



# THE SOSHOWME



2013

## In Memory of...

### Thomas W. Reddig 1943-2012

I first met Tom and Nancy Reddig in 1979, shortly after I became a member of what was then the Missouri Society for Medical Technology (MSMT). Both were already active members. They took me under their wing and encouraged me to become an involved member in the professional organization. As a result, an enduring friendship evolved.

Tom was President-elect of MSMT in 1980 and he convinced me to be co-chair of the Program Committee for the 1981 MSMT Annual Meeting to be held in Kansas City. Of course, I had no idea what I was getting into. Tom insisted I would do fine. I remember the first face-to-face planning meeting we had. I traveled from St. Louis to Kansas City as a nervous neophyte. Upon arriving at Tom and Nancy's home, Tom greeted me with a big smile and hug as though he had known me for years...I relaxed. As we were getting down to the business of planning the program, out came a big sheet of gridded paper with numbers across the top and time-slots down the side. Then little pieces of different colored grid-sized paper were arranged in piles (pre sticky-note era)...and so the mentoring began...and never stopped.

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The list of what I learned from Tom over the years is endless. The positive impact on both my professional and personal life from knowing Tom as a colleague and friend would take a book and still not provide an adequate description. I'm sure many others who knew and worked with Tom share the same sentiments. As a member of MoCLS I observed the same scenario over and over again...Tom going out of his way to greet new members (especially students) with a warm welcoming smile, encouraging involvement, offering guidance for each to reach their potential, and modeling professionalism each step of the way.

Tom was meticulously organized, had an amazing appreciation for detail, and could be a task master during meetings. These traits could lead to tedious self-absorbed control for someone of lesser character, yet that was not the case with Tom. He always focused on and brought discussions back to the big picture asking how decisions would affect members and our profession, and reflect the core mission and goals of

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MoCLS. "Passionate" is a fitting word to describe Tom both professionally and personally. Professionally, he was altruistic in giving time and energy to provide leadership and zealously promote our profession at every opportunity. He embraced life-long learning personally and as a professional responsibility. From its inception, Tom managed the Missouri Scholarship Fund (MSF), a fund dedicated to providing financial assistance to members and students for educational endeavors. He worked tirelessly to organize silent auctions and raffles to increase the MSF funds...and he never allowed the MoCLS Board to forget its obligation to keep MSF a budget priority!

Personally, Tom lived life with passion. He dearly loved his wife Nancy, was so very proud of his son Robert, and adored his daughter-in-law Katie and his grandchildren. From my personal experience, I know he embraced friends within his heart. Geographic distance and life circumstances significantly limited the times we saw each other. Yet at each meeting/conference we attended together, I was greeted with the same smile and hug I experienced early on, only with the added depth of so many years of friendship. His passion extended beyond human interactions. Tom was also an avid gardener with an ardent appreciation of the beauty of nature. He tenderly cultivated and cared for his garden and plants as though they were family and friends. Unfortunately, I only saw pictures...beautiful they were.

As a legacy, Tom has given us a blueprint to follow:

- Be free with the smiles and hugs
- Open our heart to others
- Be unselfish in sharing our talents
- Do not lose track of the big picture
- Be passionate about life

These words are far too few to fully capture the essence of Tom...and no words can express those things that are deep in my heart. I still see his smile and feel his hug and hope I forever will.

*Mary Lou Vehige,  
Colleague & Friend*

Did you know Tom? Would you like to share a few words or story? Is there someone who you would like recognize for their years of service? If so, please email Sharon Duessel at [Sharon.Duessel.MLS@gmail.com](mailto:Sharon.Duessel.MLS@gmail.com) and we will add your words to the next newsletter.

# Laboratory Personnel Licensure

Tim R. Randolph, PhD, MT(ASCP)

## **What is Licensure?**

Licensure is a state level law that requires an individual to hold a credential to lawfully practice in the profession. In most cases the credential is defined as a degree followed by certification.

## **Who is Licensed in Missouri?**

For healthcare professionals, a license is required for over 30 distinct health care professions to legally allow individuals to practice. To my knowledge, every health care profession who has sought a license in Missouri has achieved licensure except laboratory professionals. In addition, there are over 25 non-health care professionals who require a license to practice to include: CPAs, barbers, boxers, cosmetologists, funeral directors, interior designers, realtors, wrestlers and many others.

## **Why Should Laboratory Professionals Be Licensed?**

For exactly the same reasons physicians, nurses, PAs, PTs, OTs, pharmacists, psychologists, social workers and athletic trainers are licensed; to ensure that only competent individuals practice in these health professions to protect the welfare of patients. We realize that our body of knowledge is just as large and complex as the other BS level health care professions making a degree in laboratory medicine equally important. Lastly, our role in health care is no less important in determining patient diagnoses, monitoring treatment and producing good patient outcomes than other BS level health care professionals.

## **What is the Basis of the Missouri Laboratory Personnel Licensure Bill?**

1. We only seek to license phlebotomy and testing personnel (Phlebotomists, MLTs, MLSs, and BS categoricals – no one else)
2. At the time the bill becomes law ALL CURRENTLY PRACTICING LAB PROFESSIONALS WILL BE GRANDFATHERED IN WITH A LICENSE regardless of education or certification.
3. All future laboratory professionals must qualify for and pass the ASCP, AMT, or equivalent certification exam in the MLT, MLS or categorical areas.
4. All licensees must obtain CEs to maintain their license that is renewable every 3 years.

## **What Are the Barriers to Obtaining Licensure?**

The answer is opponents and politics. If we did not have any opponents to licensure, the purpose would be obvious and the process would be expeditious. Unfortunately, politics also

get in the way. Larger organizations have a louder voice and more financial resources to support their efforts. Therefore, large groups get their issues enacted into law and small groups do not unless their issues are unopposed. MoCLS is both small and opposed making licensure very difficult.

### **Who Are Our Opponents?**

Our opponents have changed over the years as we have successfully negotiated with a few converting them to supporters or at least to a neutral position. Currently our most fierce opponents are:

1. Missouri Academy of Family Physicians (MAFP)
2. Missouri Hospital Association (MHA)
3. American Association of Bioanalysts (AAB)

### **Why Do These Groups Oppose Licensure for Laboratory Professionals?**

The first two groups use the same arguments of opposition to include: 1: CLIA sufficiently regulates clinical labs making lab personnel licensure unnecessary; 2: Lab personnel licensure would exacerbate the workforce shortage; and 3: Lab personnel licensure would decrease patient access. These arguments go unsubstantiated every year when we provide our legislators with published journal articles, survey data, and data from the Center for Medicare and Medicaid Services (CMS) that clearly contradict these claims.

AAB has an entirely different motive. AAB is a certifying body with standards below that of ASCP and AMT. Those who do not qualify for traditional certification based on current standards can be certified by AAB. Therefore, licensure standards based on ASCP and AMT criteria would be too high for AAB certificants disqualifying them from earning lab personnel licensure.

### **What is the Solution?**

You are the solution. We need you to do three things:

1. Help us grow MoCLS membership so we can play politics better. (Become a member, renew your membership, get others to join)
2. Help us flood Jefferson City with letters, emails, and phone calls when our licensure bill comes up for vote. (Get in our database, send your letters, get others to send letters)
3. Spread the word that lab professionals are NOT LICENSED. To most people this is a shock and a “no brainer.” Patients do not want their lab testing done by people who DO NOT have a degree in laboratory medicine. Would you?????

The choice is your, will you be part of the problem or part of the solution, there is no middle ground.

## **Calendar of Events**

### **2013 Quad-State Meeting (NE, IA, KS, Mo)**

April 3<sup>rd</sup>-5<sup>th</sup>, 2013  
La Vista Conference Center  
La Vista, Nebraska

### **2013 Medical Laboratory Professional's Week**

April 22<sup>nd</sup>-April 26<sup>th</sup>, 2013  
See ASCLS.org for ideas on how you can celebrate Lab Week

### **ASCLS 81<sup>st</sup> Annual Meeting**

July 30<sup>th</sup>-Aug 3<sup>rd</sup>, 2013  
Royal Sonesta Hotel  
Houston, Texas  
See ASCLS.org for more information

### **Clinical Lab Expo**

July 30<sup>th</sup>-August 1<sup>st</sup>, 2013  
George R. Brown Convention Center  
Houston, Texas

Interested in submitting an article for a future SoShowMe  
Newsletter? Or are there someone's accomplishments you wish to  
acknowledge? Email Sharon Duessel at [sharon.duessel.mls@gmail.com](mailto:sharon.duessel.mls@gmail.com)

## **Your MoCLS Board**

President \* Renee Setina  
holtip@sbcglobal.net

President – Elect \* Debbie Baudler  
dbaud368@yahoo.com

Past – President \* Shelly Schoeberlein  
schoebeshell@gmail.com

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Region VI Director \* Suzanne Campbell  
Suzanne.campbell@sccc.edu

If you're interested in serving on the Missouri Organization for Clinical Laboratory Science Board email Renee Setina at holtip@sbcglobal.net.

Help can be in the form of holding a position, to helping out on a committee, to giving ideas on ways to increase membership and public awareness. Whatever your particular strengths, there is something you can do to help the Profession.

## **District Representatives**

St. Louis \* James Purnell  
purn1@sbcglobal.net

Columbia/Jeff City \* Alese Fernald  
fernalda@gmail.com

*Kansas City/St. Joseph \* Vacant*

Springfield/Joplin \* Becky Boothe  
thebootheclan@gmail.com

*Poplar Bluff/Cape Girardeau \* Vacant*

*Hannibal/Kirksville \* Vacant*

*We Need YOUR Help!!*

*We're looking for someone to manage our website, [www.mocls.org](http://www.mocls.org). This job would involve updating the site to a more current and user-friendly style. You would also be responsible for updating information as it is sent to you.*

*The ideal candidate will have HTML code writing knowledge (or be willing to learn), is easily contacted via email, and has a passion for the Lab Field. Please contact Sharon Duessel at [sharon.duessel.mls@gmail.com](mailto:sharon.duessel.mls@gmail.com) for more information.*

*Please consider this appeal! You can help develop the face of our organization.*