

# 2008

ANNUAL REPORT

**CSMLS**  
Canadian Society for  
Medical Laboratory Science



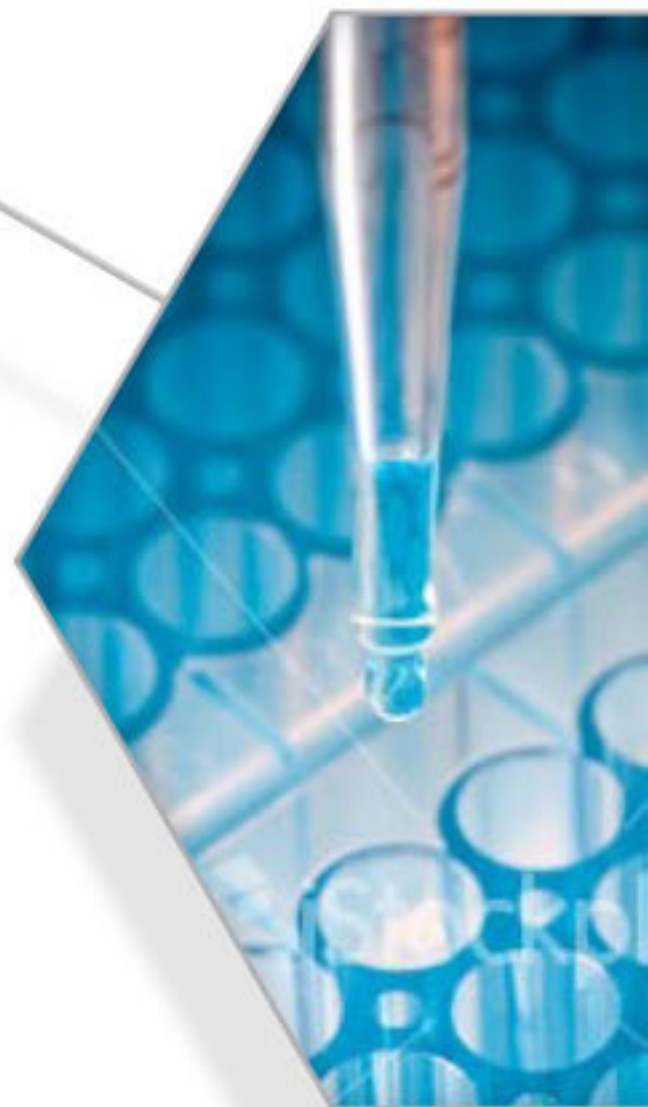
**SCSLM**  
Société canadienne de  
science de laboratoire médical





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# VISION

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Excellence in Medical  
Laboratory Science.



# MISSION

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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.

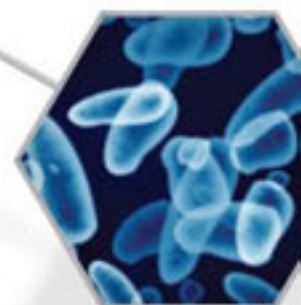
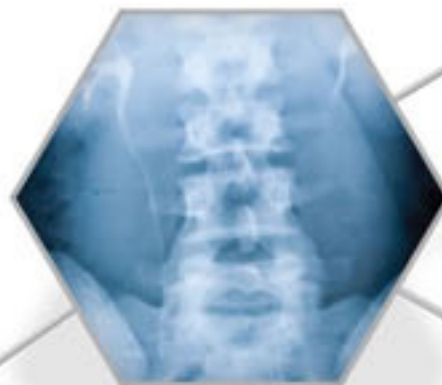
To be a leader in the international community.



# 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.



# REPORT OF THE PRESIDENT

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**A**s medical laboratory professionals, we have often complained that the public does not recognize or respect the role we play in the health care system. As the old saying goes, "be careful what you wish for - you just might get it." Throughout 2008, media coverage of three public inquiries shone a harsh spotlight on the lab. While some of the news headlines about "botched testing," were truly cringe worthy, the extensive media coverage did succeed in highlighting the importance of timely and accurate medical laboratory testing.

The Creaghan Inquiry in New Brunswick and the Goudge Inquiry in Ontario focused on the work of individual pathologists (Dr. Rajgopal Menon and Charles Smith). The Cameron Inquiry into Hormone Receptor Testing at Eastern Health in Newfoundland and Labrador, however, was much broader and involved testimony by pathologists, medical laboratory technologists, patients, politicians and administrators. It revealed systemic problems in the laboratory such as under-funding and staffing shortages - problems that CSMLS has been warning about for years. In fact, an administrator from Eastern Health who testified at the Cameron Inquiry said, "...I always thought it was machines that did the work, never thought of the people component of the lab."

To be fair, this statement reflects a common mind-set about the laboratory and the professionals who work

there. We work quietly and efficiently behind closed doors, leading some health care administrators and decision makers in government to assume that the work gets done mainly by machines. Consequently, our contribution to the health and well-being of patients is consistently undervalued. This is precisely why CSMLS devoted so much time and attention in 2008 to engaging our elected officials in discussions about issues such as the shortage of medical laboratory technologists.

On April 17, I was joined by two of my Board colleagues and members of the executive staff for the second annual 'mini-lobby day' on Parliament Hill. We hosted a breakfast in the parliamentary restaurant and then split into teams and met face-to-face with a number of different MPs to discuss key issues in four critical areas: clinical education, international credential recognition and review, quality of work-life initiatives, and recruitment into the medical laboratory profession. The high point of the day was the news conference that Kurt Davis and I held at the national press gallery where we urged parliamentarians to implement a long-term, national human resource strategy to address the nationwide shortage of medical laboratory technologists. It was broadcast to MPs' offices and resulted in media coverage in several major cities.

## REPORT OF THE PRESIDENT

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On May 13, Kurt appeared as a witness before the Standing Committee on Health, to speak to the committee's review of the 10-Year Plan to Strengthen Health Care. Kurt explained how the shortage of clinical placements is perpetuating a vicious cycle of staffing shortages. Laboratories are too busy to take students because they are short of staff, and they are short of staff because there are too few graduates.

It is likely that human resource issues will continue to dominate our advocacy agenda for the foreseeable future. Of particular concern to CSMLS is the implementation of a new labour mobility agreement that was signed by all provincial premiers in 2008. If this agreement is implemented, it will remove the exclusive requirement for CSMLS certification for entry-level MLTs in provinces with regulatory bodies. Simply put, it could spell the end of CSMLS national certification as we know it. The Board of Directors believes that without our highly rigorous, standardized national certification process a serious threat to patient safety in Canada will ensue. We are working with provincial regulatory bodies to communicate our concerns to provincial and federal governments.

In June, we published the results of an advocacy survey in which members were asked to rank five issues in order of priority. The vast majority of the 749 members who responded felt that the shortage of MLTs was the most important issue followed closely by the need to raise the profile of the profession. In August, a strategic planning survey was sent to 8,000 CSMLS members. Approximately 2,300 members responded— an excellent response rate of about 29 per cent. It was not surprising to see that both the MLT shortage and raising the profile of the profession emerged as major themes. The results of the survey provided valuable feedback to the Board for our strategic planning session in September. I look forward to sharing the new strategic plan with our members at the annual general meeting in June, 2009.

It was my privilege to serve as Chief Delegate at the International Federation of Biomedical Laboratory Science conference which was held in New Delhi, India in August. The full working agenda for the Chief Delegates offered an opportunity to all the international member countries to work together to develop strategies and position statements that address some of the issues that we share worldwide. We all noted that the body of knowledge and skills our CSMLS certified members have is second to none so we must be proud of what we accomplish here in Canada.

As the poet Henry Wadsworth Longfellow once said, "Perseverance is a great element of success. If you only knock long enough and loud enough at the gate, you are sure to wake up somebody." CSMLS will continue to build relationships with elected officials and redouble our efforts to raise the public profile of medical laboratory professionals. We will continue to knock on the gate until we wake them up!

*Dana Atkinson*







# REPORT OF THE EXECUTIVE DIRECTOR

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In August 2008, I traveled to New Delhi, India to attend the International Federation of Biomedical Laboratory Science's biennial conference. India is nearly half a world away so imagine my surprise when I picked up the local newspaper and saw a front-page headline about a shortage of health care professionals.

While I was in New Delhi, I hosted an information session about the CSMLS prior learning assessment process. A medical laboratory technologist in India makes an average monthly salary of approximately \$350, so it is not surprising that the option of immigrating to Canada is very appealing. After talking to some of the Indian technologists after my presentation, I was struck by the hardships they face in navigating through the complex immigration process. I came away feeling proud of the work that the CSMLS has done to improve our prior learning assessment process. At the same time, it confirmed my belief that immigration is not the answer to our health human resource shortages here in Canada.

In addition to the ethical concerns about recruiting scarce health care professionals from countries in the developing world, the shortage of medical laboratory professionals is a global problem. If we are to sustain access to high quality medical laboratory testing in Canada, we must invest in our capacity to educate and train the next generation of medical laboratory professionals. This is

the message that CSMLS has been taking to decision makers in government and in the broader health care community for over a decade.

Progress on the HR front has been slow, but there has definitely been progress. The number of positions in general medical laboratory education programs in Canada increased from 712 in 2002 to 1045 in 2008. Data collection for The Canadian Institute for Health Information's human resource database for medical laboratory technologists is nearing completion. Once established, the database will provide a solid foundation for human resource planning. I firmly believe that CSMLS's advocacy on HR issues has played a major role in convincing governments to take action on the shortage of medical laboratory technologists.

When you read the auditor's statement you'll notice that CSMLS enjoys a healthy balance sheet. We managed to avoid losses to our investment portfolio in 2008, but it is likely that we will be affected to some extent by instability in the global financial markets. We will continue to manage our expenditures carefully and invest prudently to ensure the Society's continued financial viability.

The format of next year's financial statements will change significantly. Salaries and overhead costs will be attributed to each department rather than showing as a single line item. We hope that this will provide a more



## REPORT OF THE EXECUTIVE DIRECTOR

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accurate reflection of the costs of providing services such as certification and continuing education.

One of the exciting developments in 2008 was the use of the online survey tool, SurveyMonkey, to consult and engage our members on important issues. Response rates to our continuing education and strategic planning surveys were 47 and 29 per cent respectively - far above what we have experienced with paper-based surveys. This is a clear indication that our members want the opportunity to express their views and opinions, and that they prefer to do so online. Over the next year, we will explore new ways to dialogue with our members using social media applications like Facebook and Twitter.

There were several new faces among the CSMLS staff in 2008. Rommel Caibal, Dana McNamee and Lindsay Godard were hired to fill vacant positions in Communications, Meetings and Events, and Certification. Laura Safranyos assumed a newly created position of Product Development Assistant in the Continuing Education Department. Two of our staff members were awarded long service awards. Lucy Agro, Coordinator in the Continuing Education Department celebrated 30

years with CSMLS and Cheryl Waldron celebrated 20 years of service. As Executive Director, I am fortunate to have so many talented and hard-working people working with me at the CSMLS office.

Last year, 296 volunteers collectively contributed thousands of hours of time to support CSMLS's task forces, committees, panels and Board of Directors. While the monetary value of their time can be estimated, the value of their dedication and commitment to CSMLS is inestimable. I wish to thank them for their contributions to CSMLS in 2008.

*Kurt Davis*

# ADVOCACY

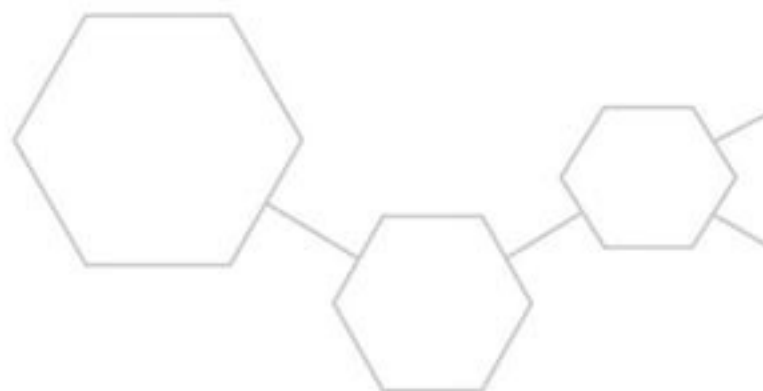
## HIGHLIGHTS

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- Members of the CSMLS Board and staff participated in a mini-lobby day on Parliament Hill in Ottawa. Meetings were held with members of Parliament and government officials.
- CSMLS President, Susan Atkinson and Executive Director, Kurt Davis held a news conference at the national press gallery to urge parliamentarians to implement a long-term, national human resource strategy to address the nationwide shortage of medical laboratory technologists.
- CSMLS hosted a workshop on how to hold an effective meeting with elected officials for members of the National Advocacy and National Regulatory Councils. Similar workshops were held for members at provincial congresses in Manitoba, Saskatchewan, Newfoundland, and at Maritech.



Kurt Davis and Susan Atkinson at the CSMLS news conference on Parliament Hill.



- Kurt Davis appeared before the Standing Committee on Health to discuss the shortage of medical laboratory technologists and ask for more support for clinical education.
- Results of the CSMLS member advocacy survey were published in the June issue of CJMLS. Members rated the shortage of MLTs as the most important issue facing the profession followed closely by the need to raise the profession's public profile.
- The CSMLS Advocacy Toolkit was sent to members with the August issue of CJMLS. This user-friendly document provides information on key messages, templates for letters to elected officials and tips on how to hold effective meetings. An Election Toolkit was released to members in the fall to help them prepare for the federal election.

## CSMLS REPRESENTATION ON EXTERNAL ORGANIZATIONS/COMMITTEES

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The Health Action Lobby (HEAL)  
Canadian Network of National Associations of Regulators  
Canadian Coalition for Public Health in the 21<sup>st</sup> Century  
Accreditation Canada  
CMA Committee on Conjoint Accreditation  
Canadian Standards Association  
Collaborative Forum on Health Science Education  
Canadian Patient Safety Institute  
Canada Health Infoway



From left to right: Robin Power, CSMLS Past President, The Honourable Tony Clement, Minister of Health and Shelby Giesbrecht, President-Elect.



## MEETINGS WITH ELECTED OFFICIALS AND GOVERNMENT ADVISORS

NAME	RIDING	CAUCUS	ROLE
Carolyn Bennett	St. Paul's, ON	Liberal	Health Committee Member (April 08), Liberal Health Critic (as of Nov. 08)
Colin Carrie	Oshawa, ON	Conservative	Parliamentary Secretary to the Minister of Health, Leona Aglukkaq (as of Nov. 08)
David Tilson	Dufferin/Caledon, ON	Conservative	Health Committee Member
Dean Del Mastro	Peterborough, ON	Conservative	Finance Committee Member
John McCallum	Markham/Unionville, ON	Liberal	Liberal Finance Critic
Judy Wasylycia-Lais	Winnipeg North, MB	NDP	NDP Health Critic
Michael Chan	Markham/Unionville, ON	Liberal	Ontario Minister of Citizenship and Immigration
Mike Wallace	Burlington, ON	Conservative	
Rob Merrifield	Yellowhead, AB	Conservative	Finance Committee Chair
Rodger Cutner	Cape Breton/Canso, NS	Liberal	Human Resources Committee Member
Steven Fletcher	Charleswood/St. James/Assiniboia, MB	Conservative	Parliamentary Secretary to the Minister of Health, Tony Clement (April 08)
Todd Russell	Labrador, NL	Liberal	
Tony Clement - PHOTO OP	Parry Sound/Muskoka, ON	Conservative	Minister of Health
Chris Warkentin, MP	Peace River, AB	Conservative	
Mel Knight, MLA	Grande Prairie/Smoky River, AB	Conservative	
Jim Miller			Senior Policy Advisor to the Minister of Citizenship and Immigration, Diane Finley
Laurie Throne			Senior Policy Advisor to the Minister of Health, Leona Aglukkaq



# CERTIFICATION

## HIGHLIGHTS

- The Medical Laboratory Assistant national certification examination was provided in French for the first time in the history of the CSMLS. Funding for the translation of the examination and competency profile was provided in part by a grant from Heritage Canada.
- Kurt Davis and Director of Certification Christine Nielsen participated in the National Association of Career Colleges Success in Education Conference to promote the value of CSMLS certification and CMA Accreditation for Medical Laboratory Assistant programs. Several education programs have applied for accreditation.
- Two fast track item writing workshops for Diagnostic Cytology and Medical Laboratory Assistant examinations generated hundreds of new test questions.
- CSMLS hosted numerous "ART - Let's Get Started" workshops to assist members in achieving the advanced registered technologist designation (ART).
- Kurt Davis and Christine Nielsen participated in a briefing with the Ontario's first Fairness Commissioner. This newly established position was created to work with regulatory bodies to ensure that the credentials of internationally educated professionals are evaluated fairly and transparently.



The CSMLS examination process is maintained with the assistance of member volunteers on the examination panels.

- Revised competency profiles for Diagnostic Cytology and Medical Laboratory Assistant were accepted by the Canadian Medical Association Committee on Conjoint Accreditation.
- A new workshop on how to prepare for a competency-based exam was piloted to students in the medical laboratory science program at the University of Ontario Institute of Technology. Options for delivering this workshop to a wider audience will be explored in 2009.
- Christine Nielsen was elected to serve a third term as Secretary/Treasurer of the Canadian Network of National Associations of Regulators (CNNAR), and participated in the organizing committee for the second annual CNNAR conference in Toronto. She also earned the certified association executive (CAE) credential through the Canadian Society of Association Executives (CSAE).

## FACTS AND FIGURES

### Total Certified

YEAR	GENERAL	CYTOLOGY	GENETICS	MLA	ART
2008	556	39	22	296	4
2007	586	32	22	236	0
2006	598	49	28	202	0

### Prior Learning Assessment Applicants

YEAR	GENERAL	CYTOLOGY	GENETICS	TOTAL
2008	293	3	5	301
2007	301	4	4	309
2006	283	4	2	289

# COMMUNICATION

## HIGHLIGHTS

• 2008 was the second year of the "Your Results Matter" campaign for National Medical Laboratory Week. The total number of orders for promotional material exceeded that of any NMLW campaign since 1997.

### Orders for NMLW Promotional Material

2007-08	2005-06	2003-04	2001-02	1999-00	1997-98
740	704	679	472	296	170

# CONTINUING EDUCATION

## HIGHLIGHTS

- Total course registration increased by 12 per cent this year over last, for a total of 1263 registrations.
- As a result of our 2007/2008 marketing efforts to attract new authors, four new authors were reinvited.
- A new position, Course Production Assistant, was added to the department in 2008. This staff member liaises with authors to assist in the production of new courses.
- A second online course, Emotional Intelligence at Work, was launched in October. Initial uptake and student comments have been extremely positive.
- Seven CSMLS courses and 28 MODE modules were updated.
- A total of 105 courses were assessed for assignments of credits and/or hours by volunteer assessors. This process is free to all CSMLS members.

• A 30-second public service announcement produced by CSMLS was aired on The Weather Network during NMLW. The airtime was purchased by the Trillium Chapter of the Clinical Laboratory Management Association, the Ontario Society of Medical Technologists, the College of Medical Laboratory Technologists of Ontario and the Ontario Association of Medical Laboratories.

• Special statements marking NMLW were received from federal Minister of Health, The Honourable Tony Clement, and from ministers of health in British Columbia, Alberta, Saskatchewan, Ontario, New Brunswick, Nova Scotia and Prince Edward Island.



## New Courses in 2008

### CSMLS Distance Education Courses:

- Emotional Intelligence at Work
- Les Systèmes de contrôle de la qualité pour le laboratoire clinique Partie I
- Quality Systems for the Clinical Laboratory: Part II

### MODE Modules:

- Heparin Induced Thrombocytopenia (HIT)
- Molecular Biology I: Nucleic Acids
- Thrombotic Thrombocytopenic Purpura (TTP)

# MARKETING AND MEMBERSHIP SERVICES

## HIGHLIGHTS

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- A continuing education marketing research survey conducted by email resulted in a 47 per cent response rate by members. Over 3400 people responded, and the results are helping CSMLS design continuing education products for the future. A CSMLS pocket protector was sent as a thank you gift to survey respondents.
- A new approach to continuing education marketing was well-received by members; colour-coded flyers listing courses by discipline were launched at the national congress in Kelowna and distributed to all members with the August issue of CJMLS.
- CSMLS partnered with OPTMQ to advertise the French language Quality Systems I course to OPTMQ members in their newsletter.

# QUALITY SYSTEMS

## HIGHLIGHTS

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- Key Performance Indicators (KPIs) were developed for all departments. KPIs will be monitored monthly and reported to the Board of Directors on a quarterly basis.
- Standard operating procedures were developed for most departments.
- A formal process for reporting critical incidents (non-conformances) was developed and implemented. Staff attended a training session to learn how to put the process into practise.

- A 'New Member/First Timers Orientation' event was well-attended and warmly received by delegates at the national congress in Kelowna. This will become a regular feature of future congresses.
- The new Congress logo - LABCON/CONGRÈS LAB was developed to provide branding and marketing impact for our national congress, and is being piloted for 2009. LABCON is a conjunction of the words LABoratory and CONgress.
- Staff from the Membership Services and Certification departments worked together to develop an online registration form for student membership and exam application. The response from students has been extremely positive.
- The system for processing applications for student membership was streamlined to reduce turn-around-time.



- A central document vault was developed on SharePoint to support a document control system. Progress was made on development of a centralized system for cataloguing, revising and archiving documents.



# RESEARCH

## HIGHLIGHTS

- The second and final phase of an 18-month study entitled *Investigation of Language Assessment Tools and Benchmarks Necessary for Success for Internationally Educated Medical Laboratory Technologists*, which was funded by the Government of Ontario, was completed. The study's preliminary recommendation that CSMLS accept CanTest and IELTS as proof of English language proficiency for prior learning assessment (PLA) was accompanied in the final report by a second recommendation to increase access to PLA with a two-stage language proficiency qualification process. Both recommendations resulted in policy changes to CSMLS's PLA processes. The study produced some crucial and novel observations about language proficiency testing processes and generated a great deal of interest from educators, regulators and other stakeholders in the certification of internationally educated health professionals.

Director of Research, Dr. Moira Grant presented the findings of this study at the annual conference of the American Educational Research Association (AERA) in New York in March 2008, and at the annual conference of the Canadian Network of National Associations of Regulators (CNNAR) in Toronto in November 2008. Andrea Strachan, the project consultant, presented the study's findings at the Teachers of English as a Second Language (TESL Canada) conference in Moncton in September 2008.

- Plain language consultants completed their revision of PLA documentation to enhance the clarity and accessibility of materials used by internationally educated medical laboratory technologists. The consultants revised handbooks, information sheets and letters in both English and French; they also created a Frequently Asked Questions (FAQ) file for the CSMLS website and conducted a workshop on plain language for CSMLS staff. The revised materials will be implemented in early 2009. This project was supported by the Foreign Credential Recognition Program of Human Resources and Skills Development Canada (HRSDC).

- The HRSDC's Foreign Credential Recognition Program is also supporting the development of an online self-assessment test for internationally educated medical laboratory technologists. This test will orient potential PLA clients to the expectations of the Canadian medical



The Honourable Michael Chan, Ontario Minister of Citizenship and Immigration presents an \$87,400 research grant to Dr. Moira Grant, CSMLS Director of Research.

laboratory profession and workplace. It will provide test-takers with a diagnostic report on their performance in technical, professional, and language proficiency areas so that they may address any gaps before they apply to the PLA process, and ideally, before they come to Canada.

- In 2008, the Government of Ontario agreed to fund a project to further validate the findings of its earlier project on language assessment tools and benchmarks. The project brings together internationally educated medical laboratory technologists, employers, specialists in English as a Second Language, educators and other stakeholders to validate the scores accepted by CSMLS as proof of language proficiency for its PLA process. The project's consultants will also investigate the suitability of an occupation-specific language proficiency test.

## FACTS AND FIGURES

### Research Grants Awarded in 2008

**\$320,507, Foreign Credential Recognition Program of Human Resources and Social Development Canada**

CSMLS Online Self-Assessment Tool for PLA Readiness of Internationally Educated Medical Laboratory Technologists

**\$87,400, Government of Ontario**

Language Proficiency Testing for Internationally Educated Medical Laboratory Technologists:  
Validating Cut Scores and a New Testing Tool

**Total Value of Research Grants Awarded in 2007: \$245,204**



Karen Moffat



John Chapman

# 2008 CSMLS PROFESSIONAL RECOGNITION AWARDS

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Gaman Modi



Dr. Thomas Thomson



## 2008 CSMLS PROFESSIONAL RECOGNITION AWARDS

### Distinguished Fellowship of the CSMLS

**Karen Moffat** - Hamilton, ON

### David Ball Community Service Award

**Brenda Wiebe** - Souris, MB

### Honorary Membership

**Gaman Modi** - Oakville, ON

**John Chapman** - Edmonton, AB

### Honorary Affiliate Membership

**Dr. Thomas Thomson** - Vancouver, BC

### A.R. Shearer Pride of the Profession Award

**Bessie Carydis** - Willowdale, ON



Brenda Wiebe



Bessie Carydis

## GRANTS AND SCHOLARSHIPS

Financial support for continuing education and professional development is provided to CSMLS members through the Founders' Fund, International Founders' Fund, the E.V. Booth Scholarship Award and the Barbara Santalab Rickey Award. A total of \$2,885.00 was granted to CSMLS members in 2008.

### CSMLS Student Scholarships

**Jennifer Roberts**, The Michener Institute for Applied Health Sciences - Toronto, ON

**Ryan Rosewell**, Northern Alberta Institute of Technology, Edmonton, AB

**Alanna Holland**, Northern Alberta Institute of Technology, Edmonton, AB

**Julie Thibodeau**, Université de Moncton - Moncton, NB

Many thanks to the following companies for their support of the CSMLS Student Scholarships:

- BD Biosciences
- Cowan Insurance Brokers
- LifeLabs Medical Laboratory Services
- Ortho-Clinical Diagnostics

### Siemens Healthcare Diagnostics Student Scholarship Award

**Rachel Schoon**, The Michener Institute for Applied Health Sciences - Toronto, ON

**Sajeewani Balasuriya**, St. Clair College - Windsor, ON

Many thanks to award sponsor, Siemens Healthcare Diagnostics.

### CSMLS Leaders of Tomorrow National Congress Grant

Grants were provided to six CSMLS members to attend the CSMLS National Congress in Kelowna, BC.

**Cristal Cizik**, Winnipeg, MB

**Delaney Nickerson**, Upper Tantallon, NS

**Alan Ng**, Richmond, BC

**Michelle Simrose**, White Rock, BC

**Michele Sykes**, Winnipeg, MB

**Jadyn Williams**, St. John's, NL

Many thanks to award sponsor, TD Meloche Monnex.





# 2008 SUMMARIZED FINANCIAL STATEMENTS

## **STEVENSON & LEHOCKI**

CHARTERED ACCOUNTANTS

### **AUDITOR'S REPORT**

To the Members of  
Canadian Society for Medical Laboratory Science,

**T**he accompanying summarized balance sheet and summarized statement of operations and cash flow are derived from the complete financial statements of Canadian Society for Medical Laboratory Science as at December 31, 2008 for the year then ended on which we expressed an opinion without reservation in our report dated February 10, 2009. The fair summarization of the complete 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 financial statements fairly summarize, in all material respects, the related complete financial statements in accordance with the criteria described in the Guideline referred to above.

These summarized financial statements do not contain all the disclosures required by Canadian generally accepted accounting principles. Readers are cautioned that these 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.

Burlington, Ontario  
February 10, 2009

*Stevenson & Lehocki*

Chartered Accountants  
Licensed Public Accountants

## SUMMARIZED BALANCE SHEET

As of December 31	2008	2007
<b>ASSETS</b>		
Current assets		
Cash and short-term investments	\$2,814,360	\$2,370,949
Accounts receivable	31,450	67,257
Inventory	27,268	33,286
Prepaid expense	119,024	90,589
<b>SUB TOTAL</b>	<b>2,992,102</b>	<b>2,562,081</b>
Investments - Restricted Funds	1,465,349	1,452,508
Capital assets	1,516,629	1,599,884
<b>TOTAL</b>	<b>\$5,974,080</b>	<b>\$5,614,473</b>
<b>LIABILITIES AND NET ASSETS</b>		
Current liabilities		
Accounts payable and accrued liabilities	84,249	83,555
Prepaid revenue	1,035,779	780,005
Current portion of obligations under capital lease	28,123	21,989
<b>SUB TOTAL</b>	<b>1,148,151</b>	<b>885,549</b>
Obligations under capital lease	152,502	121,768
<b>PROVISIONS FOR FUTURE CONGRESS LOSSES</b>	<b>100,000</b>	<b>100,000</b>
<b>NET ASSETS</b>		
Invested in capital assets	1,336,005	1,456,127
Internally restricted	1,074,954	1,073,131
Externally restricted	390,395	379,376
Unrestricted	1,772,073	1,598,522
<b>SUB TOTAL</b>	<b>4,573,427</b>	<b>4,507,156</b>
<b>TOTAL</b>	<b>\$5,974,080</b>	<b>\$5,614,473</b>

## SUMMARIZED CASH FLOW STATEMENT

Year ended December 31	2008	2007
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Net income for the year	\$66,271	\$175,577
Items not requiring an outlay of cash		
Depreciation	87,836	107,146
Less on disposal of capital assets	69,535	694
<b>SUB TOTAL</b>	<b>223,642</b>	<b>283,417</b>
<b>Changes in non-cash working capital balances</b>		
Accounts payable and accrued liabilities	694	(66,977)
Accounts receivable	35,807	(18,875)
Inventories	6,018	2,764
Prepaid expenses	(28,435)	9,802
Prepaid revenue	255,774	(80,355)
<b>SUB TOTAL</b>	<b>269,858</b>	<b>(153,641)</b>
Cash flows from operating activities	493,500	129,776
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
(Additions) to capital assets	(74,117)	(42,217)
(Increase) decrease in loans and investments	(12,841)	37,208
<b>SUB TOTAL</b>	<b>(86,958)</b>	<b>(5,009)</b>

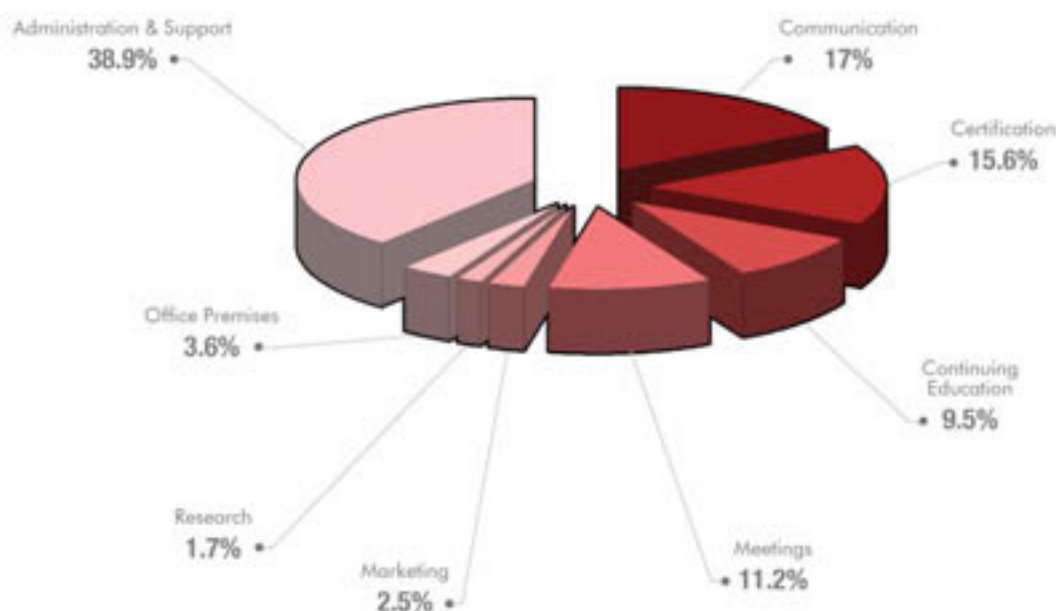
## SUMMARIZED STATEMENT OF OPERATIONS

Year ended December 31	2008	2007
<b>REVENUES</b>		
Gross fees received	\$2,222,461	\$2,165,959
Less: Provinces' share	(307,955)	(285,202)
Less: Professional Liability Insurance premiums	(167,408)	(141,171)
National membership fees	1,747,098	1,739,586
Certification	750,157	643,590
Continuing education	181,833	172,847
Communication	64,012	59,016
Research	78,232	0
Investment income	137,336	126,714
Miscellaneous income	97,700	127,396
<b>TOTAL</b>	<b>\$3,056,368</b>	<b>\$2,869,149</b>
<b>EXPENSES</b>		
Administration	787,476	642,455
Salaries and benefits	1,469,771	1,318,729
Certification	221,038	226,005
Continuing education	103,558	136,675
Communication	304,943	279,699
Research	3,112	0
Marketing	25,293	30,827
Depreciation of capital assets	87,836	107,146
<b>TOTAL</b>	<b>\$3,003,027</b>	<b>\$2,741,536</b>
Income - before other revenue	53,341	127,613
<b>OTHER REVENUE</b>	<b>12,930</b>	<b>47,964</b>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<b>\$66,271</b>	<b>\$175,577</b>

# MEMBERSHIP DISTRIBUTION

	NF	PEI	NS	NB	QC	ON	MB	SK	AB	BC	NT	NU	YT	CDN	US and Foreign	2008 TOTAL	2007 TOTAL
Certified Active RT,ART,FCSMLS	415	108	944	675	798	2864	885	557	1449	2350	23	5	18	11091	190	11281	11300
Certified Inactive & Affiliate Inactive	10	2	49	11	83	240	40	33	85	130	2	0	3	688	105	793	814
Affiliate (Reg. Bodies)	0	0	16	2	1	17	6	0	3	0	0	0	0	45	0	45	47
Certified Retired (Complimentary)	0	3	9	11	18	63	12	16	10	41	0	0	0	183	11	194	219
Certified Retired (Paid Fees)	9	3	29	6	17	63	26	23	14	45	0	0	0	235	5	240	198
Honorary	1	0	0	1	1	9	1	1	3	1	0	0	0	18	0	18	16
Honorary - Affiliate	0	0	0	0	1	1	1	0	1	4	0	0	0	8	0	8	12
Students	29	5	69	51	108	179	49	29	79	94	0	0	0	692	1	693	623
Lab Assistant Active	12	0	75	38	1	141	25	20	89	45	1	0	1	448	0	448	367
Lab Assistant Inactive	1	0	4	3	0	51	2	3	4	14	0	0	0	82	0	82	80
Associate Non-Certified	5	0	6	2	14	175	20	3	37	34	0	2	0	298	11	309	219
<b>TOTAL</b>	<b>482</b>	<b>121</b>	<b>1201</b>	<b>800</b>	<b>1042</b>	<b>3803</b>	<b>1067</b>	<b>685</b>	<b>1774</b>	<b>2758</b>	<b>26</b>	<b>7</b>	<b>22</b>	<b>13788</b>	<b>323</b>	<b>14111</b>	<b>13895</b>

## 2008 GROSS OPERATING EXPENSES





# CSMLS/BCSLs NATIONAL CONGRESS OF MEDICAL LABORATORY SCIENCE

June 1 - 4, 2008 Kelowna, B.C.



## LOCAL ORGANIZING COMMITTEE

**Val Fenn**, Chair

**Ann Brown**, Co-Chair Promotion and Publicity

**Ruth Taylor**, Scientific Program

**Larry Green**, Exhibits and Sponsorship

**Jan Betts**, Finance/Program

**Maureen Miller**, Registration

**Terry Krushel**, Entertainment

**Cristina Gaylard**, Equipment, Transportation  
and Accommodation

**F**rom the first-rate scientific program to the sold-out trade show, the CSMLS/BCSLs National Congress of Medical Laboratory Science certainly lived up to its theme – A taste of success! The congress, which was held at the Grand Okanagan Lakefront Resort and Conference Centre in Kelowna, B.C., was a sell-out, attracting 478 paid delegates. The two-day trade show attracted vendors from across Canada, as well as recruiters from the Canadian Forces and health authorities in Alberta, Saskatchewan and British Columbia.

Many thanks to the members of the Local Organizing Committee and to all of the volunteers who worked so hard give congress delegates “a taste of success.”



# 2008 COMMITTEES

## National Advocacy Council

Robin Power (Chair)  
Susan Atkinson (Board Rep.)  
Vanessa Arseneau, PE  
Elaine Blais, SK  
Amir Hobooty-Fard/Bernie  
Hartung, ON  
June Hynes, NL  
Ankie Fisher, NS  
Angelika Lichtenfeld, AB  
Bernadette Muise, NB  
Gillian Rimmer, MB  
Nathalie Rodrigue, QC  
Lynn Simpson, BC

## National Regulatory Council

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Susan Atkinson (Board Rep.)  
Elaine Blais, SK  
Adam Chrobak, MB  
Ankie Fisher, NS  
Angelika Lichtenfeld, AB  
Patrick Mercuri, ON  
Bernadette Muise, NB  
Nathalie Rodrigue, QC

## Professional Development Committee

Carol Green (Chair)  
Conrad Bégin Jr., ON *Note: In  
Mtrak there is no accent on his  
name. Is this correct?*  
Lynn Farkas, SK  
Bev Graham, BC  
Lydia Hodgson, AB  
Marie Lemieux, QC  
Ed Miles, NS  
Diane Perry, MB  
Colin Power, NL  
Diane Taylor-Stewart, PE  
Janelle Bourgeois Whitlock, NB

## Examination Panels

### General Medical Laboratory Technology

Carol Cadrain (Joint Coordinator)  
Christopher Ward (Joint  
Coordinator)  
Dr. Gaston Lalumière, QC  
Bryan Hewlett, ON  
Jennifer Mak, BC  
Viki Massey, ON  
Florentino Roque II, AB  
Corie Warkentin, MB  
Svitlana Yaremenko, BC  
Patricia Ludlow, ON

### Clinical Genetics

Carlos Pereira (Coordinator)  
Dr. Marsha Speevak, ON  
Camille Jackson, AB  
Corey Murray, NL  
Ivan Miller, BC  
James Renouf, NL  
Phoenix Chen, BC

### Medical Laboratory Assistant

Marilyn Scutt, (Coordinator)  
Laurie Hart, ON  
Debra Andrew, BC  
Richard Schulze, AB  
Carol Mealey, NL  
Lyle Malynyk, MB  
Doris MacLeod, NS

### Diagnostic Cytology

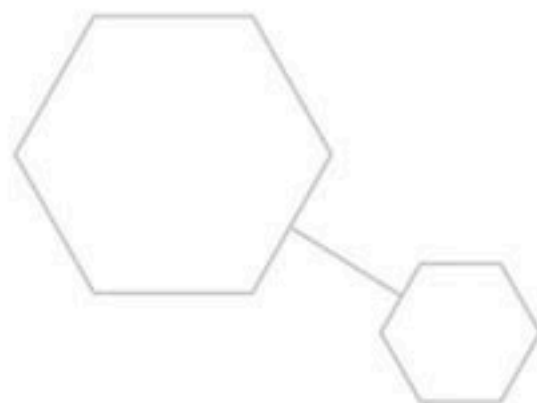
Rhonda Birse (Coordinator)  
Dr. Thomas Thomson, BC  
Denyse Gauthier, QC  
Shawn Ingersoll, NB  
Charlene Kulak, AB  
Tamar Webster, ON  
Susan Weber-Gowans, SK  
Brandy Callahan, MB

## Marketing and Communications Committee

Shelby Giesbrecht (Chair)  
Fouad Abbassi, BC  
Angeline Beaton, NS  
Rania Elhalabi, NB  
Bernie Hartung, ON  
Carolyn Kamphuis, PE  
Jean-François Loiselle, QC  
Corey Murray, NL  
Michelle Olfert, SK  
Myron Pilip, AB  
Bill Younger, MB

## Council on National Certification

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Tania Toffner (Board of Directors  
Representative)  
Rhonda Birse (Exam Panel  
Representative)  
Valerie Robinson, PE  
Jocelyn Miller, NL  
Janet Reid, NB  
Wendy Bryan, NS  
Tabata Malo, QC  
Lynn Yawney, ON  
Beverlee Haas, MB  
Kimberly Deydey, SK  
Judith Welke, AB  
Shelley Tiffin, BC



## 2008 BOARD OF DIRECTORS



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*President*



**Robin Power**  
*Past President*



**Shelby Giesbrecht**  
*President-Elect*



**Carol Green**  
*Vice President*



**Natalie Campbell**  
*Director*



**Marilyn Collins**  
*Director*



**Colleen Gibson**  
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**Sylvie LeBreton**  
*Bilingual Director*



**Tania Toffner**  
*Director*



**Tricia VanDenakker**  
*Director*



**Regina Zver**  
*Director*

## 2008 CSMLS STAFF

### Office of the Executive Director

**Kurt Davis**, *Executive Director*

**Lisa Low**, *Executive Assistant*

**Dana McNamee**, *Executive Assistant, Meetings & Events*

**Paul Pereira**, *Information Technology Administrator*

### Certification

**Christine Nielsen**, *Director*

**Kim Burke**, *Administrative Assistant*

**Lindsay Godard**, *Customer Service Representative*

**Lynn Policelli**, *Coordinator*

**Michelle Verburg**, *Executive Assistant*

**Cheryl Waldron**, *File Clerk/Mail Room*

### Communication

**Alison McLennan**, *Director, Communication*

**Rommel Caibal**, *Coordinator, Publications*

**Claudia Niemiec**, *Administrative Assistant, Bilingual Communications*

### Continuing Education and Professional Development

**Lucy Agro**, *Coordinator*

**Laura Safranyos**, *Product Development Assistant*

### Marketing

**Melodie Campbell**, *Director*

### Membership Services and Administration

**Dave Dion**, *Director*

**Sandy Mason**, *Executive Assistant, Accounting*

**Caron Seabrook**, *Administrative Assistant*

### Research

**Dr. Moira Grant**, *Director*





**CSMLS**  
Canadian Society for  
Medical Laboratory Science



**SCSLM**  
Société canadienne de  
science de laboratoire médical

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