

Celebrating 75 Years

2012

ANNUAL REPORT

CSMLS  SCSLM

Canadian Society for Medical Laboratory Science
Société canadienne de science de laboratoire médical



2012 ANNUAL REPORT CONTENTS

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WHO WE ARE

The Canadian Society for Medical Laboratory Science (CSMLS) is the national certifying body for medical laboratory technologists and medical laboratory assistants and the national professional society for Canada's medical laboratory professionals. We are a not-for-profit organization that is funded entirely by membership dues and revenues from products and services.

Incorporated in 1937 as the Canadian Society of Laboratory Technologists, the Society has members across Canada and around the world.

Our purpose is:

- To promote and maintain a nationally accepted standard of medical laboratory technology by which other health professionals and the public are assured

of effective and economical laboratory services, and

- To promote, maintain and protect the professional identity and interests of the medical laboratory technologist and of the profession.

One of the major functions of CSMLS is to set qualification standards in medical laboratory science. We conduct exams across Canada and issue certificates to candidates who meet the prescribed standard. CSMLS provides prior learning assessment (PLA) to internationally educated medical laboratory technologists who are seeking Canadian certification. The PLA process evaluates an applicant's academic credentials, language proficiency, clinical training and

work experience and their level of competency to write the Certification examination.

Once members are certified, CSMLS provides professional development and continuing education programs to help members update their skills and knowledge and achieve their professional goals.

Our Vision

The Voice of Medical Laboratory Science in Canada

Our Mission

- Expand CSMLS's Sphere of Influence
- Transform the Profession
- Serve as Champions for Patient Safety
- Invest in the Organization



Medical Laboratory, circa 1960s.

WHO WE SERVE

Medical laboratory professionals are the fourth largest group of health care professionals in Canada. These dedicated professionals often go unnoticed because they are rarely seen by patients. However, every day our members play a vital role in Canada's health care system.

MEDICAL LABORATORY PROFESSIONALS

Medical laboratory professionals (MLPs) are the group of professionals certified as medical laboratory technologists (MLTs), medical laboratory assistants (MLAs), cytotechnologists and clinical genetics technologists.

Medical laboratory professionals work in many settings including hospitals, private laboratories, education, research facilities, and public health laboratories, where through laboratory testing and analysis they provide vital

information that contributes to effective patient care. National certification ensures that these professionals have the necessary knowledge, skills and expertise to begin practice.

MEDICAL LABORATORY TECHNOLOGISTS

Medical Laboratory Technologists (MLTs) are an important part of the health care professional team. Using a variety of complex instruments, they analyze tissue

samples, blood and other body fluids. The results from these sophisticated tests are vital to the diagnosis and treatment process. MLTs can practice in a number

of specialty areas including: clinical chemistry, microbiology, hematology, transfusion science and histology.

MEDICAL LABORATORY ASSISTANTS

Medical Laboratory Assistants (MLAs) work under the supervision of a Medical Laboratory Technologist (MLT), performing the

practical components of sample analysis. MLAs sort, prepare and sometimes process samples that will be tested and analyzed by an

MLT. MLAs often collect samples, such as blood, and are often the laboratory professional that interacts directly with patients.

CYTOTECHNOLOGISTS

Cytotechnologists are health professionals that analyze cellular changes that can determine the presence of specific diseases.

Mostly through the use of slides under a microscope, cytotechnologists are able to detect pre-cancerous cells, different cancers and other

cellular based infections. An abnormal finding would be sent to a pathologist for a final diagnosis.

CLINICAL GENETICS TECHNOLOGISTS

Genetic Technologists use a variety of instruments to analyze and diagnose changes or abnormalities

in chromosomes and DNA, which are unique to every individual. A genetic technologist's analysis of

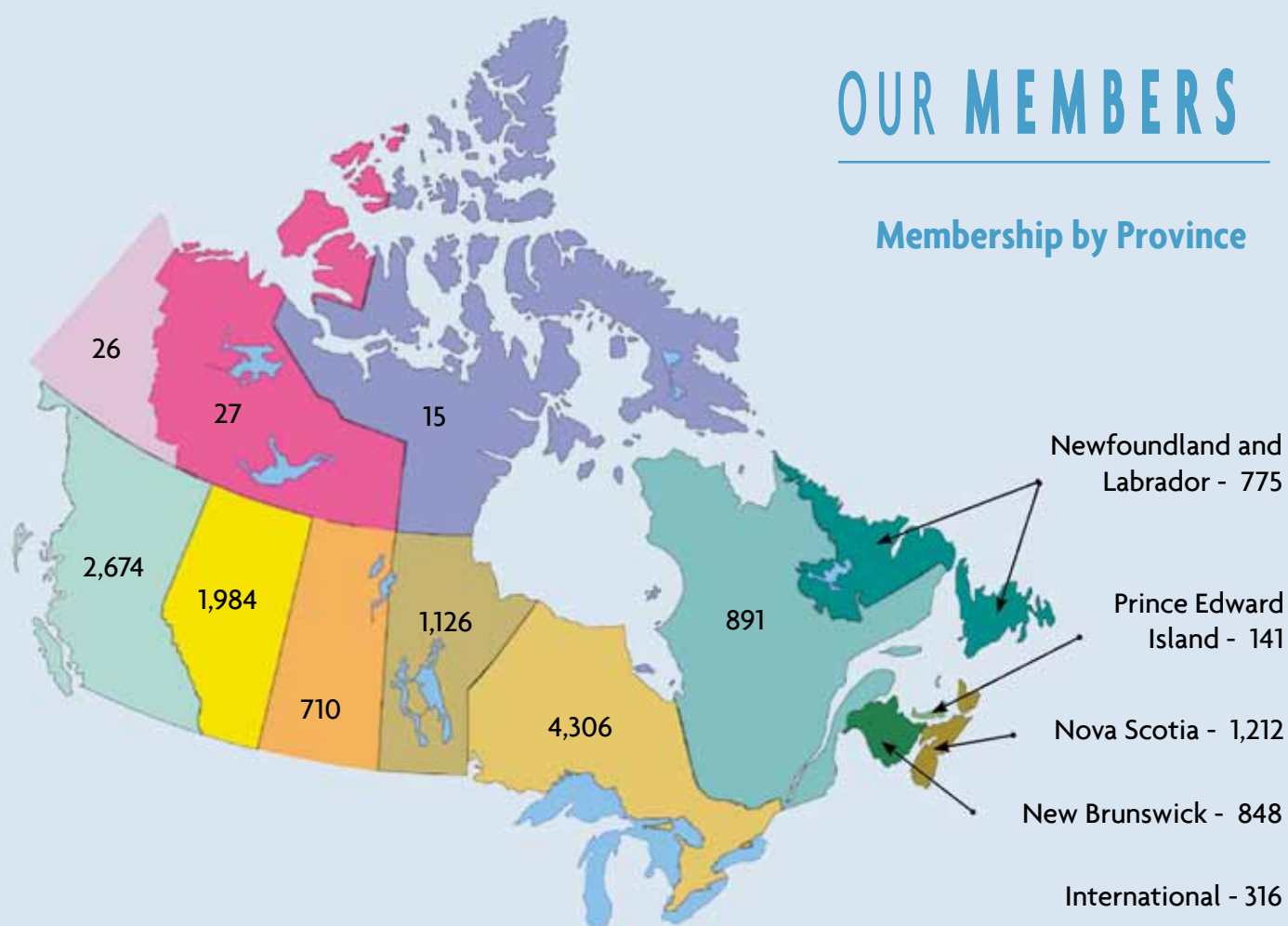
these cells can lead to a diagnosis of genetic diseases.

MEMBERSHIP DISTRIBUTION

Member Type	AB	BC	MB	NB	NL	NS	NT	NU	ON	PE	QC	SK	YT	Foreign	Total
MLT	1,536	2,303	902	659	567	918	24	12	3,091	121	711	573	21	186	11,624
MLT — Non-Practicing	75	92	38	12	9	40	1	2	196	2	58	25	1	78	629
Affiliate	0	0	7	6	0	15	0	0	8	0	1	3	0	1	41
MLA	167	68	77	122	144	144	2	1	415	11	3	33	2	7	1,196
MLA — Non-Practicing	9	4	4	7	10	8	0	0	53	0	1	2	0	2	100
MLT Retired	23	49	22	9	15	28	0	0	69	2	17	22	2	8	266
Associate Non-Certified	79	47	43	9	17	10	0	0	234	1	19	14	0	21	494
Students	81	67	21	13	13	43	0	0	174	2	60	23	0	4	501
Transitional Graduate	0	0	1	1	0	0	0	0	0	0	0	0	0	0	2
MLT — Complimentary Retired	10	38	10	9	0	6	0	0	55	2	18	13	0	9	170
Honorary	4	6	1	1	0	0	0	0	11	0	3	2	0	0	28
Total	1,984	2,674	1,126	848	775	1,212	27	15	4,306	141	891	710	26	316	15,051

OUR MEMBERS

Membership by Province



MESSAGE FROM THE PRESIDENT



This past year, we were fortunate to celebrate the Society's 75th anniversary. This is a significant milestone and one that many organizations never see. I realize how fortunate I am to have had my presidential term during these anniversary celebrations for the CSMLS.

Over 75 years ago, the lab world looked quite a bit different than it does now. Lab professionals were working across the country, with very little connection to each other. From very humble beginnings, the Society was built from the vision of one man that was passionate and determined to build a community for laboratory professionals. Mr. Frank Elliott was the first President of the Canadian Society of Laboratory Technologists. An analytical chemist working in New York, Frank came to Canada in 1915 and worked in the City Laboratories at the Hamilton General Hospital. At that time, there was no formal training or qualifying system in

Canada. Frank and his associates, notably Denys Lock and Helen Smith, at the laboratories of Hamilton General Hospital, had the vision and the courage to form an organization with the general purpose of developing a program for national training and qualifying standards. They volunteered their time and made a very large impact that is still going strong.

In 2012, we took time to reflect and acknowledge the individuals that brought us to where we are today. We commemorated this milestone through several events including: an exhibit at the Workers Arts and Heritage Museum, a banner hung over Main Street in downtown Hamilton and hosting over 20 events and giveaways throughout every province and territory. All of these events and activities helped us celebrate the proud accomplishments of our past.

To ensure that these accomplishments were not forgotten and to bring the history of the Society to life, CSMLS staff interviewed almost 30 former CSMLS Presidents to document their stories about the Society during their presidential terms. Our Past Presidents are a wealth of knowledge and one of our most valuable links to the history of our society. This project helped us to preserve their knowledge for future generations. Staff embarked on a cross country trek to meet with as many of our Past Presidents that we were able to reconnect with, recording their memories and stories for posterity.

We owe a debt of gratitude to those that came before us, for their dedication to building the Society and shaping the development of the profession. We can pay this debt by continuing the mission they started and guarding both the future of the Society and the profession itself.

Through all these years, the Society has kept the original intention as the driving force behind our activities. We have always remained loyal to our members. You are the reason we are here and you are the reason that we have evolved from the first 100 members in 1937 to over 15,000 today. I feel we are capable of even more. It is only through active and wide-spread engagement that the Society can truly move forward and achieve the vision set forth by the founding members 75 years ago.

The Board and I are proud of the Society's accomplishments in 2012 and our small part in the ongoing history of this great Society.

A handwritten signature in black ink that reads "Tricia VanDenakker".

Tricia VanDenakker
President

MESSAGE FROM THE CHIEF EXECUTIVE OFFICER



CSMLS has long endeavoured to be the voice of the medical laboratory profession. While this voice has been strong within the health care community, finding a receptive ear beyond our immediate sphere of influence has been more challenging. Strides have been made over the years to get government to recognize our profession's strong contribution to Canadian health care. However we still have quite a distance to go. In 2012 we took these efforts to the next level.

CSMLS has continued our multi-year strategy of engaging with federal Members of Parliament by heading to Parliament Hill to deliver our message in person. In April, 18 staff and volunteers participated in our Day on the Hill event, which resulted in meeting 30 Members of Parliament to discuss the medical laboratory profession and our key issues. Advocacy efforts did not stop there. Since April, the CSMLS has had follow-up meetings with

key members of the government including:

- Dr. Carolyn Bennett, Liberal MP, Critic for Aboriginal Affairs met with CSMLS to discuss the need for sustainable bridging programs, the challenges of recruiting aboriginal students into allied health careers and the 2014 Health Accord.
- Hon. Jim Flaherty's (Finance Minister) office spoke with CSMLS. We gave them an overview of CSMLS's role in setting the national standard for Canadian medical laboratory professionals.
- CSMLS followed-up with the Finance Minister's office with a pre-budget submission outlining the need for a coordinated strategy for health human resources, loan forgiveness program for rural and remote practitioners, the need for sustainable bridging programs and investments in innovation to enhance capacity for clinical education.

These are just a few examples of where our voice is not only being heard, but listened to at the federal level. We will continue to build on these successes as we develop a robust advocacy program for 2013.

In addition to our proactive advocacy initiatives, CSMLS also responds to issues as they arise. In October, the CSMLS learned that the Newfoundland and Labrador government asked the Regional Health Authorities to curtail

discretionary spending. We heard from our members in the province that, as a result of this directive, applications for funding and travel associated with professional development were being declined.

CSMLS spoke directly with both the local Regional Health Authority and the province's Department of Health and Community Services. CSMLS then issued a press release. The next day I was a guest on CBC-NL Radio's Central Morning show discussing the impact of these cuts. As a profession, we cannot sit idly by when decisions are made that negatively affect our ability to perform our role. We will continue to stand up for our members and when needed, apply pressure to ensure the delivery of high-quality laboratory services can take place across Canada.

We still have much work to do on the advocacy front, but we are making real and meaningful progress. This progress forms a solid foundation for us to continue to build upon as we move forward into the future.

A handwritten signature in black ink that reads "C. Nielsen".

Christine Nielsen
Chief Executive Officer

2012 MILESTONES

PAST PRESIDENTS VIDEO PROJECT

Our Past Presidents are a wealth of knowledge and one of our most valuable links to the history of our society. In December 2011, CSMLS initiated a project that would help us preserve their knowledge for future generations.

Over the next five months, Michelle Hoad, Director of Marketing, Communications and Membership, along with Michael Grant, Team Leader, Communications, embarked on a cross country trek to connect with almost 30 Past Presidents. The visits included video interviews to record the Past Presidents' memories and stories for posterity.

The result of this initiative was a five-part video series that premiered at the 75th Anniversary Gala at LABCON2012. The videos are now featured on the CSMLS website.

The Past Presidents who participated in this project included:

- A.B. (Chris) Atkinson (1976)
- Susan Atkinson (2008)
- Linda Banks (1998)
- Shirley Beckman (1984)
- Edna Blum (1982, 1988)
- Ruth (Pierce) Chaisson (1999)
- David Epp (1964)
- Goldie Fagan (2011)
- Helmut Friesen (1975)
- Shelby Giesbrecht (2009)
- Carol Green (2010)
- Jeanne Grimard (1989)
- Terry Gulliver (1997)
- Barbara Hall (1993)
- W.W. (Bob) Hughes (1973)
- Joan Lailey (2000)
- Nancy McBride (1987)
- Margaret (Flynn) McGregor (2001, 2002)
- Leslie D. Mellor (1965)
- Reuben Noseworthy (2006)
- Robin Power (2007)
- T.R. (Ron) Robinson (1980, 1986)
- Shelley Sanders (2005)
- Norman J. Senn (1977, 1985)
- Margaret Smith (1995)
- Tom Stowe (2003)
- Tricia VanDenakker (2012)
- Geraldine Webb-Young (2004)
- Bill Younger (1990)

75th ANNIVERSARY CELEBRATIONS

In 2012, the CSMLS celebrated a significant milestone with the Society's 75th Anniversary. The goal was to celebrate the anniversary from across Canada throughout the entire year. To accomplish this, CSMLS established a volunteer committee of representatives in each province and territory.

These volunteers were responsible for creating and implementing local celebrations including galas, cake tours, scavenger hunts and free registrations to CSMLS's annual conference, LABCON.

To honour the history of the Society, CSMLS collaborated with the Hamilton Workers Arts and Heritage Museum to create an exhibit showcasing 75 years of medical laboratory equipment, documents, publications and photos.

The exhibit opened with an invitation-only cocktail reception that included Past Presidents of the Society, executives from Hamilton hospitals and private laboratories, and program managers from educational institutes. The local media covered the event for the evening news.

In November, CSMLS hosted a reception at the Parliament buildings in Ottawa. More than 30 Members of Parliament attended the reception where they met with CSMLS staff and volunteers who shared our Society's rich history. During the reception, a ceremonial plaque was presented by David Christopherson, NDP Member of Parliament for Hamilton Centre, congratulating the CSMLS on a successful 75 years.

STRATEGIC PLANNING

CSMLS has been operating under the strategic plan launched in 2009. Best practices suggest that a strategic plan be updated every three to five years to ensure an association stays relevant within an ever-changing landscape. For this reason, the Board of Directors began the journey of creating the next strategic plan.

CSMLS began by hiring an association consultant with over 20 years of not-for-profit association experience. This consultant guided the Board of Directors through a multi-tiered process which included: a SWOT analysis, looking at the Society and the CSMLS's strengths, weaknesses, opportunities and threats; multiple

interviews with stakeholders to obtain feedback on CSMLS operations, and strategic planning meetings to analyze the data and feedback from stakeholders.

The new strategic plan will be unveiled at the 2013 Annual General Meeting in Victoria, BC and guide the CSMLS for the next several years.

IT INFRASTRUCTURE

The CSMLS national office was in need of an upgraded database system. We had been using an old legacy system that was outdated and no longer offered new developments or support. Several options were reviewed that would help address members' and organizational needs. A new database system, called iMIS, was selected and implemented over several months.

The new database was being implemented in parallel with the development of a new website. The two systems work together to provide a streamlined user experience and offer more web-based services. The

two systems were launched together in early January.

With the new website, CSMLS members can now login to have access to exclusive content, including job postings in the national Job Bank. A streaming news feed on the home page delivers health care and laboratory news from across the country. A new commenting feature and links to CSMLS's social media platforms support engagement and dialogue between the Society and the membership. The implementation of these two IT systems supports CSMLS's digital strategy to serve as a hub of information for the Society and the profession.

MEDIA OUTREACH

2012 saw CSMLS's public relations initiatives begin to bear fruit. In January, President Tricia VanDenakker wrote a letter to the editor of the Globe and Mail newspaper in response to the article "What we should learn from our pathology problems". The letter, which was published in the newspaper on January 3rd, called for the nationwide regulation of all laboratory professionals as well as a national standard for accrediting medical laboratories, in the interest of public safety.

The high visibility of the Globe & Mail piece directly led to an opportunity to contribute to LAB Business magazine. Tricia VanDenakker authored the article, "The Need for National Standards in Canadian Laboratories", which was published in their January/February issue. CEO Christine Nielsen also had

an article published in LAB Business in their November/December issue titled "Paying for Quality: A lack of resources, crushing workloads and unrealistic turnaround times impact clinical education".

The CSMLS took the opportunity in July to be involved in a supplement publication of The National Post entitled "Learning about the Canadian healthcare professions". The section featured an editorial article by Christine Nielsen about the key issues facing the medical laboratory profession.

In October, the CSMLS learned that the Newfoundland and Labrador government had asked the Regional Health Authorities to curtail discretionary spending. As a result, applications for funding and travel for professional development were declined. In response, CSMLS

2012 FACTS AND FIGURES

Research Funding

2012	\$147,222
2011	\$409,310
2010	\$75,000
2009	\$508,025

LABCON2012 Gatineau, QC

Delegates	328
Speakers	45
Exhibitors	55
Sessions	53
Sponsors	7

New Memberships

MLT	589
MLA	388
Associate	543
Student	504
Reinstatement	186

Exam Applications

General MLT	1,069
Diagnostic Cytology	40
Clinical Genetics	28
MLA	660
Total MLT and MLA	1,797
Verification of Credentials	134
PLA applications	125

Learning Services

Course registrations	3,483
Certificates issued	40

2012 MILESTONES

issued a press release on October 3rd and CEO Christine Nielsen, was a guest on CBC-NL Radio's Central Morning show on October 4th. CSMLS will continue to advocate for the appropriate resourcing of professional development activities for all laboratory professionals.

CSMLS's expertise was again sought by the media when Christine Nielsen was interviewed and quoted in the article "Hamilton hospitals warn of incorrect lab tests" in the Hamilton Spectator. Concerns had been raised regarding Hamilton area hospital laboratories producing inaccurate lab

results. CSMLS will continue to look for opportunities to lend its voice to the health care discussion and increase the understanding of the value of lab testing to the Canadian public.

RESEARCH

In 2012, the CSMLS completed the *Assessing the Workforce Integration of Internationally Educated Health Care Professionals* project. Funding was provided by Human Resources and Skills Development Canada, Foreign Credential Recognition Program. The objective of the research study was to determine how internationally educated health care professionals (IEHPs) integrated into their respective professions compared to their Canadian educated counterparts (CEHPs). Research outcomes have been presented in many forums including the Canadian Association of Prior Learning Assessment (CAPLA), Canadian Network of National Associations of Regulators (CNNAR) and LABCON.

From this research we learned that IEHPs have a more difficult time finding work after licensure compared to Canadian counterparts. We also learned that bridging programs are a critical part of job integration regardless of profession. More focus needs to be placed on IEHPs learning soft skills, such as learning language and cultural skills as opposed to technical skills for their professions. Employers feel it requires more effort to hire an IEHP.

The CSMLS continued work on the *Self-Directed Bridging Program* project. This program is designed to improve the integration of internationally educated medical laboratory technologists (IEMLTs) into the Canadian workforce. Funded by Human Resources and Skills Development Canada, Foreign Credential Recognition Program, the new program is designed to help IEMLTs reach their full potential and positively contribute to Canada's health care system. CSMLS developed an "ideal clinical placement blueprint" and reviewed/revised the list of pre-approved "refresher courses" used to remediate gaps identified in the credentialing process. The CSMLS *Self-Directed Bridging Program* will provide IEMLTs with the tools and resources to help meet their learning plan requirements in a flexible and effective manner. The project begins the pilot phase in 2013.

Development began for the *Exam Preparation Resource for Medical Laboratory Technologists*. This project is funded by the Government of Ontario, Ministry of Citizenship and Immigration and will be developed by CSMLS staff and content experts. The information will be transformed into online learning modules consisting

of video/slide presentations on different exam preparation topics. The short modules will be available in English and French and serve to answer common questions posed by IEMLTs about the certification exam. The resource will also be available to all students preparing for the certification exam. This online resource will ensure that accurate information is publicly available, direct from the certifying body.

The CSMLS also began development of the *Self Assessment Readiness Tool* (SART). CSMLS partnered with the Internationally Educated Health Professionals (IEHP) Atlantic Connection and Nova Scotia Community College to create two *Self-Assessment Readiness Tools* © (SART). SART are voluntary self-assessment tools created by the Atlantic Connection Canada and will be developed for medical laboratory technologists (MLTs) and medical laboratory assistants (MLAs). SART are online aids that provide potential immigrants with an idea of whether they are likely to meet the requirements to practice in a Canadian context.

A YEAR IN PICTURES: ADVOCACY



A YEAR IN REVIEW

FIRST QUARTER – 2012: January • February • March

Launch of
redesigned
CSMLS
website

*Workforce
Integration* research
findings presented
at the Canadian
Association of Prior
Learning Assessment
conference

Letter to
the editor by
CSMLS President,
Tricia VanDenakker,
published in
Globe & Mail

Past Presidents
video interviews
conducted
across the
country

Member
retirement
Survey was
completed and
reported

*The Need for
National Standards
in Canadian
Laboratories*
published in LAB
Business magazine

National Medical
Laboratory Week
campaign launched
with new microsite
and commercial

SECOND QUARTER – 2012: April • May • June

LABCON2012
held in Gatineau,
Quebec

CSMLS staff and
volunteers visit with
MPs in Ottawa during
Day on the Hill

75th Anniversary
commemorative
issue of the
CjMLS published

75th
Anniversary
Gala at
LABCON2012

Commissioned
author for
CSMLS history
1999-2009

Strategic
planning
begins

Awarded over 14
all-expenses
paid trips to
LABCON2012
to CSMLS
members.

THIRD QUARTER – 2012: July • August • September

Launch of new website for LABCON2013 in Victoria, BC.

Pre-budget operations planning

75th Anniversary banner hung over Hamilton's Main Street

75th Anniversary Exhibit at the Workers Arts and Heritage Museum

Reception held to honour the 75th Anniversary exhibit on July 18th

Tour of 75th Anniversary Exhibit with Mike Wallace, MP

Training on the Self-Assessment and Readiness Tool (SART) in partnership with Atlantic Connection

Lack of resources threatens patient care published in National Post special report titled *Careers in Health Care*

Two new courses offered: Infection Prevention and Control and Interpretations in Clinical Chemistry

The advocacy updates section was added to CSMLS website

FOURTH QUARTER – 2012: October • November • December

Volunteer page added to CSMLS website

CSMLS earns IABC Silver Leaf award of Excellence for the *Our Focus is You* commercial

CSMLS's CEO was interviewed on CBC Radio in regards to professional development funding issue in NL

75th Anniversary reception on Parliament Hill in Ottawa

A Silver Sponsorship level at the Canadian Network of National Associations of Regulators (CNNAR) conference helps to promote the *Workforce Integration Project*

Submitted grant application to Health Canada for *Alternate Careers for IEMLTs*

Development of *Online Exam Prep* materials

New edition of *Lab Safety Guidelines* published

An article by the CEO, titled *Paying for Quality: A lack of resources, crushing workloads and unrealistic turnaround times impact clinical education* is published in LAB Business magazine

FINANCIAL STATEMENTS

**STEVENSON
LEHOCKI LLP**
CHARTERED ACCOUNTANTS

AUDITOR'S REPORT

To the Members of
Canadian Society for Medical Laboratory Science

The accompanying summarized financial statements, which comprise the summarized statements of financial position as at December 31, 2012, December 31, 2011 and January 1, 2011 and the summarized expenses and revenues and cash flows for the year ended, are derived from the complete financial statements of Canadian Society for Medical Laboratory Science for the year ended December 31, 2012. We expressed an unmodified audit opinion on those financial statements in our report dated March 8, 2013.

The summarized financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summarized financial statements, therefore, is not a substitute for reading the complete audited financial statements of the Canadian Society for Medical Laboratory Science.

Management's Responsibility for the Summarized Financial Statements

Management is responsible for the preparation and fair presentation of these summarized financial statements in accordance with Canadian generally accepted accounting principles, and for such internal controls as management determines is necessary to enable the preparation of summarized financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on the summarized financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standards (CAS) 810, "Engagements to Report on Summary Financial Statements."

Opinion

In our opinion, the summarized financial statements derived from the complete audited financial statements of Canadian Society for Medical Laboratory Science as at December 31, 2012, December 31, 2011 and January 1, 2011 and the results of its operations and its cash flow for the years ended December 31, 2012, December 31, 2011 are a fair summary of those financial statements, in accordance with Canadian accounting standards for not-for-profit organizations.

Burlington, Ontario
March 8, 2013

Stevenson Lehocki LLP
Chartered Accountants
Licensed Public Accountants

2012 SUMMARIZED FINANCIAL STATEMENTS

SUMMARIZED BALANCE SHEET

As at December 31	December 31 2012	December 31 2011	January 1 2011
ASSETS			
Current assets			
Cash and short-term investments	\$ 2,145,511	\$ 2,159,997	\$2,697,283
Accounts receivable	143,923	183,945	150,133
Inventory	12,782	12,041	24,522
Prepaid expense	143,011	166,832	148,025
SUB TOTAL	2,445,227	2,522,815	3,019,963
Investment - Restricted Funds	1,353,913	1,341,842	1,388,462
Capital assets	1,647,173	1,638,584	1,423,482
TOTAL	\$ 5,446,313	\$ 5,503,241	\$ 5,831,907
LIABILITIES AND NET ASSETS			
Current liabilities			
Accounts payable and accrued liabilities	\$ 377,396	\$ 301,770	\$ 205,852
Government remittances payable	7,688	5,901	5,701
Prepaid revenue	1,754,877	1,459,249	1,366,387
Current portion of obligations under capital lease	36,610	27,462	17,395
SUB TOTAL	2,176,571	1,794,382	1,595,335
Obligations under capital lease	0	37,568	47,055
PROVISION FOR FUTURE CONGRESS LOSSES	0	0	31,129
NET ASSETS			
Invested in capital assets	1,610,563	1,573,554	1,359,032
Internally restricted	939,723	938,468	994,367
Externally restricted	414,190	403,374	394,095
Unrestricted	305,266	755,895	1,410,894
SUB TOTAL	3,269,742	3,671,291	4,158,388
TOTAL	\$ 5,446,313	\$ 5,503,241	\$ 5,831,907

SUMMARIZED CASH FLOW STATEMENT

Year ended December 31	See accompanying notes 2012	2011
CASH FROM (TO) OPERATIONS		
Received from services, dues, and fees	\$ 3,762,974	\$ 3,412,801
Investment Income	47,696	55,288
Miscellaneous	25,717	4,320
Paid for supplies and services	(1,690,468)	(1,682,081)
Wages and benefits	(1,887,106)	(1,825,691)
Building facility costs	(130,375)	(129,848)
Excess (deficiency) in Internally Restricted funds	1,255	1,892
Excess (deficiency) in Externally Restricted funds	10,816	9,279
Interest paid	(9,907)	(11,528)
SUB TOTAL	130,602	(165,568)

SUMMARIZED STATEMENT OF OPERATIONS

Year ended December 31	2012	2011
REVENUES		
Gross fees received	\$ 2,407,267	\$ 2,384,365
Less: Provinces' share	(248,771)	(304,727)
Less: Professional Liability Insurance premiums	(214,871)	(191,282)
National membership fees	1,943,625	1,888,356
Certification / PLA	946,849	908,419
Learning Services	117,036	122,416
Communications	49,263	51,664
Research	7,631	3,382
Annual Congress	315,223	338,342
Investment income	47,696	55,288
Miscellaneous income	129,046	90,829
TOTAL	3,556,369	3,458,696
EXPENSES		
Administration and Overhead - General	873,863	838,384
Certification / PLA	721,795	723,846
Learning Services	402,175	371,501
Communications	504,640	542,901
Marketing	304,766	226,029
Research	82,031	39,932
Governance	633,829	649,458
Annual Congress	332,418	456,821
Amortization of capital assets	112,085	102,861
TOTAL	3,967,602	3,951,733
(Loss) - before other revenue	(411,233)	(493,037)
OTHER REVENUE	9,684	5,940
(DEFICIENCY) OF REVENUES OVER EXPENSES	\$ (401,549)	\$ (487,097)

2012 NATIONAL VOICE

As the national voice of Canada's medical laboratory profession, CSMLS represents the needs and concerns of medical laboratory professionals when working with laboratory and health care-related organizations. CSMLS Board of Directors, staff and volunteers attend meetings, conferences and events on behalf of CSMLS members and the entire medical laboratory profession.

January

- Research Ethics Board meeting
- Exam Panel meeting
- Canadian Association of Professional Employees (CAPE) Roundtable
- Michener English Language Assessment (MELA) Launch
- Everest College MLA Career Fair
- Self-Directed Bridging Advisory Committee meeting

February

- Council on National Certification (CNC) meeting
- Canadian Network of National Associations of Regulators (CNNAR) meeting
- Marketing and Communications Committee meeting
- Public Health Agency of Canada (PHAC) meeting
- Canadian Medical Association – Assembly of Health Science Professions (AHSP) meeting
- Canadian Foundation of Economic Education (CFEE) – Mutual Recognition Agreement Roundtable
- CSMLS Finance Committee meeting
- Self-Directed Bridging program, Subject Matter Experts Committee meeting

March

- CSMLS Board of Directors meeting
- PLA for MLA Taskforce meeting
- Health Action Lobby (HEAL) meeting
- Taming of the Queue seminar

April

- Michener Career Fair
- Accreditation Canada meeting
- Exam Preparation Presentation to Bridging Program Students, Michener
- Ontario Centre of Excellence in Communication Competency Assessments (OCECCA) Advisory Committee meeting
- Council on National Certification (CNC) meeting
- Certificates and Certification Taskforce meeting
- Lobby Day – Ottawa
- MLT & MLA Angoff session
- Clinical Laboratory Management Association (CLMA) conference

May

- Presentation to IEMLTs, HealthForce Ontario
- Health Providers Summit
- Canadian Network of National Association Regulators (CNNAR) meeting
- CSMLS Board of Directors meeting
- National Association Career Colleges Annual Conference

June

- LABCON2012 – Gatineau, Quebec
- National Advocacy Council/National Regulatory Council meeting
- Ordre professionnel des technologistes médicaux du Québec (OPTMQ) (Provincial meeting)
- Health Action Lobby meeting
- Self-Directed Bridging Program Project, Subject Matter Expert meeting

July

- Canadian Society for Associations Executives Annual Summer Summit
- Canadian Network of National Association Regulators (CNNAR) Strategic Planning meeting
- CSMLS Strategic Planning Meeting

August

- International Federation of Biomedical Laboratory Science World Congress – Berlin, Germany

September

- Canadian Network of National Association Regulators (CNNAR) meeting
- Ontario Centre for Excellence in Communication Competency Assessment (OCECCA) Advisory Committee meeting
- Canadian Coalition on Public Health in the 21st Century (CCPH21) meeting
- Colleges and Institutes Supporting the Integration of Immigrants into the Canadian Labour Market Symposium – Association of Canadian Community Colleges (ACCC)
- Nova Scotia College of Medical Laboratory Technologists AGM presentation
- Diagnostics Stakeholder Outreach Program – Survey Summary Roundtable/Webinar with Key Stakeholders
- Health Action Lobby (HEAL) meeting
- British Columbia Society of Laboratory Science (BCSLS) Congress (Provincial meeting)
- College of Medical Laboratory Technologists of Alberta (CMLTA) Conference (Provincial meeting)
- Fast Track Item Writing Workshop – MLT

October

- Canadian Health Human Resource Network (CHHRN) – First Year Anniversary and Central Regional Hub Consultation
- Manitoba Congress of Medical Laboratory Sciences “Diamonds in the Rough”
- Clinical Laboratory Managers Association (CLMA), Ministry of Health Stakeholder meeting
- Newfoundland & Labrador Provincial Congress (Provincial meeting)
- Saskatchewan Society for Medical Laboratory Technologists Fall Conference (Provincial meeting)
- College of Medical Laboratory Technologists of Ontario/Professional Association meeting: Enhanced Professionalism Consultation
- Canadian Association of Prior Learning Assessment (CAPLA) Conference
- Canadian Leadership Council on Laboratory Medicine meeting
- Maritech 2012 “Laboratory Science: The Diamond in Healthcare” (Provincial meeting)
- Summit on Sustainable Health Care (Conference Board)

November

- Canadian Network of National Associations of Regulators (CNNAR) Language Forum
- Canadian Network of National Associations of Regulators (CNNAR) Conference
- CSMLS Board of Directors orientation and meeting
- Ontario Centre of Excellence for Communication Competency Assessment (OCECCA) Advisory Committee meeting

December

- Health Action Lobby (HEAL) meeting
- Mohawk Bridging Program Advisory Committee meeting

2012 CSMLS VOLUNTEER COMMITTEES

The CSMLS has always been supported by dedicated volunteers. This tradition continues and we are grateful to the professionals that have given of their time and knowledge to the betterment of the society and the medical laboratory community. We recognize their valuable contributions and thank them for the past year of service.

75th Anniversary Committee

Susan Atkinson
Cynthia Bishop
Nathalie Breton-Renaud
Natalie Campbell
Kim Deydey
Marlene Dinelle
Dianne Forshner
Marina Kennell
Rosalie Richard
Colin Semple
Rhonda Shea

LABCON Volunteers

Bernie Hartung
Soutana Tsitsikotas
*Members of the 75th Anniversary
Committee also volunteered at
LABCON2012.*

Marketing & Communications Committee

Heather Autio — Chair
Jennifer Blackwood
Jennie Burritt
Rania Elhalabi
Chris Hirtle
Martine Laplante
Arlene Ramos
Soutana Tsitsikotas
Melissa Walsh

Certificates & Certification

Terry Chelich
Tara Edge
Kate Gagliardi
Shelby Giesbrecht
Claudette Girard
Nancy Harvey
Colin Power
Robert Russell
Pauline Stewart
John Soltys
Geri Webb-Young
Bill Younger

Scientific and Education Review Committee (SERC)

Maurice Goulet — Chair
Maxine Adams-Small
Isaac Aliche
Susan Atkinson
Nancy Bergeron
Elsie Chan
Vanessa Chan
Denise Evanovitch
Kate Gagliardi
Darcy Gara
Darlene Gilby
Bassima Hammoud
Scott MacDonald
Heather Malcolm
Kelly Marshall
Roberta Martindale
Marianne McCashin
Jennifer McPhee
Kelly Ann McPherson
Subhash Mohan
David Moore
Krystle Murl
Diane Perry
Audrey Saxton
Meng-Kee Tan
Mark Torchia
Frederick Wong
Kenneth Wong

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Elwood Chan
Colleen Gibson
Colleen Moran
Patricia Noel
Geeta Seocharan
Bill Younger

Research Ethics Board

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Terry Chelich
Greg Denomme
Kate Gagliardi
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John Krahn
Lisa Purdy
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National Advocacy Council

Goldie Fagan — Chair
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Shari Batson
Andrea Dowling
Helga Eichhorst
Terry Krushel
Danielle Leblanc
Kyna MacVicar
Chad Milford
Colin Power
Nathalie Rodrigue
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Dan Woods

National Regulatory Council

Goldie Fagan — Chair
Tricia VanDenakker
Noelle Cater
Helga Eichhorst
Denise Evanovitch
Danielle Leblanc
Kyna MacVicar
Nathalie Rodrigue
Dan Woods

Angoff Participants

Medical Laboratory Technology

Viki Massey — Facilitator
Ismaila Amusat
Jennie Burritt
Allahna Elahie
Susie Folco
Dr. Gaston Lalumiere
Andrex Lee
Josh MacDonald
Melissa Veinot
Chris Ward

Medical Laboratory Assistant

Tamar Webster — Facilitator
Jason Burleigh
Laurie Hart
Doris MacLeod
Alberto Jr Pineda
Julie Rose
Marilyn Scutt
Samantha Tanner

Exam Panel

General

Chris Ward — Chair
Dr. Gaston Lalumiere — Consultant
Nathalie Breton-Renaud
Joanne Guzda
Patricia Ludlow
Josh MacDonald
Viki Massey
Josephine Thompson
Melissa Veinot
Svitlana Yaremenko

Diagnostic Cytology

Shawn Ingersoll — Chair
Dr. Kathy Chorneyko — Consultant
Brandy Callahan
June Dufresne
Melissa Walsh
Susan Weber-Gowans
Tamar Webster

Clinical Genetics

Carlos Pereira — Chair
Dr. Marsha Speevak — Consultant
Lucia Cueva
Nicole Hartleb
Camille Jackson
James Renouf
Rachel Schoon

Medical Laboratory Assistant

Marilyn Scutt — Chair
Laurie Hart — Consultant
Nikki Fessler
Doris MacLeod
Lyle Malynyk
Dana Masters
Julie Rose

Fast Track Item Writing

Chris Ward — Facilitator
Laurie Hart — Facilitator
Nathalie Breton-Renaud
Jennie Burritt
Stephanie Eccles
Andrex Lee
Rebecca Ma
Josh MacDonald
Renée Nixdorf
Melissa Veinot

Prior Learning Assessments for Medical Laboratory Assistants

Ozzy Al Awor
Laurie Hart
Rachel Klassen
Viki Massey
Moses Ogunkunle
Julie Rose
Marilyn Scutt
Lynn Yawney



CSMLS 2012 Board of Directors

AWARDS AND SCHOLARSHIPS

Congratulations to the recipients of awards and scholarships offered through CSMLS in 2012.

E.V. Booth Award

Maxine Drover
Kristin LeBlanc

International Founders' Fund

Carrera Kostur
Kelly Marshall

Leaders of Tomorrow —

LABCON2013 Grant

Angela Anthony
Christine Bote
Deanna Danskin
Dana Masters
Marjan Mojtahed-Jaberi
Krista Urchenko

A.R. Shearer Pride of the Profession

Hedy Dalton-Kenny
Antonette McPeck

Siemens Healthcare Diagnostic Scholarship

Tiffany Clouston
Raj Saniasy

Founders' Fund

Magdy Ahmed
Marcene Campbell
Ada Leung
Jennifer O'Leary
Christy Perrin
John Soltys
Paula Steeves
Mylène Thériault

CSMLS Student Scholarships, Sponsored by Ortho Clinical Diagnostics and Cowan Insurance

Llora Alejandro-Yarema
Melissa Brushett



Recipients of the 2012 A.R. Shearer Pride of the Profession award, Antonette McPeck (l) and Hedy Dalton-Kenny (r) accepting their award from CSMLS 2012 President, Tricia VanDenakker.

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and Prior Learning
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Michelle Hoad
Director of Marketing,
Communication and
Membership

2012 CSMLS STAFF

Office of the Chief Executive Officer

Christine Nielsen
Chief Executive Officer

Lisa Low
Executive Assistant

Rosina Mete
Research Assistant

Certification and Prior Learning Assessment

Bessie Carydis
Director of Certification and Prior Learning
Assessment

Kim Burke
Executive Assistant

Lorna Zilic
Team Leader, Certification and
Prior Learning Assessment

Certification

Lynn Policelli
Team Leader, Certification
retired December 28, 2012

Dayna Travale
Exam Administrator

Prior Learning Assessment

Laura Castillo
Prior Learning Assessment Administrator

Lizzi Kuske
Prior Learning Assessor

Corporate Services

Dave Dion
Director of Corporate Services
retired September 28, 2012

Joe Davies
Team Leader, Corporate Services

Hope Brown
Corporate Fee Processor

Pat Campion
Corporate Fee Processor

Katherine Coles
Executive Assistant

Kim Gravel
Corporate Fee Processor

Josie McMullen
Corporate Fee Processor

Humaira Mustafa
Database Analyst

Marketing, Communications and Membership

Michelle Hoad
Director of Marketing, Communications
and Membership

Natalie Marino
Executive and Marketing Assistant

Communications

Michael Grant
Team Leader, Communications

Catherine Bouwers
Content Developer

Suzanne Gratton
Bilingual Customer Service Representative

Joel Tersigni
Web-based Media/Webmaster

Learning Services

Michele Perry
Team Leader, Learning Services

Lucy Agro
Learning Services, Delivery Administrator

Diana Dwerryhouse
Translator

Marketing

Dana McNamee
Marketing Specialist

A YEAR IN PICTURES: CELEBRATIONS





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