With your parents? With your boss? With your peers? Do you feel misunderstood or worse, ignored? This session includes an overview of the challenges we have in the workplace now that there are four generations working side by side. Each brings their own attitudes, values, judgment and beliefs... and preferred communication style. Uncover some of the mysteries of these generations, and position yourself to listen better and be heard.

**Speaker Bio:**

Christine Nielsen became Executive Director of the Canadian Society for Medical Laboratory Science in early 2010. Christine is well known and respected within the medical laboratory community. She was the Director of Certification for the CSMLS from 2003 to September of 2009. She also served a short term as the Associate Registrar at the College of Medical Laboratory Technologists of Ontario (CMLTO).

A graduate of the medical laboratory technology program (Michener Institute of Applied Health Sciences, Toronto), Christine was certified in 1997, and is now chair of the Alumni Board.

She was an active volunteer at the CSMLS prior to joining as staff. She also completed a Certificate of Mastery in Prior Learning Assessment from the Council for Adult, is a Certified Association Executive and had a degree in Health Administration from Ryerson. She is also the Chair of CNNAR – the Canadian Network of Associations of Regulators, Ottawa.

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**C26 – Technologiste militaire en Afghanistan (Session presented in French)**

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**C27 – Intermedico: Introduction of the fully automated urine chemistry and sediment analyzer system of 77****Elektronika****Speaker: Mate Balicza, M.Sc. in Biomedical Engineering****Session Description:**

This session will present unique and fully automated urine chemistry and sediment analyzer solution for the laboratory. The UriSed analyzer is truly revolutionary, offering the full automation of manual microscopic measurement of urine sediment by means of a special image processing method, and showing HPF like images on the computer screen. The LabUMat analyzer is a fully automated urine chemistry system for the detection of 11 parameters in urine, by using light and photometric reading to detect and evaluate colour changes on test strips. LabuMat and UriSed together form an effective and reliable solution for complete urinalysis.

**Speaker Bio:**

77 Elektronika Ltd., is an Hungarian owned private company working with a staff of 360 people. Its activities cover the complete design, development, and production of semi and fully automated urinalysis instruments, sold in over 80 countries world-wide. Mate Balicza is the International Marketing Manager of the company experienced in the multidisciplinary fields of biomedicine, technology and economics. He obtained his MSc. Degrees in Biomedical Engineering and in Product Management. He has been working in the field of urinalysis for more than 5 years visiting medical laboratories and participating in conferences all around the world.

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**C28 – Whole-slide imaging telepathology for patient care****Speaker: Dr. Andrew Evans, MD, Ph.D., FRCPC****Session Description:**

Interest within the pathology community is growing concerning the use of whole-slide imaging telepathology for diagnostic purposes. This is particularly true for situations where there is no on-site pathologist or there is a need for timely access to sub-specialists. This lecture will describe the University Health Network (UHN) experience with respect to implementing this technology for routine patient care purposes. The specific learning objectives are to provide an understanding of:

1. Why and how telepathology was implemented at UHN.
2. How the system has performed and lessons we have learned along the way.
3. The important role played by histotechnologists.

**Speaker Bio:**

Dr. Evans is a Staff Pathologist at University Health Network (UHN) in Toronto. He is also an Associate Professor in the Department of Laboratory Medicine and Pathobiology at The University of Toronto. He has served as Director of the UHN Telepathology program since its inception in 2003. This innovative program has successfully integrated digital pathology into patient care for a variety of applications, including remote frozen section diagnosis.

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## **C29 – Infection Control as a career alternative for Lab Techs**

**Speaker: Jim Gauthier, MLT, CIC**

### **Session Description:**

This session will review the path taken by a Medical Laboratory Technologist into the world of Infection Prevention and Control and outline steps that can be taken if a career change is being contemplated.

### **Speaker Bio:**

Jim Gauthier worked in microbiology labs in Hamilton, Ontario, Calgary, Alberta and Nelson, British Columbia for 19 years. He segued into Infection Control and has been slaving away at that for over 23 years. He speaks widely, and is currently the president of his national organization CHICA-Canada (Community and Hospital Infection Control Association – Canada).

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## **C30 – Surviving the Evolutions of Quality Do's and Don'ts**

**Speakers: Julie Coffey (MLT, ART, CQA, CMQ/OE (ASQ)) and Linda Crawford**

### **Session Description:**

In this interactive, fast-paced but low-pressure session, you will receive a historical perspective on quality initiatives for medical laboratories, learn the principles and benefits of a forward-thinking quality system, and have the opportunity to vote for the best survival tips in a tribal council-like setting. The presenters will address the evolution of quality management, review ISO principles of a quality system, discuss change leadership for embracing a process-oriented quality culture, present pitfalls to avoid, and share success stories that demonstrate the benefits of a quality system.

### **Speaker Bio:**

Julie Coffey is a staff technologist and quality manager from the Ontario Laboratory Accreditation (OLA) division of QMP-LS in Ontario, which operates as the Institute of Quality Management in Healthcare (IQMH) outside of the province of Ontario. Julie is a Medical Laboratory Technologist, certified Quality Auditor, and a certified Manager of Quality/Organizational Excellence. She has played a key role in the development OLA program and its requirements since its inception in 2000, and to date has coordinated and conducted over 100 assessments of Ontario laboratories using the ISO 15189 standard. Julie is the primary author of the Decoding ISO 15189™ web-based educational series, and has written numerous articles for QMP-LS News on the implementation of a quality management system. She has given countless presentations on understanding OLA and ISO 15189.

### **Speaker Bio:**

Linda Crawford is Director of the Ontario Laboratory Accreditation (OLA) program. OLA is an ISO 15189 medical laboratory accreditation program with 300 clients.

A medical technologist with qualifications in both the United States and Canada, Linda has a Masters degree in Health Administration and is a Certified Health Executive. She volunteers at the provincial, national and international level to promote continuing education for medical laboratory professionals and medical laboratory accreditation.

Linda has authored many scientific publications and has given over 70 invited presentations on a variety of topics. A member of Toastmasters International for many years, she is an accomplished communicator.

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## **C31 – May the Centrifugal Force be with us: Working with Diversity**

**Speaker: Jan Fox, B.Sc., ART, MLT**

### **Session Description:**

Do you work in an organization that has implemented and demonstrates the inclusion of all different types of peoples, whether different in races, culture, gender or working styles?

Creativity and innovation are both direct products of Diversity. Eliminating the stereotypes associated with gender, faith, ethnicity, abilities and worker styles will allow employees to feel needed. With the sense of belonging comes an

increase in commitment to the work and outcomes allowing each individual to contribute in a positive way. Let's step in and look at the way diversity affects all of us and our productivity. Is the force with us?

**Speaker Bio:**

Jan Fox is a full-time professor with St. Lawrence College in Kingston. Prior to dedicating time to academia, Jan worked in the haematology laboratory at the Kingston General Hospital. She has and served on assorted academic and professional committees; she has recently enjoyed an opportunity for professional development with the NSCC in Halifax. Drawing upon her varied work/life experiences, Jan's commitment is to contribute to her community and to her profession by working to raise awareness about diversity in the workplace; believing that the force of education must be sustained if we hope to reduce discrimination and benefit by our human differences.

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## Monday, June 4

### **C32 – The Road to Self-Regulation (NL Experience)**

**Speaker: Colin Power, B.Sc., MLT**

**Session Description:**

A road is defined as an “open way for vehicles, persons or animals” as defined by Merriam- Webster’s Dictionary- tenth edition. It is usually the fastest route between point A and point B.

NL experience has been anything but open and fast. Our journey began more than 20 years ago with a few visionary and energetic Medical Laboratory Technologists getting together to discuss the next steps for our profession. The next logical step for professional growth was decided to be self –regulation.

So begins our “Road Experience”.

In this presentation we will explore the past, present and future of the self-regulation process and the changing face of what it looks like.

**Speaker Bio:**

Colin Power is the President of the Newfoundland Labrador Society for Medical Laboratory Sciences and has been an active participant in the discussions, work up and the committees required for the self regulation process. He graduated from Cabot College in 1991 with a general RT and in 1993 completed the Cytology program with a subject RT. Colin graduated from Memorial University of Newfoundland in 2004 with a BSc. in Biology and a certificate from the School of Business in Supervisory, Leadership Management Program.

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### **C33 – Unique Laboratories: Umbilical Cord Blood Banking**

**Speaker: Lianne Witt, MLT**

**Session Description:**

This presentation would give an understanding of a unique Cellular Therapies laboratory discipline not currently addressed within CSMLS program.

- Collection of Umbilical Cord Blood within the Hospital Labour & Delivery unit
- Umbilical Cord Blood processing, cryopreservation and storage
- Umbilical Cord Blood Shipment and receipt
- Current Uses of Umbilical Cord Blood Stem Cells

**Speaker Bio:**

Lianne Witt graduated as a general MLT from St. Lawrence College in 1984. She has worked at Pembroke General Hospital, Canadian Medical Labs, Canadian Red Cross and at Oakville Trafalgar Memorial Hospital. She was Team Leader of the Transfusion Medicine Labs at Halton Healthcare then recruited as the Lab Manager at the Inception Cord Blood Program. Her current title is Technical Director, Lab and Client Services where she oversees operations. She authored a scientific abstract that was part of a poster presentation at the 2011 AABB Annual General Meeting. She also was nominated in the Health Sciences category for the 2011 Premier’s Awards recognizing outstanding achievement in Ontario College Graduates.



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### **C34 – The Changing Role of the Technologist – Dr. Jekyll or Mr. Hyde?**

**Speaker: Lisa Merkley, BA, MLT, CTBS**

#### **Session Description:**

Laboratory Medicine is a fast paced complex environment that is constantly changing. The demand for change results from the need to provide a more rapid diagnosis to the patient which results in the development of new and improved technologies. This ever changing environment has seen the evolution of the Lab technologists from simply performing the tests to becoming a recognized member of the health care team.

This session, through real life examples of a day in the life of a Medical Laboratory Technologist from various disciplines, will attempt to illustrate how far we have come and the role we are now expected to play.

#### **Speaker Bio:**

Lisa Merkley is currently the Director of Laboratory Medicine at Sunnybrook Health Sciences Centre, located in Toronto, Ontario. She also directly manages the Blood and Tissue Bank and the Phlebotomy Services. Lisa's other career roles have included Supervisor, Quality Assurance officer and general technologist in both blood bank and hematology. In addition to her roles within Sunnybrook, Lisa is an assessor for the American Association of Blood Banks (AABB) and she sits on two national surveillance working groups; Transfusion Error Surveillance System (TESS) and Cells Tissues and Organs Surveillance System (CTOSS) and one international committee, the AABB Tissue Task force. Lisa has been a Laboratory Technologist for over 21 years and she is looking forward to discussing the changing role of our profession with you.

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### **C35 – The ABCs of Gram-Negative Resistance**

**Speaker: Baldwin Toye, MD, FRCPC**

#### **Session Description:**

Antibiotic resistance continues to be a challenge for the clinical laboratory with the need to be able to detect newer mechanisms of resistance. This is especially true for resistance in Gram-negative bacilli which are often multi-drug resistant. This session will review the evolving epidemiology, clinical impact, and laboratory detection of the major mechanisms of Gram-negative resistance.

#### **Speaker Bio:**

Dr. Baldwin Toye is a Medical Microbiologist and Infectious Disease consultant at The Ottawa Hospital. He is Deputy Head of the Department of Pathology & Laboratory Medicine at The Ottawa Hospital and Associate Professor at the University of Ottawa. He is a consultant for several hospitals in Eastern Ontario and the Public Health Ontario Laboratories.

He has served on several provincial committees including the Microbiology Committee of the Quality Management Program – Laboratory Services and the Laboratory Working Group for the Ontario Health Pandemic Influenza Plan. His clinical and academic interests include the diagnosis and management of antimicrobial-resistant organisms.

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### **C36 – Grant Writing 101 - Part 1**

**Speakers: Susy Campos (MA, MBA) and Janelle Bourgeois**

#### **Session Description:**

This workshop will provide a detailed introduction to the process and structure of a grant proposal. This workshop will assist both experienced as well as beginner proposal writers improve their proposal writing skills. It will review the basic components of a grant proposal, successful approaches and examine how to avoid common pitfalls.

**Speaker Bio:**

Susy Campos, Co-Founder: Ms. Campos has over 10 years of experience in the grant writing and fundraising fields. Over the course of her career she has secured tens of millions of dollars in funding for her clients. Her expertise includes but is not limited to grants involving justice, economic development, domestic violence, human rights and social service programs for low-income individuals. Ms. Campos has a MA International Relations/Political Theory from McMaster University and an MBA from the University of Moncton, NB. She is currently a member of the Board of Directors of NBSMLT and of the Moncton Head Start.

**Speaker Bio:**

Ms. Bourgeois is the Executive Director of the New Brunswick Society of Medical Laboratory Technologists (NBSMLT). She has over 10 years of experience in Medical Laboratory Science and 5 years of experience in Association/Regulatory Body management. Recently, she has been appointed Project Lead for the New Brunswick Bridging Program for internationally educated MLTs and has been involved in many national and international initiatives. Ms. Bourgeois holds a Bachelor's Degree in Medical Laboratory Science and hopes to complete her MBA this spring. She is a proud certified member of the CSMLS.

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**C37 – Staying Professional in a Social Media World**

**Speakers: Michelle Squarciotta and Michael Grant, B.Comm.**

**Session Description:**

The world of social media is expanding with every Facebook post, Twitter post, LinkedIn update, and Foursquare location. Are you feeling a little confused with what all these tools are? Are you wondering where the boundaries should exist with your personal and professional world? Join this informative session that will provide an overview of these tools and guidance how to keep your personal and private worlds from colliding.

**Speaker Bio :**

Michelle Squarciotta is the Director of Marketing, Communications and Membership with CSMLS and has been with the association since 2009. Throughout her career, Michelle worked for several Fortune 500 software companies managing marketing, continuing education and organizational development teams.

She is also a fitness enthusiast. She is a certified fitness instructor with CANFITPRO and teach spinning classes in Hamilton, Ontario.

**Speaker Bio :**

Michael Grant has over 9 years of experience working in the field of marketing and communications. Michael joined CSMLS in 2010 as the Team Lead, Communications, where he is responsible for CSMLS's communications initiatives, including CSMLS websites, *CjMLS* and National Medical Laboratory Week to name a few. While relatively new to CSMLS, Michael has been working in the healthcare industry for his entire career, spending several years with the Michener Institute for Applied Health Sciences. His innovative approach to marketing and communications has garnered international recognition and awards.

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**C38 – Newborn Screening Ontario: From 'Worst' to 'First' - Where are we now?**

**Speaker: Christine McRoberts, MLT**

**Session Description:**

Newborn Screening Ontario provides screening to the estimated 140 000 babies per year born in the province of Ontario. Screening is performed for rare disorders which if left undiagnosed and untreated, may cause serious health problems and even death. Beginning in 2006, when Newborn Screening moved from Public Health in Toronto to NSO in Ottawa, the province of Ontario has expanded Newborn Screening from screening for two disorders to twenty eight.

**Speaker Bio:**

Christine McRoberts is the Senior Technologist in the Newborn Screening Ontario Laboratory. She has over 30 years experience in laboratory technology. Her background is in both clinical and research labs, and she has been employed in Biochemistry, Microbiology, Hematology and Transfusion Science, as well as Molecular Genetics.

Christine is responsible for the day to day operations in the NBS lab. This includes providing technical support to the technologists and technicians, development of new assays and technologies in the lab, troubleshooting instrument and Quality control issues, and liaising with clients and other departments.

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**C39 – Vote Now: The Learning Competition Experiment****Speaker: Shanta Rohse, M. Distance Education****Session Description:**

We all say it: continuing education is critical to keeping up with change in the workplace. Is it true? A survey of MLTs in transfusion Science revealed we must do better. The BloodTechNet Learning Competition finds and inspires learning initiatives to do just that. Participants are asked to submit innovative learning ideas, and to advocate and vote for the best projects. Held entirely online, the projects with the more votes qualify for funding. This presentation reviews the first two Learning Competitions and asks how this approach helps meet the demands of a changing workplace.

**Speaker Bio:**

Shanta Rohse is a learning consultant at Canadian Blood Services, and the organizing force behind BloodTechNet and the Learning Competition. Her interests lie in online learning, learning communities and technology. She puts collaborative technologies into action because the challenges we face are too big for individuals or organizations to solve alone. She began her working life as medical laboratory technologist and is now pursuing a PhD in Education.

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**C40 – The 12 Simple Rules for Point-of-Care Testing****Speaker: Tammy Ottenbreit, MLT, ART****Session Description:**

Point-of-Care Testing is one of the fastest growing disciplines of laboratory science. We will use the 12 Quality System Essentials as a guide to develop a comprehensive POCT Program. Personnel are one of the most important aspects– the challenge is to be recognized and accepted as a facilitator and a positive resource to the end user. Building a collaborative team is essential for a system to provide quality care to the patient.

**Speaker Bio:**

Tammy Ottenbreit graduated as a Medical Laboratory Technologist in 1980. She obtained her ART in Chemistry in 1991. Twenty years as a bench technologist, 5 years as a teaching technologist, 6 years as a Chemistry supervisor, a position, which she held until September of 2011. She became the Point of Care supervisor for the Regina Qu'Appelle Health Region at that time. Tammy has served on the SSMLT council as president and has done volunteer work for the CSMLS as well. She believes in taking on new challenges, which is why she is here to speak to you today.

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**C41- Grant Writing 101 - Part 2****Speakers: Susy Campos (MA, MBA) and Janelle Bourgeois****Session Description:**

This workshop will provide a detailed introduction to the process and structure of a grant proposal. This workshop will assist both experienced as well as beginner proposal writers improve their proposal writing skills. It will review the basic components of a grant proposal, successful approaches and examine how to avoid common pitfalls.

**Speaker Bio:**

Susy Campos, Co-Founder: Ms. Campos has over 10 years of experience in the grant writing and fundraising fields. Over the course of her career she was secured tens of millions of dollars in funding for her clients. Her expertise includes but is not limited to grants involving justice, economic development, domestic violence, human rights and social service programs for low-income individuals. Ms. Campos has a MA International Relations/Political Theory from McMaster University and an MBA from the University of Moncton, NB. She is currently a member of the Board of Directors of NBSMLT and of the Moncton Head Start.

**Speaker Bio:**

Ms. Bourgeois is the Executive Director of the New Brunswick Society of Medical Laboratory Technologists (NBSMLT). She has over 10 years of experience in Medical Laboratory Science and 5 years of experience in Association/Regulatory Body management. Recently, she has been appointed Project Lead for the New Brunswick Bridging Program for internationally educated MLTs and has been involved in many national and international initiatives. Ms. Bourgeois holds a Bachelor's Degree in Medical Laboratory Science and hopes to complete her MBA this spring. She is a proud certified member of the CSMLS.

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**C42- Genetic Counselling in a Hereditary Cancer Clinic: Assessing, Counseling, and Managing the High Risk Patient**

**Speaker: Seema Panchal, MS, CGC**

**Session Description:**

Genetic counselling in a Familial Cancer Clinic involves evaluating medical history and family history factors to determine risk. Patients arrive at a familial clinic with questions on how family history impacts personal risk and risk for other family members. Genetic testing is often an important component of this genetic counselling process, and patients face implications of positive, negative and inconclusive genetic test results. Genetic Counsellors help with the process of decision-making surrounding options for managing increased risks, insurance and family implications, and ethical issues that arise through this process.

**Speaker Bio:**

Seema Panchal is an American Board Certified Genetic Counsellor working in the Familial Breast Cancer Clinic at Mount Sinai Hospital. She is also a Clinical instructor for the Faculty of Medicine department at the University of Toronto. In addition to her clinical responsibilities, she is involved in multiple research studies on hereditary breast cancer.

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**C43 – Demystifying medical mycology. (A practical review of processing, techniques and identification of commonly encountered fungi in the microbiology laboratory)**

**Speaker: Bharat Gandhi, MLT (CMLTO), M (ASCP), S (CCM), Hon. B.Sc.**

**Session Description:**

This presentation will prove very useful and entertaining to all microbiology technologists and technicians who want a review and update to this expanding discipline. This dry workshop will induce confidence in how to begin, what tools to use, resources to have and helpful hints on how to identify yeasts and moulds. A brief review of proficiency test isolate used in the past in Ontario and an introduction of key indicators used in a high volume mycology lab will be discussed for the more experienced.

**Speaker Bio:**

Bharat Gandhi is employed with Lifelabs (formerly MDS Reference Laboratories) since 1985 where he has taught MLTs and visiting students. He is self employed as a basic research scientist, conducting product validations and R/D projects for microbiology laboratory product vendors, a part-time instructor and visiting lecturer at Centennial College, a mentor with minority students with the American Society for Microbiology (ASM) and a contributor with CLSI M54 and CLSI M40A standards documents.

His other credentials includes being certified as an OLA assessor with QMPLS, a Specialist Microbiologist certification with CCM and post – graduate diploma equivalence in Infectious Diseases from London School of Hygiene and Tropical Medicine and Molecular Diagnostics from Michigan State University.

Bharat also teaches a distant learning course entitled Microbiology through the microscope with CSMLS.

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#### **C44 – How to write a Business Case**

**Speaker: Michelle Squarciotta**

##### **Session Description:**

Have you ever recommended an idea and been told “you need a business case?” then you don’t want to miss this educational session on learning how to build a strong business case.

##### **Speaker Bio :**

Michelle Squarciotta is the Director of Marketing, Communications and Membership with CSMLS and has been with the association since 2009. Throughout her career, Michelle worked for several Fortune 500 software companies managing marketing, continuing education and organizational development teams.

She is also a fitness enthusiast. She is a certified fitness instructor with CANFITPRO and teach spinning classes in Hamilton, Ontario.

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#### **C45 – Emerging Pathogen Trends in Canine Blood Donors**

**Speaker: Beth Knight, BT, MLT, QA/QC PI**

##### **Session Description:**

Our global community is forever evolving. As exploration and population of unknown lands expands so do a broad range of opportunistic pathogens. Many emerging vector-borne infectious diseases are increasing in incidence and geographic distribution. Moving across the country and adapting to Canadian climate extremes, previously unfamiliar diseases are occurring asymptotically within the canine population. Some arthropod-borne virus or arbovirus infections have a broad host range that includes both animal species and humans. Based on 2 years of data, the Canadian Animal Blood Bank asks the question, are our canine blood donors ‘canaries in the coal mine’?

##### **Speaker Bio:**

Beth Knight came to Canadian Animal Blood Bank in 2006. After a 26 year career at Canadian Red Cross/Canadian Blood Services, she brought her Immunohematology skill-set to the animal transfusion service. Her enthusiasm and dedication is matched by her sincere empathy for donors and patients.

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#### **C46 – The Laboratory’s role in Personalized Cancer Treatments**

**Speaker: Dr. Brian Rudrick, MD, FRCPC**

##### **Session Description:**

An overview of how new Targeted Therapies for cancer are impacting the laboratory. A look at how information provided by the laboratory helps the Oncologist with the diagnosis of cancer and assists them in selecting therapies individualized for the patient.

##### **Speaker Bio:**

Dr. Rudrick is a practicing Pathologist at Grey Bruce Health Services in Owen Sound, Ontario. He is also Director of Laboratories and has a part-time practice in Psychiatry.

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#### **C47 – Pathologists’ Assistant: What’s my line?**

**Speaker: Sarah James, MLT**

##### **Session Description:**

This session will explore the role of the Pathologists’ Assistant (PA) in today’s collaborative lab environment. At first we will examine the past present and future of the PA role in Canada. The discussion will focus on lab accreditation regulations that relate to the PA, as well as education programmes, national certification and opportunities for the advancement of PAs in today’s healthcare system.

The second portion of the presentation will focus on grossing skills including some commonly encountered problems and tips on how to address them.

**Speaker Bio:**

Sarah James graduated from The Michener Institute in 1990 and worked full time as a Medical Laboratory Technologist for five years before being offered the chance to train “on the job” as a Pathologists’ Assistant. Currently the Senior Pathologists’ Assistant at University Health Network she oversees the grossing of approximately 55,000 specimens a year by 10 PAs at 5 hospital sites. Outside her hospital role she has been involved with the PA Section of the Canadian Association of Pathologists since its inception and is an online instructor at The Michener Institute.

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**C48 – Cytology case presentation: For the love of cells!**

**Speaker: Anne Ecobichon-Morris, BA (Life Sciences)**

**Session Description:**

Cytotechnologists love looking at cells. Come and enjoy some interesting cases that will appeal to your senses and remind you why we love our job so much. Cases will be presented from a variety of sources with surgical and immunohistochemical back up.

**Speaker Bio:**

Anne Ecobichon-Morris started working at what was once called the Henderson Hospital in Hamilton in 1988. She became a senior technologist for the Henderson site in 1996 and advanced to her current Technical Specialist position for HRLMP in 2009. In the meantime, Anne has also completed her Occupational and Health management certificate at Mohawk College and is responsible for safety in the Pathology Dept. She is also an avid gardener and her goal is to remove all the grass around her home and replace it with plants.

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**C49 - Work Outside the Box**

**Speaker: Margaret Smith, MLT, ART**

**Session Description:**

What skills do we have that we can capitalize on as laboratory professionals outside the laboratory? Who hire qualified, medical professionals on a contract basis? For many of us, leaving the boxed walls of the laboratory means stepping outside our comfort zone. What other opportunities are there for Certified Medical Laboratory Professionals? Find out what skills are valued, and what skills are taught to succeed as a qualified examiner. Being a certified member of CSMLS is paramount when working outside the box.

**Speaker Bio:**

Margaret Smith obtained her General RT from SAIT, in 1975, ART in Biochemistry in 1987, worked over 30 years in Chemistry and Immunology at Foothills Hospital, Specimen Reception at Rockyview Hospital. President of ACMLT in 1991 and CSMLS in 1995, CSMLS Co-chair National Congress 2002. She is currently Medical Coordinator with Quality Underwriting Services and does contract work. She had 2 children, and 4 adorable grandchildren – runs marathons for fun – completed 21. Her most memorable one was the authentic route in Greece – from Marathon to Athens which she did in October 31<sup>st</sup>, 2010. Her next marathon is in Ottawa on May 27<sup>th</sup>, 2012.

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**C50 – « Un contexte particulier à l’application de la norme sur les analyses de biologie délocalisées (AABB) »  
(Session presented in French)****C51 – Sysmex: Interpreting hematology scatter-plots: one cancer centre key to seeing the BIG picture**

**Speaker: Barbara Burch, MHA, MT (ASCP)**

**Session Description:**

Practiced hematology scatter-plot interpretation can enable laboratories to deliver reliable results to clinicians in a timely manner thus facilitating improved patient care. This session will use case studies to show how such interpretation has improved the care of patients in a New York cancer center; this will include audience group work. Keys to learning how laboratories can tease information out of their instruments will be discussed.

**Speaker Bio:**

During her 20+ year career as a medical technologist, Barbara Burch has worked for small rural hospitals, non-profit organizations, large hospitals and is currently the laboratory manager and LIS systems manager for the NYU Clinical Cancer Center in New York City. During her 13 year tenure in this position, Barbara has managed all laboratory operations for the NYU Clinical Cancer Center and its satellite centers. Barbara is a past member of the ASCP Council of Laboratory Professionals and a current member of the CLMA Greater NY Chapter Board of Directors. Barbara is an avid moviegoer and is the proud parent of a 7 year old Shih-Tzu named Beyla.

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**Closing Ceremonies and Keynote – A Glimpse into the Future of Healthcare**

**Keynote Speaker: Dr. Diponkar Banerjee, MBChB, FRCPC, Ph.D.**

**Session Description:**

The session will explore possible scenarios related to personalized healthcare that may completely change how we diagnose and treat human illness, using cancer as an example.

**Speaker Bio:**

Dr. Diponkar Banerjee is Medical Director, BC Cancer Agency Pathology Quality Assurance and Quality Improvement Program, and Clinical Professor of Pathology and Laboratory Medicine at the University of British Columbia. He is the Chair of the Section of Patient Safety and Quality Assurance of the Canadian Association of Pathologists. His research interests are in the molecular biology of Hodgkin's Lymphoma, and translation of novel technologies for cancer diagnostics and screening programs.