

2011

ANNUAL REPORT



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

2011 ANNUAL REPORT

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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 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 creden-

tials, 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, universi-

ties, 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 the laboratory professional that interacts directly with patients.

CYTOLOGISTS

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,

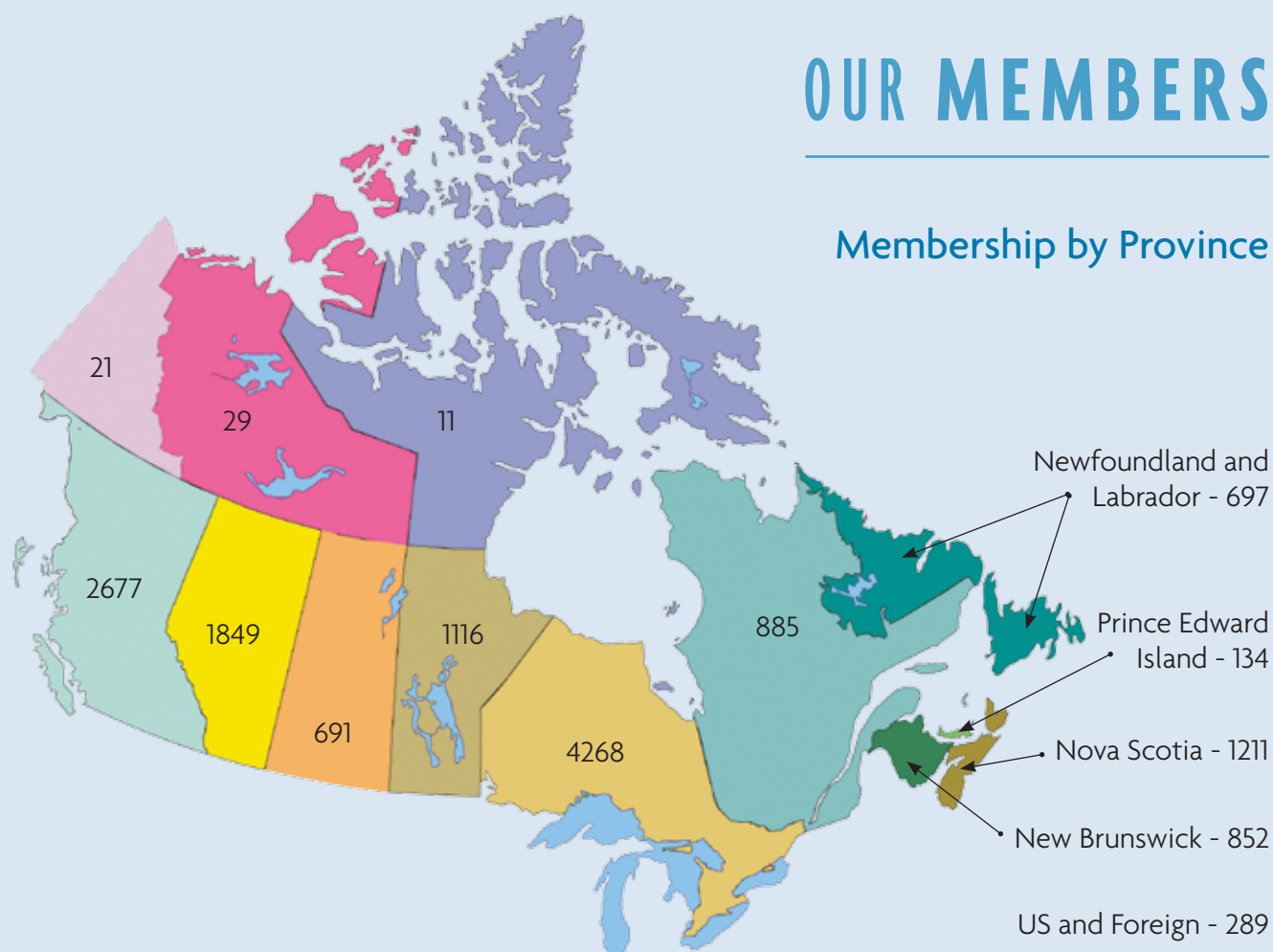
which are unique to every individual. A clinical genetics technologist's analysis of these cells can lead to a diagnosis of genetic diseases.

MEMBERSHIP DISTRIBUTION

	NL	PEI	NS	NB	QC	ON	MB	SK	AB	BC	NT	NU	YT	CDN	US & FOREIGN	2011 TOTAL	2010 TOTAL
Certified Active RT, ART, FCSMLS	515	118	931	679	718	3147	918	575	1465	2285	25	11	19	11406	167	11573	11485
Certified Inactive & Affiliate Inactive	10	2	44	8	70	222	30	21	75	99	2	0	0	583	87	670	745
Affiliate (Reg. Bodies)	0	0	16	7	1	10	7	1	0	0	0	0	0	42	0	42	49
Certified Retired (Complimentary)	0	3	8	11	18	56	10	14	10	39	0	0	0	169	10	179	207
Certified Retired (Paid Fees)	14	3	30	7	19	69	26	20	20	37	0	0	1	246	6	252	287
Honorary	0	0	0	1	1	9	1	1	4	2	0	0	0	19	0	19	19
Honorary - Affiliate	0	0	0	0	1	1	1	0	0	4	0	0	0	7	0	7	13
Students	20	3	15	22	38	145	23	12	83	99	0	0	0	460	0	460	586
Lab Assistant Active	117	4	147	103	3	292	59	34	127	58	2	0	1	947	1	948	659
Lab Assistant Inactive	17	0	13	10	0	75	6	1	6	4	0	0	0	132	1	133	149
Transitional Graduate	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	4
Associate Non-Certified	4	0	7	4	16	242	35	12	59	50	0	0	0	429	17	446	377
Total	697	134	1211	852	885	4268	1116	691	1849	2677	29	11	21	14441	289	14730	14580

OUR MEMBERS

Membership by Province



MESSAGE FROM THE PRESIDENT



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 led 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.

A handwritten signature in black ink that reads "Goldie Fagan". The signature is fluid and cursive.

Goldie Fagan
President

MESSAGE FROM THE EXECUTIVE DIRECTOR



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.

A handwritten signature in dark ink, reading "C. Nielsen".

Christine Nielsen
Executive Director

CSMLS PORTFOLIOS

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.

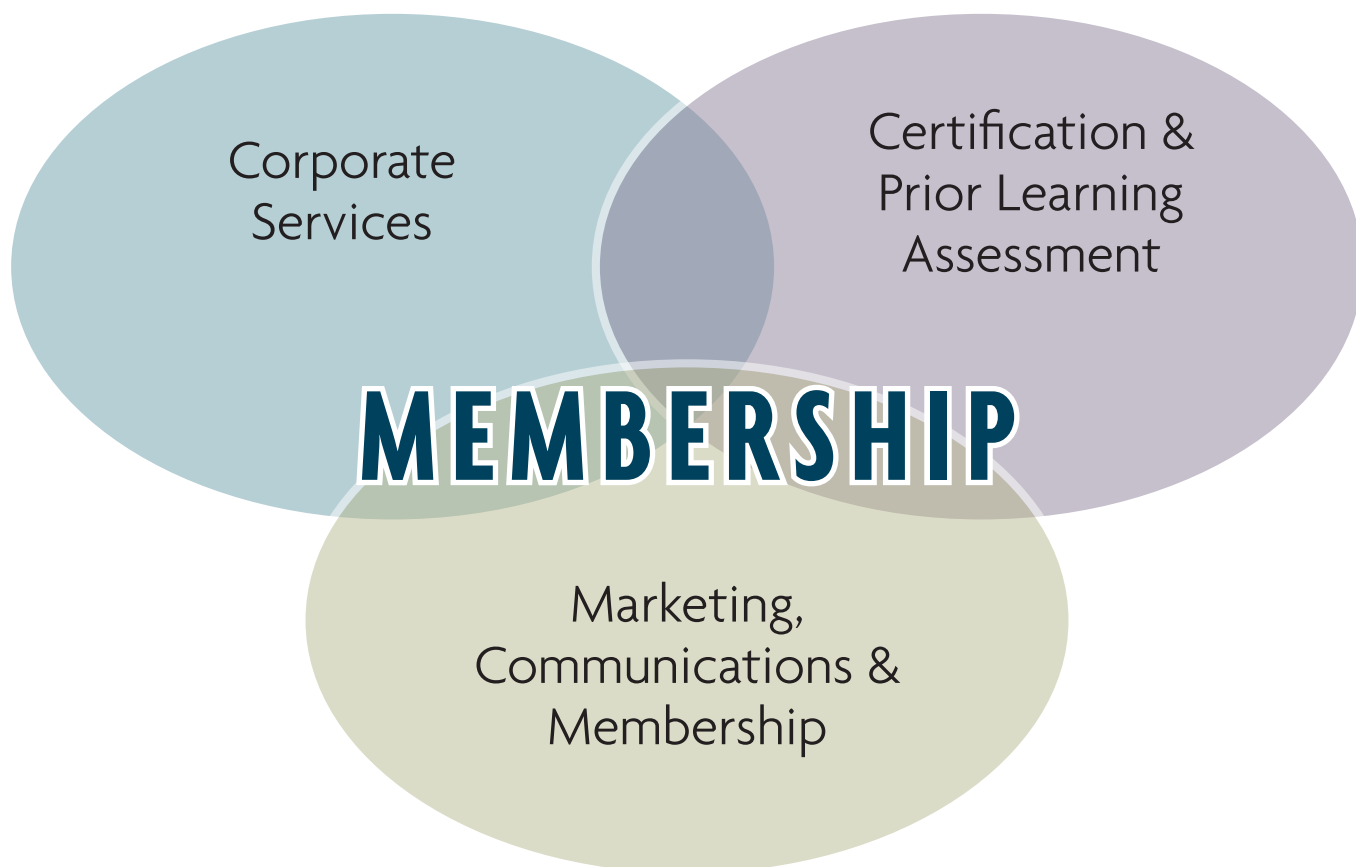
Together this team continues to provide value to membership, forge new relationships and encourage open and transparent communication.

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. Dur-

ing 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 curricu-

lum 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 Integra-*

tion 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 (HEQO) 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

Research Grants awarded

2011	\$409,310
2010	\$75,000
2009	\$508,025
2008	\$245,204

Certification & PLA

Entry Level Exam Applications	
General MLT	1012
Diagnostic Cytology	36
Clinical Genetics	27
Total Applications - MLT	1075
Medical Laboratory Assistant	802
Total MLT + MLA	1877
Verification of Credentials	73
PLA: new applications	159

Corporate Services

New members in 2011	
MLT	653
MLA	388
Associate Non-Certified	544
Student	507
Reinstatement	248

Learning Services 2011

Paid Registrations	336
Free course registrations	3,817
New certificates offered	10

LABCON2011: Halifax, Nova Scotia

Delegates	379
Speakers	82
Exhibitors	64
Sessions	55
Workshops	4
Sponsors	10

A YEAR IN REVIEW

FIRST QUARTER - 2011: January • February • March



SECOND QUARTER - 2011: April • May • June



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

New database transfer initiated

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

Two more online courses available in French

75th Anniversary microsite launched

Sent out first ever Employee Satisfaction Survey

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

A YEAR IN PICTURES





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

Stevenson & Lehocki
Chartered Accountants
Licensed Public Accountants

2011 SUMMARIZED FINANCIAL STATEMENTS

SUMMARIZED BALANCE SHEET

As at December 31	2011	2010
ASSETS		
Current assets		
Cash and short-term investments	\$ 2,159,997	\$ 2,697,283
Accounts receivable	183,945	150,133
Inventory	12,041	24,522
Prepaid expense	166,832	148,025
SUB TOTAL	2,522,815	3,019,963
Investments - Restricted Funds	1,341,842	1,388,462
Capital assets	1,638,584	1,423,482
TOTAL	\$ 5,503,241	\$ 5,831,907
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	47,055
PROVISIONS FOR FUTURE CONGRESS LOSSES	0	31,129
NET ASSETS		
Invested in capital assets	1,573,554	1,359,032
Internally restricted	938,468	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 CASH FLOW STATEMENT

Year ended December 31	2011	2010
CASH FROM (TO) OPERATIONS		
Received from services, dues, and fees	\$ 3,412,801	\$ 3,419,401
Investment income	55,288	60,533
Miscellaneous	4,320	898
Paid for supplies and services	(1,682,081)	(1,583,130)
Wages and benefits	(1,825,691)	(1,677,491)
Building facility costs	(129,848)	(141,757)
Excess (deficiency) in Internally Restricted funds	1,892	27,581
Excess (deficiency) in Externally Restricted funds	9,279	(3,822)
Interest paid	(11,528)	(6,096)
SUB TOTAL	(165,568)	96,117

SUMMARIZED STATEMENT OF OPERATIONS

Year ended December 31	2011	2010
REVENUES		
Gross fees received	\$ 2,384,365	\$ 2,331,241
Less: Provinces' share	(304,727)	(296,333)
Less: Professional Liability Insurance premiums	(191,282)	(171,400)
National membership fees	1,888,356	1,863,508
Certification / PLA	908,419	848,007
Learning Services	122,416	137,908
Communication	51,664	48,275
Research	3,382	24,145
Annual Congress	338,342	312,457
Investment income	55,288	60,533
Miscellaneous income	90,829	84,419
TOTAL	\$ 3,458,696	\$ 3,379,252
EXPENSES		
Administration and Overhead - General	838,384	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)

PROFESSIONAL RECOGNITION AWARDS

Distinguished Fellowship

Patricia Letendre

Founders Fund

Shelley McCastle

Michelle Shortliffe

Tai-cheng Wu

Carolyn McCarville

Pamela VanSteelandt

Siemens Healthcare Diagnostics Student Scholarship Fund

Andrew Swindell

Noor Maghee

Leaders of Tomorrow - Congress Grant

Amy MacDonald

Heba Abukhadra

Tiffany Clouston

Carlos Castano

Julie Derrick

CSMLS Student Scholarships

Sponsored by Ortho,
Cowan Insurance and BD

Danny Chan

Patricia McCleary

Lily Yan

Katherine Poirier



PATRICIA LETENDRE

2011 CSMLS VOLUNTEER COMMITTEES

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

Carol Green (Chair)
Goldie Fagan
Myron Pilip
Adam Chrobak
Jim Sloan
Darlene Gilby
Anna Robinson
Nathalie Rodrigue
Ismaila Amusat

Professional Development Committee

Heather Autio (Chair)
Lorna Bradbury
Rosalie Richard
Kyna MacVicar
Dorothy Harris
Mamour Diouf
Linda Godeski
Noelle Cater

Nicole T. Jaster
Larissa Fadish
Bev Graham

Marketing & Communications Committee

Tricia VanDenakker (Chair)
Tracey Wade
Melissa Walsh
Chris Hirtle
Rania Elhalabi
Martine Laplante
Soultana Tsitsikotas
Arlene Ramos
Adrienne Ewanchuk
Myron Pilip
Fouad Abbassi Saber

Council on National Certification

Shelley Tiffin (Chair)
Corey Murray
Valerie Robinson
Wendy Bryan
Daniel Arseneault
Joanne Brown Mattioli
Pat Mercuri
Adam Chrobak
Kim Deydey
Krista Patriquin
Karen Bowers
Lyle Malynyk
Rhonda Birse

Exam Panel General Medical Laboratory Technology

Christopher Ward (Chair)
Dr. Gaston Lalumière (Consultant)
Patricia Ludlow
Viki Massey
Joshua MacDonald
Melissa Veinot
Corie Warkentin
Svitlana Yaremenko
Joanne Guzda
Nathalie Breton

Diagnostic Cytology

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

Clinical Genetics

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

Medical Laboratory Assistant

Marilyn Scutt (Chair)
Laurie Hart (Consultant)
Nikki Fessler
Dana Masters

Julie Rose
Lyle Malynyk
Doris MacLeod

Francophone Committee

Lisette Vienneau (Chair)
Goldie Fagan
Regina Zver
Rachelle Kingsler
Suzanne Froment

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William Younger
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Terry Chelich
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Brenda Gamble
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Nancy Heddle

LABCON 2011

Local Organizing Committee

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



2011 Board Of Directors

2011 NATIONAL VOICE

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 (AIPHE) 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

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President



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Bilingual Director



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Tania Toffner
Director of Certification
and Prior Learning
Assessment

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Pat Campion

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Team Leader- Corporate Services

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Marketing & Communications Project Administrator

Certification and Prior Learning Assessment

Tania Toffner

Director- Certification and Prior Learning Assessment

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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*





Canadian Society for Medical Laboratory Science
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