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 goods and services. We do not receive operational funding from governments or other organizations.

Incorporated in 1937 as the Canadian Society of Laboratory Technologists, the society has members across Canada and in countries 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
WHO WE SERVE

Medical laboratory professionals are one of the 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. With physicians depending on lab results to make critical medical decisions, the system simply could not function without them.

MEDICAL LABORATORY PROFESSIONALS

Medical laboratory professionals (MLP) are the group of professionals certified as medical laboratory technologists (MLT), medical laboratory assistants (MLA), cytotechnologists or genetics technologists.

Medical laboratory professionals work in many settings including hospitals, private laboratories, universities, 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 produce accurate results.

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 as a part of the diagnostic procedure. MLTs provide the results of these sophisticated tests to physicians, allowing them to make accurate diagnosis and if needed, appropriate treatment.

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 a MLT. MLAs often collect samples, such as blood, and are often are 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

Clinical Genetics Technologists use a variety of instruments to analyze and diagnose changes or abnormalities in chromosomes and DNA, which are unique to every individual. A clinical genetics technologist’s analysis of these cells can lead to a diagnosis of genetic diseases.
MEMBERSHIP DISTRIBUTION

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Membership by Province

- Newfoundland and Labrador - 697
- Prince Edward Island - 134
- Nova Scotia - 1211
- New Brunswick - 852
- US and Foreign - 289
This past year, CSMLS experienced some significant milestones. What began a few years ago with implementation of the society’s reorganization has now culminated into tangible results. In 2011 we began to see the fruits of our labour. The society saw true growth for the membership and the profession.

I am grateful to the Board of Directors, who demonstrated leadership by putting their thoughts and ideas into action. We began the year with a formal Governance Improvement Review, the first in eight years. We understood that in order to achieve our mission of being the voice of the medical laboratory profession, we needed to analyze the operational systems guiding us. The CSMLS has committed to keeping up with industry trends and not-for-profit best practices. By evaluating the by-laws, policies and structures, we were able to identify areas for improvement.

A valuable part of the review was the direct input from stakeholder groups including Board of Directors, the Leadership Team and volunteers. As a result, twelve recommendations were made to help define roles, responsibilities and accountability. The implementation of these recommendations will occur over the next forty-eight months. The review process renewed the Board of Directors’ focus and commitment to the membership.

This commitment was also evident in this year’s Day on the Hill. In previous years, this initiative is held in the spring, but with the timing of the Federal election we opted to wait until the fall. Our patience paid off as we were able to assemble our largest advocacy team to date. Seventeen staff and volunteers travelled from across Canada to Ottawa and met with thirty members of Parliament, doubling the number of meetings from the previous year. We were well received, in part, due to the outreach efforts throughout the year.

To coincide with the elections in the spring, we launched a new advocacy campaign. The campaign allowed members to vocalize their concerns directly to their local candidates via email. This campaign created a basic foundation of awareness that complemented our advocacy efforts during the Day on the Hill. It helped us connect to these newly elected members of Parliament, establishing new lines of communication.

We feel that MPs are listening to our concerns about health human resource issues, and many showed interest in promoting the profession. The familiarity they have with the concerns of medical laboratory professionals will continue to increase over time with the help of our members.

The CSMLS continues to establish ourselves as a respected voice for health care advocacy. We have drawn positive attention with some of the more visible changes that occurred this year. This attention has lead to more introductions, more conversations and more open doors.

With the success of the past year comes the responsibility to continue moving forward. We can take what we have learned and push even further. This past year I have learned that anything is possible and I’m proud to be part of a society that embodies that frame of mind.

Goldie Fagan
President
The past year has been another year of transformation for CSMLS. We began the year with a new vision for several of our major projects, business practices and key processes. The goal was to improve the delivery of services and provide meaningful value to our members. With this in mind, we created an ambitious plan to set the stage for even bigger things.

The first noticeable sign of this was the redesign of the Canadian Journal of Medical Laboratory Science. This renovation was more than just a cosmetic upgrade. Our focus was on creating content that was meaningful to our members. We introduced several new features including a section devoted to columns written by members, a forum to address member questions and concerns, and a feature section for current topics or themes. The reception to the “new” journal was overwhelmingly positive and we will continue to develop content that will be of interest.

The 2011 National Medical Laboratory Week (NMLW) also provided us an opportunity to engage members in new and exciting ways. In the weeks leading up to NMLW, CSMLS launched the Knowing Matters campaign, in which we challenged our members to become the drivers of the campaign message. A 30-second public awareness commercial was created and posted to YouTube. Members were challenged to share the video. If collectively, we shared the video with 25,000 people, CSMLS promised to air the commercial on national television. At the start of NMLW, the YouTube video had received 28,442 views, was shared 3,275 times through Facebook and reached a Twitter audience of 32,319. We are proud of how our members engaged in this campaign and we will look to build on its success in the year to come. We are also proud to have this campaign recognized by the International Association of Business Communicators (IABC), as it received a Silver Leaf Award for communications management.

Our society is in a state of constant evolution. This is reflective of the profession we serve as well. Members had expressed the need for the society to stay current with the profession, including the way we present ourselves to the public. With this feedback, along with the many new and exciting changes occurring in CSMLS’s recent history, the Board of Directors and the CSMLS staff began a process of looking at the brand of the society and asking ourselves some challenging questions.

Was the brand reflective of who we are and who we aspire to be? Did it appropriately represent our current members? Will it appeal to members of the future? The answers to those questions led us to engage the services of a branding company. The new brand has been gradually phased in, with the new logo and official colours, and will continue over the next year. I am confident that our new brand better positions CSMLS for success in the years to come.

As the year came to a close, we went live with a new member database. This project was overdue and the result of a full year of work. Although a new database may not sound that impactful, it is the information technology infrastructure needed to allow the new online self-service tools that members had been looking for.

These are just a few examples of the exciting initiatives that were part of what could be described as a year of renovation. As a society, we are committed to continued growth and development as we strive to better serve our members.

Christine Nielsen
Executive Director
The national office of the Canadian Society for Medical Laboratory Science is purposely organized with the member in mind. Everything we do, create, build and communicate is focused on how to serve the members.

The organizational structure is comprised of three distinct business units, which include; Corporate Services, Certification & Prior Learning Assessment, and Marketing, Communications & Membership. This structure fosters collaboration between each division while keeping the primary focus on the members. Together this team continues to provide value to membership, forge new relationships and encourage open and transparent communication.

**Certification and Prior Learning Assessment**

The Certification and Prior Learning Assessment Team are a cohesive group that work to ensure that the certification and prior learning assessment processes are seamless, in line with best practices. This team is committed to maintaining high standards while ensuring that procedures are fair, transparent and free of unnecessary barriers.

Certification is a demanding process that relies on the support of internal and external resources. Volunteers on the Exam Panels review and finalize examinations from questions in the question banks and choose newly developed questions to be validated. Annual Angoff sessions determine the pass score for each and every exam the Certification Team administers.

New questions are continually being created for validation and inclusion in our exams and exam banks through Fast Track Item Writing Workshops. MLTs and MLAs draft, peer critique
and perfect questions for future exam candidates.

Prior Learning Assessment (PLA) administrators manage the hundreds of active PLA clients through telephone and email customer support. A subject matter expert determines if an applicant’s education, clinical training and work experience meet the Canadian standard. If not, the applicant will be directed to complete appropriate refresher coursework, or if necessary a full-time program, to qualify for the certification exam. The CSMLS has a unique, harmonized process that is centralized and used across Canada, with the exception of Quebec.

**Corporate Services**

The Corporate Services Team supports the business operations at the national office. They are responsible for financial management and reporting for the society. This team also manages and administers services for Information Technology, Human Resources and Quality Systems. Members are continually supported by this team through the fee processing of membership fees, exam fees and professional liability insurance.

**Marketing, Communications and Membership**

The Marketing Team manages promotional initiatives and events, including the annual CSMLS conference, LABCON. Their role is to increase the profile of CSMLS amongst the membership and the public.

The Communications Team creates, manages and distributes timely information to members, stakeholders and the public. They are able to leverage the power of various communication tools including; the CSMLS website, eNEWS, CjMLS, media releases, social media platforms and presentations.

The Learning Services Team is dedicated to providing CSMLS members with high quality educational offerings. This team researches topics, manages authors, registration, course development and promotion.

Working in unison, these teams are able to produce timely and effective materials that add value to the CSMLS membership.
2011 MILESTONES

ADVOCACY

This year, CSMLS advocacy initiatives received overwhelming responses from all target audiences including our members and government officials.

The Federal and Provincial elections opened a window of opportunity for CSMLS to further engage political dignitaries. We launched the Med Lab Matters website in April, encouraging members to actively participate in the elections by connecting with local candidates via email. The emails informed the candidates about the concerns facing the profession.

Due to the timing of the election, our annual Day on the Hill was moved from April to October. This change allowed us to extend an invitation to other stakeholders, resulting in a large advocacy team that included representation from almost every province. Our team was able to double the number of face-to-face meetings over the previous year. We felt the combination of our larger contingent and the additional awareness gained during the Med Lab Matters campaign was key to successfully bringing the issues of the medical laboratory community to Ottawa.

Every year, National Medical Laboratory Week is an opportunity to raise awareness and celebrate the profession. During the 2011 campaign, CSMLS challenged members to use social media to share the themed Knowing Matters video. The video was shared over 3,600 times, resulting in over 28,000 views in a six week period. By successfully meeting the challenge, members were pleased to see the video air on national television during National Medical Laboratory Week (April 23-29). In addition to the online campaign, many members proudly celebrated their professions by raising awareness within their own facilities, hospitals and communities.

In 2011 our advocacy efforts started conversations that can be built upon in the coming years.

RESEARCH

In 2011, CSMLS continued to devote resources to valuable research for the issues facing laboratory professionals of today and tomorrow.

We were pleased to receive a grant from the Government of Canada (HRSDC) in April, 2011 for funding for CSMLS Self-Directed Bridging Program for Internationally Educated Applicants. The Program will assist applicants in the prior learning assessment process. Funding of $409,310 will be granted over the next four years, our largest grant to date. With the help of an Advisory Committee, over 20 subject matter experts from across Canada will review and evaluate curriculum and develop the ideal clinical placement.

In April, an application was made to the Ontario Ministry of Citizenship and Immigration for Building Diversity Training Capacity for Internationally-Educated Medical Laboratory Technologists and their Employers in Non-Urban Centres. This training will help internationally educated medical laboratory technologists (IEMLTs) and their employers to advance employment prospects, lower underemployment rates and ease integration into the workforce for IEMLTs in non-urban centres.

The Final Report was issued for Assessing Workforce Integration of Licensed Internationally Educated Health Professionals in Canada. This study examined the challenges facing internationally educated medical professionals as they look for and start work in Canada. The research’s key findings are important to us as we continue to support our prior learning assessment clients.

We also wrapped up the Peer Support Network for Internationally Educated Medical Laboratory Technologists. This project, combined with the findings of the Workforce Integration project will help refine the CSMLS IEMLT research agenda.

Our research efforts continue to develop as we were able
to sign a letter of commitment for two new research projects with the Collaborative Forum on Health Sciences Education (CF-HSE), the Higher Education Quality Council of Ontario (HEQCO) and the University of Ontario Institute of Technology (UOIT) and the Canadian Institute for Health Research (CIHR).

We launched a New Graduate Survey, the first in five years, to help us gauge how new graduates are transitioning into the workforce. These results, over time, will help us stay on trend and offer our members the most valuable services as they start their careers.

With the help of a member, we also created the Retirement Survey, which will help CSMLS better understand the retirement outlook.

REBRANDING

The society, along with the profession we serve, is in a constant state of evolution. Supported by our members’ need for the society to accurately reflect their profession, we committed to evaluating whether our brand has remained in step with the ever changing lab industry. With the help of a branding company, we embarked on a journey of research, discovery and analysis.

Our research included feedback from members, stakeholders and the general public. As a result, the branding company recommended a new visual identity which would modernize the society and be more in line with the concepts of innovation and openness; which the organization strives to live and breathe.

Being cost conscious, rebranding the entire organization has been a gradual process. Stages of implementation occurred throughout the year. This included a new logo and official colours, business cards, letterhead and various communications pieces. The result is a strong and consistent visual identity that is reflective of our members and an image we are proud to project to the larger community.

INFORMATION 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. We looked at several options that would help address members’ and organizational needs. CSMLS initiated the installation of a new database system throughout the year. A project of this size was a considerable investment of time and resources. The new database has allowed us to offer more web based services in the future. The immediate improvements have been seen in continual support, automatic upgrades and providing efficient services for our members.

2011 FACTS AND FIGURES

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LABCON2011: Halifax, Nova Scotia

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A YEAR IN REVIEW

FIRST QUARTER - 2011: January • February • March

- Launched 10 new certificate programs
- Grant application submitted to Government of Canada (HRSDC, FCR) for funding for CSMLS Self-Directed Bridging Program for Internationally Educated Applicants
- Annual Member Survey conducted online
- National Medical Laboratory Week online campaign launched with new microsite and commercial
- Membership Retention campaign implemented
- Advocacy Online software purchased and implemented for Spring elections
- Request for Proposals for database vendors
- Governance Review presentation to the Board of Directors for policy decisions

SECOND QUARTER - 2011: April • May • June

- 75th anniversary Committee selected, prepared budgets
- WES ICAP – new tool available for PLA clients
- Certification audit- RFP distributed to five vendors
- Collaboration Roadshow to Victoria, Vancouver and Kelowna
- New marketing collateral created and printed
- Press Conference regarding National Medical Laboratory Week 2011
- New policy applied for Online Self Assessment Tool
- Online annual report released
- Website redesign project initiated
- Online annual report released
THIRD QUARTER - 2011: July • August • September

- Launched LABCON2012 microsite with online registration capabilities
- Health & Safety timeline to roll out the policy supported programs
- WES ICAP – implemented, stakeholders notified, WES memorandum of agreement in place
- Application submitted to Ontario Ministry of Citizenship and Immigration for funding for How to Prepare for the CSMLS Certification Exam
- 75th magnet designed for renewal membership mailing
- New course available: Patient Focused Quality Control Part 1: Understanding the Basics
- Office workspace enhancements planned to accommodate larger business units

FOURTH QUARTER - 2011: October • November • December

- Sent out first ever Employee Satisfaction Survey
- 75th Anniversary microsite launched
- Two more online courses available in French
- New rebranding design implemented in communications pieces
- Rebranding style guide developed for internal use
- Member diary printed and mailed with CjMLS
- Certification audit – developed plan for implementation of recommendations
- Application submitted to Ontario Ministry of Citizenship and Immigration for funding for How to Prepare for the CSMLS Certification Exam
- Two more online courses available in French
2011 SUMMARIZED 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, 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, 2011. We expressed an unmodified audit opinion on those financial statements in our report dated March 9, 2012.

The summarized financial statements do not contain all the disclosures required by Canadian generally accepted accounting principles. 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 for the year ended December 31, 2011 are a fair summary of those financial statements, in accordance with Canadian generally accepted accounting principles.

Burlington, Ontario
March 9, 2012

Chartered Accountants
Licensed Public Accountants
## 2011 SUMMARIZED FINANCIAL STATEMENTS

### SUMMARIZED BALANCE SHEET

<table>
<thead>
<tr>
<th>As at December 31</th>
<th>2011</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and short-term investments</td>
<td>$ 2,159,997</td>
<td>$ 2,697,283</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>183,945</td>
<td>150,133</td>
</tr>
<tr>
<td>Inventory</td>
<td>12,041</td>
<td>24,522</td>
</tr>
<tr>
<td>Prepaid expense</td>
<td>166,832</td>
<td>148,025</td>
</tr>
<tr>
<td><strong>SUB TOTAL</strong></td>
<td>$ 2,522,815</td>
<td>$ 3,019,963</td>
</tr>
<tr>
<td>Investments - Restricted Funds</td>
<td>1,341,842</td>
<td>1,388,462</td>
</tr>
<tr>
<td>Capital assets</td>
<td>1,638,584</td>
<td>1,423,482</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>$ 5,503,241</td>
<td>$ 5,831,907</td>
</tr>
</tbody>
</table>

| **LIABILITIES AND NET ASSETS** |        |        |
| Current liabilities          |        |        |
| Accounts payable and accrued liabilities | $ 301,770 | $ 205,852 |
| Government remittances payable | 5,901 | 5,701 |
| Prepaid revenue              | 1,459,249 | 1,366,387 |
| Current portion of obligations under capital lease | 27,462 | 17,395 |
| **SUB TOTAL**                | $ 1,794,382 | $ 1,595,335 |
| Obligations under capital lease | 37,568 | 42,055 |
| **PROVISIONS FOR FUTURE CONGRESS LOSSES** | 0 | 31,129 |

| **NET ASSETS** |        |        |
| Invested in capital assets | 1,573,554 | 1,359,032 |
| Internally restricted | 918,468 | 994,367 |
| Externally restricted | 403,374 | 394,095 |
| Unrestricted           | 755,895 | 1,410,894 |
| **SUB TOTAL**          | $ 3,671,291 | $ 4,158,388 |
| **TOTAL**              | $ 5,503,241 | $ 5,831,907 |

### SUMMARIZED STATEMENT OF OPERATIONS

<table>
<thead>
<tr>
<th>Year ended December 31</th>
<th>2011</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gross fees received</td>
<td>$ 2,384,365</td>
<td>$ 2,331,241</td>
</tr>
<tr>
<td>Less: Provinces’ share</td>
<td>(304,727)</td>
<td>(296,333)</td>
</tr>
<tr>
<td>Less: Professional Liability Insurance premiums</td>
<td>(191,282)</td>
<td>(171,400)</td>
</tr>
<tr>
<td>National membership fees</td>
<td>1,888,356</td>
<td>1,863,508</td>
</tr>
<tr>
<td>Certification / PLA</td>
<td>908,419</td>
<td>848,007</td>
</tr>
<tr>
<td>Learning Services</td>
<td>122,416</td>
<td>137,908</td>
</tr>
<tr>
<td>Communication</td>
<td>51,664</td>
<td>48,275</td>
</tr>
<tr>
<td>Research</td>
<td>3,382</td>
<td>24,345</td>
</tr>
<tr>
<td>Annual Congress</td>
<td>338,342</td>
<td>312,457</td>
</tr>
<tr>
<td>Investment income</td>
<td>55,288</td>
<td>60,533</td>
</tr>
<tr>
<td>Miscellaneous income</td>
<td>90,829</td>
<td>84,419</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>$ 3,458,696</td>
<td>$ 3,379,252</td>
</tr>
</tbody>
</table>

| **EXPENSES**           |        |        |
| Administration and Overhead - General | 818,384 | 1,022,018 |
| Certification / PLA     | 723,846 | 584,262 |
| Learning Services       | 371,501 | 366,913 |
| Communication           | 542,901 | 451,858 |
| Marketing               | 226,029 | 98,140 |
| Research                | 39,932 | 49,452 |
| Governance              | 649,458 | 584,058 |
| Annual Congress         | 456,821 | 345,380 |
| Depreciation of capital assets | 102,861 | 98,992 |
| **TOTAL**               | $ 3,951,733 | $ 3,601,073 |

(LOSS) - before other revenue | (493,037) | (221,821) |

| **OTHER REVENUE**       | 5,940 | 30,898 |

(DEFICIENCY) OF REVENUES OVER EXPENSES | $ (487,097) | $ (190,923) |

### SUMMARIZED CASH FLOW STATEMENT

<table>
<thead>
<tr>
<th>Year ended December 31</th>
<th>2011</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CASH FROM (TO) OPERATIONS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Received from services, dues, and fees</td>
<td>$ 3,412,801</td>
<td>$ 3,419,401</td>
</tr>
<tr>
<td>Investment income</td>
<td>55,288</td>
<td>60,533</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>4,320</td>
<td>898</td>
</tr>
<tr>
<td>Paid for supplies and services</td>
<td>(1,628,081)</td>
<td>(1,583,330)</td>
</tr>
<tr>
<td>Wages and benefits</td>
<td>(1,825,691)</td>
<td>(1,677,491)</td>
</tr>
<tr>
<td>Building facility costs</td>
<td>(129,848)</td>
<td>(141,757)</td>
</tr>
<tr>
<td>Excess (deficiency) in Internally Restricted funds</td>
<td>1,892</td>
<td>27,581</td>
</tr>
<tr>
<td>Excess (deficiency) in Externally Restricted funds</td>
<td>9,279</td>
<td>(3,822)</td>
</tr>
<tr>
<td>Interest paid</td>
<td>(11,528)</td>
<td>(6,096)</td>
</tr>
<tr>
<td><strong>SUB TOTAL</strong></td>
<td>(165,568)</td>
<td>96,117</td>
</tr>
</tbody>
</table>

| **CASH FLOWS FROM INVESTING ACTIVITIES** |        |        |
| (Additions) to capital assets | (354,323) | (46,601) |

| **CASH FLOWS FROM FINANCING ACTIVITIES** |        |        |
| (Repayment) of long term and callable debt | (17,395) | (16,946) |

| Changes in cash and equivalents during the year | (537,286) | 32,570 |
| Cash and equivalents, beginning | 2,697,283 | 2,664,713 |
| Cash and equivalents, ending | $ 2,159,997 | $ 2,697,283 |

Represented by: Cash | $ 404,997 | $ 514,283 |
| Short-term investments | 1,255,000 | 2,183,000 |
| **TOTAL**              | $ 2,159,997 | $ 2,697,283 |
2011 CSMLS
PROFESSIONAL RECOGNITION AWARDS

Distinguished Fellowship
Patricia Letendre

Siemens Healthcare Diagnostics Student Scholarship Fund
Andrew Swindell
Noor Maghee

Founders Fund
Shelley McCastle
Michelle Shortliffe
Tai-cheng Wu
Carolyn McCarville
Pamela VanSteelandt

Carlos Castano
Julie Derrick

CSMLS Student Scholarships
Sponsored by Ortho, Cowan Insurance and BD
Danny Chan
Patricia McCleary
Lily Yan
Katherine Poirier

Leaders of Tomorrow - Congress Grant
Amy MacDonald
Heba Abukhadra
Tiffany Clouston

Patricia Letendre
Our volunteers are the heart of this organization. These volunteers are a valuable resource for the profession as they contribute to its growth through positive change. They are able to provide a perspective directly from the medical laboratory field. We are grateful to have such dedicated and passionate members that are willing to share their time and talents with the medical laboratory community.

National Advisory Council
Carol Green (Chair)
Goldie Fagan
Myron Pilip
Cheryl McCullough
William Younger
Jim Sloan
Curtis Martin
Darlene Gilby
Conrad Bégin Jr.
Marietta MacCormack
Nathalie Rodrigue
Ismaila Amusat
Penny Elliot

National Regulatory Council
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Goldie Fagan
Myron Pilip
Adam Chrobak
Jim Sloan
Darlene Gilby
Anna Robinson
Nathalie Rodrigue
Ismaila Amusat

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Lorna Bradbury
Rosalie Richard
Kyna MacVicar
Dorothy Harris
Mamour Diouf
Linda Godeski
Noelle Cater

Nicole T. Jaster
Larissa Fadish
Bev Graham

Marketing & Communications Committee
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Tracey Wade
Melissa Walsh
Chris Hittle
Rania Elhalabi
Martine Laplante
Soultana Tsitsikotas
Arlene Ramos
Adrienne Ewanchuk
Myron Pilip
Fouad Abbassi Saber

Council on National Certification
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Corey Murray
Valerie Robinson
Wendy Bryan
Daniel Arseneault
Joanne Brown Mattioli
Pat Mercuri
Adam Chrobak
Kim Deydey
Krista Patriquin
Karen Bowers
Lyle Malynyk
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Viki Massey
Joshua MacDonald
Melissa Veinot
Corie Warkentin
Svitlana Yaremkenko
Joanne Guzda
Nathalie Breton

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Dr. Kathy Chorneyko (Consultant)
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June Dufresne
Susan Weber-Gowans
Melissa Walsh
Brandy Callahan

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Rachel Schoon

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Nikki Fessler
Dana Masters
Julie Rose  
Lyle Malynyk  
Doris MacLeod  

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Goldie Fagan  
Regina Zver  
Rachelle Kingsler  
Suzanne Froment  

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William Younger  
Colleen Moran  
Francine Lanciault-Lun  
Colleen Gibson  
Geeta Maharanie Soecharan  

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Dave Keeping  
Terry Chelich  
Greg Denomme  
Lisa Purdy  
Brenda Gamble  
Kate Gagliardi  

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Wendy Bryan  
Colleen Caines  
Shirley Donaldson  
Ryan Fraser  
Dianne Forshner  
Kyna MacVicar  
Eugene Smith  

Sheila Woodcock  
John Krahn  
Nancy Heddle
As the national voice of Canada’s medical laboratory profession, CSMLS represents the needs and concerns of medical laboratory professionals by 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.

In 2011 our voice was heard:

• Health Action Lobby Group (HEAL)
• College of Medical Laboratory Technologists Ontario (CMLTO) Regulation of MLA/T Advisory Working Group
• Canadian Network of National Associations of Regulators (CNNAR)
• Government of Canada (HRSDC Foreign Credential Recognition)
• Government of Canada Consultation – (Citizenship and Immigration, Federal Skilled Worker Program)
• Canadian Institutes of Health Research (CIHR) workshop Research in Waiting Time Management
• Taming of the Queue
• Mohawk College bridging program advisory committee
• Michener English Language Assessment (MELA) program advisory committee
• Health Professions Appeal & Review Board (HPARB) Presentation
• Ordre professionnel des technologistes médicaux du Québec (OPTMQ)/Canadian Medical Association (CMA)/CSMLS presentation
• Assembly of Health Science Profession (CMA accreditation)
• The Accreditation of Interprofessional Health Education (AIPE) initiative- Knowledge exchange workshop
• International Federation of Biomedical Laboratory Sciences (IFBLS) - General Assembly of Delegates
• International Qualifications Network (IQN) Website Training – Citizenship and Immigration Canada
• Ontario Regional Blood Coordinating Network – Information Sharing
• Ontario Ministry of Health and Long Term Care | Health Human Resources Strategy Division
• Ministry of Citizenship and Immigration – Learning exchange workshop
• Australian-Canadian Roundtable (Citizenship and Immigration)
• Australian Institute of Medical Laboratory Sciences (AIMS)
• Canadian HHR Knowledge Exchange Network (CHHRN) Kickoff Event
• Collaborative Forum of Health Science Educators (CFHSE)
• Canadian Association of Pathologists’ Council Meeting
• Health Force Ontario (HFO) – Workshop: The Changing Face of the MLT Workforce: Challenges, Opportunities and You
• Association of Medical Microbiology and Infectious Disease Canada (AMMI) and Canadian Association for Clinical Microbiology and Infectious Disease (CACMID) Conference
• Insight Conference (Reforming Laboratory Services)
• Appearance before the Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities
• Atlantic Integration Framework for IEMLT’s – Opportunity to collaborate
• Canadian Public Health Association (CPHA)
• McMaster University –Proposal of a graduate program in Clinical Laboratory Science
• Health Force Ontario – Overview of the CSMLS PLA and Certification process
• Manitoba Fairness Commissioner & Regulators – Information sharing - evidence based approach to policy decisions
• Canadian Network of National Associations of Regulators (CNNAR) Conference
• Canadian Association of Prior Learning Assessment (CAPLA) Conference
2011 BOARD OF DIRECTORS

Goldie Fagan
President

Lisette Vienneau
Bilingual Director

Patricia Verbeke
Director, Manitoba and Saskatchewan

Carol Green
Past President

Sylvie LeBreton
Director, Atlantic

Sonja Chamberlin
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Tricia VanDenakker
President-Elect

Regina Zver
Director, Quebec

Deb Andrew
Director, British Columbia and Yukon

Heather Autio
Vice-President

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Executive Director

David Dion
Director of Corporate Services

Michelle Squarciotta
Director of Marketing, Communications and Membership

Tania Toffner
Director of Certification and Prior Learning Assessment
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Executive Director
Lisa Low
Executive Assistant - Executive Director

Corporate Services
David Dion
Director - Corporate Services
Pat Campion
Corporate Fee Administrator
Katherine Coles
Executive Assistant - Corporate Services
Joe Davies
Team Leader - Corporate Services
Kim Gravel
Corporate Fee Administrator
Natalie Page
Office Administrator

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Michelle Squarciotta
Director - Marketing, Communications and Membership

Lucy Agro
Learning Services - Delivery Administrator
Catherine Bouwers
Communications Associate - Content Developer / Writer
Diana Dwerryhouse
Translator
Michael Grant
Team Leader - Communications
Suzanne Gratton
Bilingual Customer Service Representative / Receptionist
Dana McNamee
Marketing and Event Planner
Michele Perry
Team Leader - Learning Services
Laura Safaryos
Learning Services - Development Administrator
Natalie Stephenson-Marino
Executive Assistant - Marketing, Communications and Membership
Joel Tersigni
Communications Associate - Web Based Media / Webmaster

Rosita Carobelli-Zukowski
Marketing & Communications Project Administrator

Certification and Prior Learning Assessment
Tania Toffner
Director - Certification and Prior Learning Assessment
Kim Burke
Executive Assistant - Certification and Prior Learning Assessment
Laura Castillo
PLA Administrator - Stage 2
Lizzi Kuske
PLA Assessor
Lynn Policelli
Team Leader - Certification
Dayna Travale
PLA Administrator - Stage 1
Susan Trebbne
Exam Administrator - Certification

*as of December 31, 2011