



**CSMLS**

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Canadian Society for  
Medical Laboratory Science

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# Annual Report 2006



## Annual Report Contents

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# Vision, Mission, Values

## Vision

Excellence in Medical Laboratory Science

## Mission

To maintain excellence in certification and standards of practice for medical laboratory science in Canada.

- To promote a culture of lifelong learning in the medical laboratory community.
- To be the national voice and the advocate for medical laboratory science.
- To provide exemplary service to our members.
- To develop innovative partnerships with health care organizations and other stakeholders.
- To be a leader in the international community.

## Values

CSMLS is committed to promoting high ethical and professional values. We strive for excellence in all our endeavours. The foundation of our organization is built upon:

### Integrity

- Our actions are honest and trustworthy.
- Our processes are democratic and open.

### Accountability

- We are responsible to our membership and stakeholders.
- We maintain and promote high standards of practice in the delivery of quality health care.

### Respect

- We build professional partnerships through consensus and collaboration.
- We value the dignity, equality, diversity and privacy of all.
- We value, encourage and support volunteers and staff.

### Commitment

- Our standards ensure high quality medical laboratory professionals who are valued throughout Canada and the world.
- We are proactive in meeting the needs of our members and our community.



# President's Report

Reuben Noseworthy 2006 President

**"Don't dwell on reality; it will only keep you from greatness."**

*-Rev. Randall McBride*

When I first read this quote, I thought it was funny. But the longer I thought about it, the more profound it became. In order for an organization to progress, it's necessary to see beyond 'what is' and strive for 'what can be.' The new strategic plan, which was launched in 2006, aims to create new possibilities for both CSMLS and the medical laboratory profession.

In recent years, CSMLS has made concerted efforts to inform decision makers in government about the pivotal role that medical laboratory professionals play in health care delivery. As a result, government relations has become an increasingly important and time-consuming endeavour for our Society. In 2006, we engaged the services of a government relations firm—Impact Public Affairs. Huw Williams, the President of the firm, is a government relations expert and we are confident that his expertise and experience will help us build on our successes and move our advocacy agenda forward.

The availability of scholarly research on professional issues is crucial to successfully achieving our advocacy objectives. Unfortunately, the lack of research on the medical laboratory profession in Canada has hindered our ability to persuade governments and health care planners to take action on important issues, such as the shortage of clinical placements.

In the spirit of "if it's to be it's up to me" the Board of Directors approved the creation of a Director of Research position to spearhead research at the CSMLS. We were extremely fortunate to recruit Dr. Moira Grant into the position. Dr. Grant has had a long association with CSMLS, having served as Chair of the Scientific Advisory Panel and the Entry Level Steering Committee. She also authored a groundbreaking report on clinical education, *Clinical Placements for Canadian Medical Laboratory Technologists: Costs, Benefits and Alternatives*.

Health human resources continues to be an issue of concern for governments and the health care community. All professions, including medical laboratory science, are projecting severe labour shortages over the next decade.

Executive Director, Kurt Davis, who represents CSMLS on the Health Action Lobby, (HEAL) participated in the development of a discussion paper calling on governments to recognize the importance of adopting a pan-Canadian approach to health human resources (HHR).

The discussion paper sets out 10 core principles and supporting strategic directions which HEAL members believe must underpin a pan-Canadian plan for achieving a sustainable health workforce. In April, Christine Nielsen participated in a presentation at the National Press Gallery in Ottawa to unveil the discussion paper to members of parliament, senators and health care planners.

Kurt also represented CSMLS at a forum to provide feedback on the Pan-Canadian Health Human Resources Planning Framework. The framework, prepared by the Advisory Committee on Health Delivery and Human Resources, contains detailed goals and objectives for health human resource planning across Canada.

In June, CSMLS issued a position statement advocating the use of N95 respirators for health care workers who may be exposed to unknown pathogens. The Board of Directors knew that the position statement would generate controversy, but we felt that it was important to take a strong stand on the issue, particularly in view of the threat of a global influenza pandemic. Our safety consultant, Gene Shematek, presented the position statement at a stakeholder forum on respiratory protection hosted by the Public Health Agency of Canada (PHAC). Interestingly, the final report of the Ontario SARS Commission, chaired by Justice Archie Campbell, validated our position. We will continue to press the PHAC and the Government of Canada to formally recommend the use of N95s by health care workers in the Canadian Pandemic Plan.

As you can see, CSMLS devotes a lot of time, effort and resources to work on issues that benefit the entire medical laboratory profession in Canada. But like the shoemaker's children who have no shoes, we must take care not to neglect

the viability of our Society. CSMLS is a voluntary professional society. Simply put- if we have no members, we have no society. The Board of Directors believes that it is vital to strengthen our efforts to attract and retain members, and to effectively market our programs in Continuing Education and Certification. In December, we approved the creation of a part-time Director of Marketing position to lead our marketing initiatives. Melodie Campbell, who had been working as a consultant on the marketing plan for the Leadership Forum, has accepted the position. Melodie is a talented writer and marketer whose skills and expertise will help us position CSMLS as the organization of choice for Canada's medical laboratory professionals.

As some of you may know, I am a motorcycle enthusiast. Being President of CSMLS over the past year has been a lot like riding my bike. At times it's been thrilling, at times, frightening. Thanks to the support of my colleagues on the Board of Directors, our dedicated volunteers and the CSMLS staff, I've enjoyed every minute of the journey.



Ruben Alvarado



# Report of the CEO

**Kurt Davis, CEO**

The year began on a positive note with a trip to Winnipeg to meet with Tim Sale, then Manitoba Minister of Health, to discuss clinical placements. The meeting, which was also attended by the Assistant Deputy Minister of Health and a senior policy analyst, generated positive discussion about the impact of clinical placements shortages on the future supply of medical laboratory technologists in Manitoba.

There was more progress on the health human resources front in 2006. In September, the President of the Ontario Society of Medical Technologists and I met with representatives of the Government of Ontario to discuss our shared concerns about the shortage of medical laboratory technologists and the state of the province's public health laboratories.

While 2006 seemed a long way off when the announcement about the establishment of the minimum dataset for the medical laboratory workforce was made in 2004, time passed quickly. The dataset will provide reliable information about the medical laboratory workforce in Canada and will be used to project health human resource needs in the future. Since the fall, I have been actively involved in the project, which is led by staff of the Canadian Institute for Health Information (CIHI).

CIHI is also spearheading the long-awaited redevelopment of the laboratory workload measurement system. CSMLS was asked to nominate representatives to the project's advisory

committee, and we were pleased to learn that several of our candidates were accepted.

Congratulations to Terry Gulliver, Pat Mercuri, and Terry Chelich on being selected for this important assignment.

CSMLS continues to seek opportunities to work with our colleagues in the health care community to advance the HHR agenda. We have been pleased with the opportunities that our membership in the Health Action Lobby (HEAL) and the Canadian Coalition for Public Health in the 21st Century (CCPH21) have provided. As a result of our CCPH21 membership, I was asked to join the new advisory committee for the Canadian Public Health Association.

The threat of an influenza pandemic continued to cast a shadow over the global community in 2006. Over the course of the year, the CSMLS executive team developed the first phases of a pandemic plan to ensure the continuity of the Society's key business functions. In January and November, I met with Dr. Ted Kuschak, Manager of the Canadian Public Health Laboratory Network, to continue discussions on how our respective organizations can work together to strengthen communications to the laboratory community in the event of a pandemic. We are currently working on an agreement with the CPHLN that will enable our members to access the CPHLN's web-based communication network.

Congress 2006 in Winnipeg was the result of the hard-work of Congress Chair, Bill Younger and his hard-working team of volunteers. An outstanding scientific program was complemented by a fun-filled social program, and a very successful trade show.

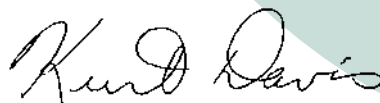
As you read this report, the Leadership Forum in Hamilton, Ontario is well underway. Under the capable leadership of Kate Gagliardi, Chair of the Leadership Forum, we developed an exciting program featuring inspiring speakers. Planning the Leadership Forum has been a learning experience for staff, and we have a new appreciation for the hard work of our volunteer congress organizing committees. In that regard, the Board of Directors has approved a new structure for the national congress that will provide a much higher level of support to future volunteer congress committees. Congress 2009 in St. John's, Newfoundland, will be the first conference under the new structure and we look forward to working with Chair, Terry Gulliver to turn the concept into reality.

In August, we published the sixth edition of the highly successful, *CSMLS Guidelines for Laboratory Safety*. All members received an electronic copy on CD with the October issue of CJMLS. The traditional print version was also produced, primarily as a resource for students in medical laboratory science education programs where the document is a standard requirement. Many thanks to CSMLS safety consultant, Gene Shematek, for her work on this important project.

As President Reuben Noseworthy stated in his report, we must safeguard the long-term financial health of our Society. Historically, the fees for the national certification examinations have not reflected the true costs associated with maintaining the certification process and have been supplemented by the general membership dues. After reviewing a comprehensive analysis of the costs for provision of CSMLS certification exams, the Board of Directors approved a significant exam fee increase for 2007. Even with the increase, CSMLS exam fees are still amongst the lowest of many professions.

The introduction of a new quality system for the national office is one of the key action items in the new strategic plan. Last fall we interviewed potential consultants and selected a local firm, NanoQuest, to serve as consultant to guide CSMLS office staff in the process of developing a program to meet our unique needs as a professional society and certifying body.

2007 promises to be an exciting time in the life of the Society and the profession. The addition of the new Directors of Research and Marketing, and the hiring of a government relations firm will open a world of possibilities for the CSMLS. I look forward to working with the Board of Directors, the CSMLS staff and our many dedicated volunteers in the year ahead.



# Certification

There were several major developments in the Certification Department in 2006.

The much-anticipated report on the external review of the CSMLS prior learning assessment and recognition (PLAR) process was tabled in 2006. The report found that the PLAR process itself is sound and does not pose unnecessary restrictions or barriers. There were recommendations on ways to make the information that is provided to clients about the PLAR process more accessible and easier to understand. Language proficiency requirements were also identified as an area of concern.

To address the report's recommendations, CSMLS is seeking external funding for several initiatives including an online self-assessment tool, 'clear communications' projects and an investigation of language assessment tools and language proficiency requirements.

Director of Certification, Christine Nielsen is representing CSMLS on an innovative project to help orient internationally-educated nurses, pharmacists, physiotherapists, occupational therapists, medical laboratory technologists and medical radiation technologists to the complexities of practising in the Canadian health care system. The Government of Canada, through its Internationally Educated Health Professionals (IEHP) initiative is providing \$599,915 over two years for the project which will be coordinated by the University of Toronto, Faculty of Pharmacy.

CSMLS members can be proud of the work that has been done to ensure that the PLAR process for internationally-educated MLTs is transparent, efficient and fair. In fact, CSMLS is recognized by governments and the health care community as a leader in PLAR. Christine has given numerous presentations to external organizations such as the Canadian Association for Prior Learning

Assessment, Health Canada and the Canadian Network of National Association of Regulators. She spoke on the issue of PLAR at a special 'newsmakers breakfast' which was hosted on Parliament Hill in Ottawa by the Health Action Lobby (HEAL) and attended a special consultation forum hosted by Minister of Human Resources and Social Development, Diane Findley (now Minister of Citizenship and Immigration).

In recognition of the growing acceptance of the national certification for medical laboratory assistants across the country, the Board of Directors endorsed a recommendation from the Council on National Certification to bring education programs for medical laboratory assistants into the process of CMA conjoint accreditation. This is an exciting step forward in the evolution of national standards for medical laboratory assistants in Canada.

In March, CSMLS hosted a forum to examine options for a pathology assistant certification. The participants included educators, medical laboratory professionals, practitioners and a pathologist, from across Canada, as well as representatives of the Canadian Association of Pathologists. The group considered the option of using the new ART process as the basis for a pathology assistant certification. Work will continue on this exciting initiative in 2007.

In April, the CNC approved significant changes to the Society's policy regarding the release of performance data on the national certification examinations. Starting with the June 2006 certification exams, CSMLS will release a national report containing examination performance data for all CMA accredited medical laboratory education programs. The report will specify how many candidates from each program challenge the





There were three staffing changes in the Certification Department. Michelle Verburg was promoted to the position of Executive Assistant. Carolyn St. Onge was hired to replace Michelle as a customer service representative and Cheryl Waldron was promoted to the position of Administrative Assistant.

examination and the pass rate (the percentage of candidates that pass the exam) for each individual program. The report will be published annually in the Canadian Journal of Medical Laboratory Science and on the CSMLS website.

An alert mechanism has been developed to notify educational programs in writing when the CNC has concerns about exam session performance. A copy of the alert will also be sent to the provincial regulatory body where official agreements for exam services exist.

The data will enable educational programs to monitor and analyse their performance in relation to their peers across Canada. It will also serve as a resource when working with administration and government to address issues, such as funding and admission criteria, which affect student performance.

A fast-track item writing workshop generated hundreds of new items for the diagnostic cytology examination. The competency profile for clinical genetics was validated and filed with the CMA Committee on Conjoint Accreditation. The medical laboratory assistant competency profile was reviewed and revised, and sent out for final validation.

CSMLS certification is unique among health care professions because it provides a single national standard of practice that is recognized by all provincial regulatory bodies and provincial societies (with the exception of Quebec). As a result, medical laboratory technologists in Canada enjoy a high level of professional recognition, as well as portability of professional credentials. It's anticipated that the evolution of national certification for medical laboratory assistants will be accelerated if the application to move forward on national accreditation of MLA education programs is accepted.

The national certification process is supported entirely by CSMLS members through member dues and the efforts of dedicated volunteers on the various examination panels and committees. Collectively, we must resist pressure from governments and other stakeholders to erode the standards for the national certification process; standards which not only benefit the profession, but more importantly, ensure that medical laboratory testing in Canada is performed by competent medical laboratory professionals.

# Continuing Education and Professional Development

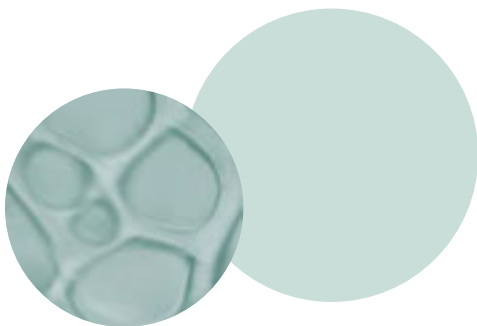
2006 was a year of steady progress in the Continuing Education and Professional Development Department.

The first phase of the online learning centre, E-Learning Society, was launched in April. When completed, it will be a 'one-stop shop' for online distance education courses, course authoring tools and course management. An online course that teaches authors how to design courses and provides production aids was released in a limited 'go live.' The first online course for learners, The Pre-Analytical Process: What every lab professional should know, will be launched in March of 2007.

Paper-based distance education courses remain the 'bread and butter' for CSMLS. Three new MODE Module courses—Pancreatitis, Amylase, Lipase and More, The Laboratory Aspects of Alcoholism and Transfusion Related Acute Lung Injury—were introduced in 2006. The process of transitioning slide images, which accompany some of the distance education courses, to a digital format is well underway.

Course development is a time-consuming and intellectually-rigorous task. The vast majority of CSMLS distance education and online courses are developed by volunteers who receive a very modest honorarium. In recognition of their efforts, the standard author contract was revised to include a completion bonus for those who are able to meet the prescribed deadlines.

There was an increase in the number of cases of academic dishonesty in 2006. In an effort to prevent future occurrences, Director of Educational Development, Sandra Wagner introduced online resources that provide guidance on academic integrity (how to cite sources properly, etc...). An article that fully explains the academic dishonesty policy was published in the *Canadian Journal of Medical Laboratory Science*. As a further measure, CSMLS purchased a license for Turnitin—a software program that checks assignments for plagiarism.



An alternative dispute resolution process for cases of academic dishonesty was developed and implemented. This process will enable those who take responsibility for committing acts of academic dishonesty to forgo formal hearings before the Disciplinary Committee.

A group of dedicated volunteers assessed 146 courses that are offered by universities, colleges and other external organizations. These courses are now eligible for credit for members pursuing the Professional Enhancement and Continuing Professional Studies Certificates, and the Advanced Registered Technologist Certification.

Since 1984 there has been a special fund to support the development of French language continuing education courses. The money for the fund—known as the Quebec Continuing Education Fund—originated from the Quebec branch of the CSLT, which was dissolved with the advent of the professional regulatory body for medical laboratory technology in Quebec (then called CPTMQ). In 2006, the Board of Directors accepted a recommendation to change the name of the fund to the Francophone Continuing Education Fund to reflect the fact that it supports the development of Francophone continuing education throughout Canada.

The formal name change will be part of the bylaw amendments for 2007. The guidelines were also revised to provide more clarity regarding the dispersal of monies from the fund.

With the foundation for the Continuing Education and Professional Department firmly in place, efforts in 2007 will focus on the development of new courses and on the further development of the E-Learning Society.



# 2006 SUMMARIZED CONSOLIDATED FINANCIAL STATEMENTS

## **STEVENSON & LEHOCKI**

CHARTERED ACCOUNTANTS

### **AUDITOR'S REPORT**

To the Members of  
Canadian Society for Medical Laboratory Science

The accompanying summarized consolidated balance sheet and summarized consolidated statement of operations and cash flow are derived from the complete consolidated financial statements of Canadian Society for Medical Laboratory Science as at December 31, 2006 for the year then ended on which we expressed an opinion without reservation in our report dated February 7, 2007. The fair summarization of the complete consolidated financial statements is the responsibility of management. Our responsibility, in accordance with the applicable Assurance Guideline of The Canadian Institute of Chartered Accountants, is to report on the summarized financial statements.

In our opinion, the accompanying consolidated financial statements fairly summarize, in all material respects, the related complete consolidated financial statements in accordance with the criteria described in the Guideline referred to above.

These summarized consolidated financial statements do not contain all the disclosures required by Canadian generally accepted accounting principles. Readers are cautioned that these consolidated statements may not be appropriate for their purposes. For more information on the Society's financial position, results of operations and cash flows, reference should be made to the related complete financial statements.

*Stevenson & Lehocki*

Chartered Accountants  
Burlington, Ontario  
February 7, 2007

## SUMMARIZED CONSOLIDATED BALANCE SHEET

As at December 31      See accompanying notes

	2006	2005
<b>ASSETS</b>		
Current assets		
Cash and short-term investments	\$2,264,515	\$1,921,370
Accounts receivable	48,382	37,536
Inventory	36,050	17,284
Prepaid expense	100,391	72,452
	2,449,338	2,048,642
Investments		
Restricted Funds	1,489,714	1,476,475
Capital assets	1,665,506	1,722,994
	\$5,604,558	\$5,248,111
<b>LIABILITIES AND NET ASSETS</b>		
Current liabilities		
Accounts payable and accrued liabilities	\$150,529	\$102,065
Prepaid revenue	860,360	747,994
Current portion of obligations under capital lease	18,333	30,327
	1,029,222	880,386
Obligations under capital lease	143,757	131,979
<b>PROVISION FOR FUTURE CONGRESS LOSSES</b>	100,000	100,000
<b>NET ASSETS</b>		
Invested in capital assets	1,503,416	1,560,688
Internally restricted	1,114,193	1,110,714
Externally restricted	375,521	365,761
Unrestricted	1,338,449	1,098,583
	4,331,579	4,135,746
	\$5,604,558	\$5,248,111

## SUMMARIZED CONSOLIDATED STATEMENT OF OPERATIONS

Year ended December 31      See accompanying notes

	2006	2005
<b>REVENUES</b>		
Gross fees received	\$2,195,405	\$2,104,114
Less: Provinces' share	(286,051)	(263,422)
Less: Professional Liability Insurance premiums	(175,490)	(126,807)
National membership fees	1,733,864	1,713,885
Certification	508,912	434,106
Continuing education	125,596	161,666
Publications	18,025	16,428
Marketing and communications	42,900	29,900
Sales and services	51,087	45,974
Investment income	102,577	70,205
Miscellaneous income	20,767	14,212
	2,603,728	2,486,376
<b>EXPENSES</b>		
Administration	557,675	586,202
Salaries and benefits	1,174,507	1,092,096
Certification	171,748	190,366
Continuing education	64,795	101,070
Publications	191,899	182,756
Marketing and communications	120,407	137,079
Sales and services	43,002	12,124
Depreciation of capital assets	110,580	116,891
	2,434,613	2,418,584
Income before other revenue	169,115	67,792
<b>OTHER REVENUE</b>	26,718	34,266
<b>EXCESS OF REVENUES OVER EXPENSES</b>	\$195,833	\$102,058

## NOTES TO THE SUMMARIZED CONSOLIDATED FINANCIAL STATEMENTS

December 31, 2006

### 1. SIGNIFICANT ACCOUNTING POLICIES

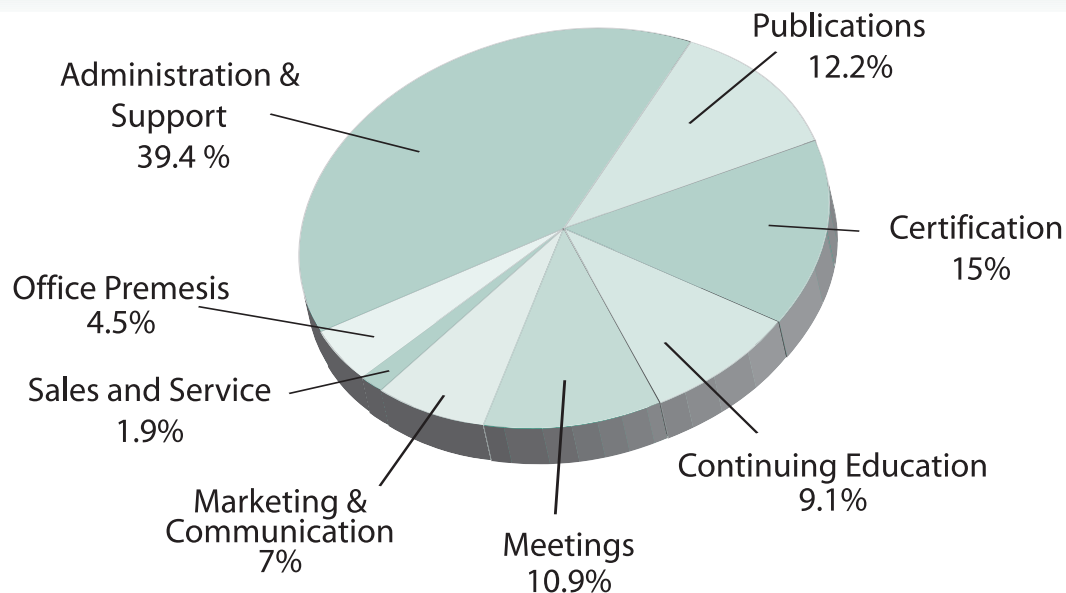
These consolidated financial statements have been prepared in accordance with Canadian generally accepted accounting principles (GAAP) and include the accounts of World Medical Laboratory Development Fund (WMLDF), which is controlled by the Canadian Society for Medical Laboratory Science.

## SUMMARIZED CONSOLIDATED CASH FLOW STATEMENT

Year ended December 31	See accompanying notes	
	2006	2005
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Net income for the year	\$195,833	\$102,058
Items not requiring an outlay of cash		
Depreciation	110,580	116,891
Loss on disposal of capital assets	1,301	8,600
	<u>307,714</u>	<u>227,549</u>
Changes in non-cash working capital balances		
Accounts payable and accrued liabilities	48,464	(85,867)
Accounts receivable	(10,846)	(14,868)
Inventories	(18,766)	5,999
Prepaid expenses	(27,939)	168
Prepaid revenue	112,366	(78,654)
	<u>103,279</u>	<u>(173,222)</u>
Cash flows from operating activities	<u>410,993</u>	<u>54,327</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
(Additions) to capital assets	(85,090)	(97,987)
(Increase) in investments	(13,238)	(41,008)
Proceeds on sales of capital assets	30,696	0
	<u>(67,632)</u>	<u>(138,995)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Advances of long term and callable debt	60,709	0
(Repayment) of long term and callable debt	(60,925)	(27,580)
	<u>(216)</u>	<u>(27,580)</u>
<b>Changes in cash and equivalents during the year</b>	<u>343,145</u>	<u>(112,248)</u>
Cash and equivalents, beginning	1,921,370	2,033,618
<b>Cash and equivalents, ending</b>	<u>2,264,515</u>	<u>\$1,921,370</u>
Represented by:		
Cash	\$877,456	\$489,288
Term deposits	1,387,059	1,432,082
	<u>\$2,264,515</u>	<u>\$1,921,370</u>

# 2006 Overview

## 2006 Gross Operating Expenses



### MEMBERSHIP DISTRIBUTION REPORT – 2006

	NF	PEI	NS	NB	QC	ON	MB	SK	AB	BC	NT	NU	YT	CDN	US and Foreign	2006 TOTAL	2005 TOTAL
Certified Active RT,ART,FCMSLS	396	110	933	638	907	2831	986	567	1423	2369	21	10	T19	11210	205	11415	11364
Certified Inactive & Affiliate Inactive	10	2	49	11	98	264	47	30	118	150	2	0	4	785	110	895	991
Affiliate (Reg. Bodies)	0	0	16	3	0	32	7	2	1	0	0	0	0	61	0	61	72
Certified Retired (Complimentary)	0	3	11	13	21	71	15	16	12	46	0	0	0	208	11	219	230
Certified Retired (Paid Fees)	3	2	25	6	15	52	11	16	12	36	0	0	0	178	5	183	167
Honorary	1	0	0	1	1	7	1	1	2	1	0	0	0	15	0	15	16
Honorary - Affiliate	1	0	0	0	2	3	2	1	2	3	0	0	0	14	0	14	14
Students	24	7	42	41	160	128	16	19	89	80	0	0	0	606	0	606	611
Lab Assistant Active	8	1	58	28	1	95	11	7	47	28	0	0	0	284	0	284	202
Lab Assistant Inactive	1	1	3	2	0	43	3	3	5	6	0	0	1	68	0	68	49
Associate Non-Certified	7	0	3	1	9	86	10	1	4	11	0	0	0	132	5	137	83
<b>TOTAL</b>	<b>451</b>	<b>126</b>	<b>1140</b>	<b>744</b>	<b>1214</b>	<b>3612</b>	<b>1109</b>	<b>663</b>	<b>1715</b>	<b>2730</b>	<b>23</b>	<b>10</b>	<b>24</b>	<b>13561</b>	<b>336</b>	<b>13897</b>	<b>13799</b>

# 2006 Committees

## **National Advocacy Council**

Shelley Sanders, Chair  
Reuben Noseworthy, CSMLS Board of Directors  
Rosalie Richard, PE  
Goldie Fagan, NL  
Ankie Fisher, NS  
Coral MacRae, NB  
Debbie Provencher, QC  
Carol Julian, ON  
Carol Green MB  
Carol Ann Getz, SK  
Karen Heaton, AB  
Cynthia Bishop, BC

## **National Regulatory Council**

Shelley Sanders, Chair  
Reuben Noseworthy, CSMLS Board of Directors  
Coral MacRae, NB  
Ankie Fisher, NS  
Patrick Mercuri, ON  
Debbie Provencher, QC  
Carol Ann Getz, SK  
Karen Heaton, AB

## **Marketing and Communications Committee**

Robin Power, Chair  
Corey Murray, NL  
Beatrice Jenkins, PE  
Lana McMichael, NS  
Janelle Levesque, NB  
Danielle Cousineau, QC  
Irene Sottile, ON  
Bill Younger, MB  
Patricia Brown, SK  
Elsie Rose, AB  
Erica Meredith, BC

## **Professional Development Committee**

Susan Atkinson, Chair  
Jacinta Besso-Waterman, NL  
Michele Perry, PE  
Cindy Andrews, NS  
Claudette Ptasznik, NB  
France Lambert, QC  
Linda Moran-Ferron, ON  
Tammy Hardie, MB  
Tara Hupaelo, SK  
Lydia Hodgson, AB  
Rene Maier, BC



## **Council on National Certification**

Heather Autio, Chair  
Tania Toffner, – Exam Panels  
Darlene Samin – CSMLS Board of Directors  
Jocelyn Miller, NL  
Valerie Robinson, PE  
Wendy Bryan, NS  
Janet Reid, NB  
Tabata Malo, QC  
Lynn Yawney, ON  
Beverlee Haas, MB  
Kimmerly Deydey, SK  
Judith Welke, AB  
Shelley Tiffin, BC

## **Examination Panels**

### **General MLT**

Carol Cadrain, Coordinator  
Colleen Moran, NB  
Dr. Gaston Lalumière, QC  
Bryan Hewlett, ON  
Viki Massey, ON  
Tania Toffner, ON  
Florentino Roque II, AB  
Christopher Ward, AB  
Jennifer Mak, BC

### **Diagnostic Cytology**

Rhonda Birse, Coordinator  
Shawn Ingersoll, NB  
Denyse Gauthier, QC  
Tamar Webster, ON  
Shannon Nardin, SK  
Charlene Kulak, AB  
Dr. Thomas Thomson, BC

### **Clinical Genetics**

Carlos Pereira, Coordinator  
James Renouf, NL  
Corey Murray, NL  
David Roback, NS  
Dr. Marsha Speevak, ON  
Camille Jackson, AB  
Rhonda Klock, AB

### **Medical Laboratory Assistant**

Eva Walker, Coordinator  
Carol Mealey, NL  
Marilyn Scutt ON  
Lyle Malynyk, MB  
Richard Schulze, AB  
Trent Pennell, BC  
Debra Andrew, BC

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Kurt Davis, CEO  
Lisa Low, Executive Assistant  
Paul Pereira, Information Technology Administrator

## **Certification**

Christine Nielsen, Director  
Lynn Policelli, Coordinator  
Carolyne St-Onge, Customer Service Representative  
Michelle Verburg, Executive Assistant  
Cheryl Waldron, Administrative Assistant

## **Membership Services and Administration**

Dave Dion, Director  
Yvonne Cruden, Administrative Assistant  
Sandy Mason, Executive Assistant, Accounting  
Caron Seabrook, Administrative Assistant

## **Communication**

Alison McLennan, Director,  
Communication  
Michelle Everets, Executive Assistant,  
Meetings and Events  
Nick Kabitsis, Coordinator,  
Bilingual Services and Publications

## **Continuing Education and Professional Development**

Sandra Wagner, Director  
Lucy Agro, Coordinator



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Call toll free: 1-800-263-8277

Phone: (905) 528-8642

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Mail: Canadian Society for  
Medical Laboratory Science  
PO Box 2830, LCD 1  
Hamilton, ON L8N 3N8

