

Scottsdale, AZ • April 7-8, 2025

KNOWLEDGE LAB

Laboratory Management & Leadership Conference



Monday, April 7

7:30a – 5:30p	Workforce Lounge Open		
8:00a – 9:00a	Breakfast & Coffee		
9:00a – 10:30a	Welcome Opening Keynote Session: A Symbiotic Vision: AI and Laboratory Professionals Driving Diagnostic Innovation	Kamran Mirza, MD, PhD, FASCP, MLS(ASCP) (Keynote Speaker)	The integration of artificial intelligence (AI) into laboratory medicine is transforming diagnostics, ushering in new possibilities for precision, efficiency, and collaboration. This session explores how AI can serve as a powerful partner to laboratory professionals, enhancing their expertise while maintaining the irreplaceable human touch. Through real-world examples and practical insights, this keynote will address the challenges and opportunities AI presents, emphasizing a symbiotic approach where technology and professionals work hand in hand to elevate diagnostic accuracy, streamline workflows, and improve patient outcomes.
10:30a – 10:45a	Beverage Break		

10:45a – 11:45a	Be the Change! Building Quality Through Change	Kenneth P. Lewis, MLS(ASCP)I, MPH, CMS, SSBP	Laboratories struggle with making changes to improve quality because "this is the way we have always done it." Leaders can identify the issues but struggle to get buy-in to make the improvements that are needed to enhance their quality program or patient testing outcomes. This session will explore the relationship between quality and change management while introducing tools and techniques to help you "Be the Change!"
	Grow Your Own: Expanding MLS Programs Across Your Health System	Sean Tucker MLS(ASCP) ^{CM} MBA	Staffing clinical laboratories with qualified scientists continues to be a top challenge for leaders in the industry. Hospital organizations are reevaluating the effectiveness and return on investment for home-grown NAACLS accredited MLS programs. This session will show how two health systems have successfully expanded educational programming to fill staffing vacancies at minimal cost.
11:45a – 12:15p	Wellness Activity		
12:15p – 1:15p	Lunch		
1:15p – 2:00p	Dedicated Exhibit Hours		
2:00p – 3:00p	Cultivating Resilience in New Laboratory Professionals and Students	Kristen M. Pesavento, EdD, MA, MLS(ASCP) ^{cm} MB ^{cm} ; Aaron Odegard, MS, MLS (ASCP) ^{cm} SM ^{cm}	Transition to 'Life in the Lab' can be difficult for many individuals. The adjustment from education to clinical practice provides challenges, including learning to thrive in a high-stakes environment in spite of workplace stressors such as adapting to rapid change, navigating difficult situations, and providing accurate, life-impacting test results. The practice of resilience is essential to longevity in healthcare. This session aims to inform, engage and inspire attendees to incorporate resilience techniques in their own lives.
	CLIA Lab Director Qualification and Responsibility Changes	Cassie Hartgrave, MPH, MLS(ASCP) ^{cm}	This session will provide an overview of the December 28, 2024 CLIA changes to the Laboratory Director qualifications and responsibilities. There will be discussion on both moderate complex laboratories and high complex laboratories.
3:00p – 3:15p	Beverage Break		

	<p>From Launchpad to Orbit: Making Safety Soar</p>	<p>Dan Scungio, MLS (ASCP), SLS, CQA (ASQ)</p> <p>Jason P. Nagy, PhD, MLS (ASCP), QLS</p>	<p>How do you begin to build your lab safety structure? Find out how to expand and grow your safety team from the ground up so that all aspects of safety management are covered. Next, look around your lab and observe normal behaviors. Are people wearing PPE? Are they using their cell phones? Learn how unsafe practices become the norm in a department and discover tips and tricks for making changes that will erode those bad habits away for good. This session will help you to keep your lab safe, inspection-ready and injury-free!</p>
<p>3:15p – 4:15p</p>	<p>Lab Stewardship in Action: Building, Improving and Sustaining Your Laboratory Stewardship Program</p>	<p>Jane Dickerson, PhD, DABCC</p> <p>Monica Wellner</p>	<p>The current healthcare landscape requires laboratories to focus on reducing unnecessary testing to reduce costs. During this roundtable discussion session, we will describe the four elements of a successful laboratory stewardship program and how they are foundational to achieving alignment with all clinicians, institution leaders, and patients. The speakers will discuss how their laboratory stewardship programs directly integrate and align with hospital and health system’s strategic goals, including patient safety and quality, access to care, and financial sustainability. We will share examples of the challenges and opportunities related to building and sustaining a program, and ultimately improving patient care related to medically appropriate tests.</p>
<p>4:30p – 5:30p</p>	<p>GENERAL SESSION: Advancing Diversity in the Lab: Where We Stand and Our Vision Ahead</p>	<p>Nidia Messias, MD</p> <p>Dana Powell Baker, Ed.D., MBA, MS, CPH, MLS(ASCP)</p>	<p>In this engaging session, participants will explore various perspectives that shape the work environment and culture within laboratory teams. They will learn how fostering a diverse, inclusive, and equitable environment can benefit both our profession and our patients. Additionally, the session will provide an opportunity for attendees to share their experiences in cultivating a positive culture with a diverse group of professionals in their own laboratory settings.</p>

Tuesday, April 8

7:30a – 5:30p	Workforce Lounge Open		
8:00a – 9:00a	Breakfast & Coffee		
9:00a – 10:00a	GENERAL SESSION: Stronger Together: Reimagining Laboratory Practice in the Evolving Healthcare Landscape	<p>Lauren J. Miller, MD, MJ, CHC, CMQ, MLS(ASCP)^{CM}</p> <p>Cullen Lilley, MD, MS, MA, MB(ASCP)</p> <p>Brittany Teeter M.S CLS MLS(ASCP)^{CM}</p>	<p>This session will evaluate the foundational role of pathology and laboratory medicine within the complex healthcare environment, focusing on integrating quality, ethical considerations, and system dynamics to enhance patient care and operational efficiency. Participants will gain insights into the opportunities for laboratory professionals to drive initiatives to expand interdisciplinary collaboration and guide ethical test utilization and resource optimization while addressing challenges such as high-cost tests, workflow inefficiencies, and underutilization of laboratory professionals' expertise. Attendees will leave with strategies to improve communication, foster collaboration, and promote a culture of quality in their institutions.</p>
10:00a – 10:15a	Beverage Break		
10:15a – 11:15a	Preventing Pre-Analytical Errors in Blood Gases and Related Analytes	<p>Olusegun Olayemi FIMLS, MIBMS, ASCPi(IC)</p>	<p>Blood gas testing provides critical information on acutely and critically ill patients' acid-base, metabolic, and respiratory gas exchange status. The urgent nature of the test leaves no time to second guess whether the results are correct. The machine for testing blood gases is accurate if the sample presented represents the patient's true status. Blood gas samples are very sensitive to pre-analytic errors which brings a host of additional handling practices that need to be followed to minimize recollection and retesting while maximizing point-of-care blood gas testing efficiency.</p>
	Improving the Relationship between Laboratory and Nursing Through a Laboratory Teaching Module	<p>Teresa Mortier, PhD, MLS(ASCP)</p> <p>Diane Poretta Fox, EdD, RN, MSN, BA, LRT, CNE</p>	<p>This session will provide evidenced-based data analysis for inserting a teaching module in an Interprofessional Educational course in Nursing (RN to BSN) and a Laboratory Management course in Clinical Laboratory Sciences. The focus of the teaching modules was on the interdependence of our fields. In addition, it serves to highlight the education, workflow challenges, and</p>

			future hurdles. Introducing these topics at the University level can be further enhanced at the workplace with educational modules, seminars, and shared experiences for optimal patient care.
11:15a – 11:45a	Wellness Activity		
11:45a – 12:45p	Lunch Chapters Networking Meet-Up		
12:45p – 1:30p	Dedicated Exhibit Hours		
1:30p – 2:30p	GENERAL SESSION: Leadership Strategies: The Art of Leading With Authority Rather Than Power	Chérie V. Petersen, BA	Inherent in management positions is the responsibility to lead, but what's often lacking are the key attributes of becoming a great leader. "Responsibility" without "ability" clearly differentiates so-so leaders from exceptional leaders. Session attendees will experience a profound appreciation for their consequential role as leaders along with identifying new skills to inspire their employees to embrace their true potential.
2:30p – 2:45p	Beverage Break		
2:45p – 3:45p	Successful Employee Engagement: Making the Vital Connection Between Value and Meaningful Contribution	Chérie V. Petersen, BA	With the retention of medical laboratory scientists and staff being a critical priority, the focus on employee engagement is imperative. Employee engagement can often be illusive; however, when employees can clearly articulate and recognize how their specific responsibilities contribute to the overall success of the laboratory and patient care, they're able to achieve higher degrees of engagement. During this session, we'll participate in an interactive discussion of successful strategies for engaging and connecting laboratory professionals to the meaningful work they perform on behalf of patients and diagnostic medicine.
	Alternative Solutions to Properly Staff your Clinical Laboratory	Mike Baron, MBA, MS, C(ASCP) Carolyn Hager, WDL Trainer, MLS (ASCP) ^{CM}	Providing information and alternative approaches toward meeting your clinical laboratory staffing needs, building your reputation, and establishing a candidate pipeline into your laboratory. Going one step further and prompting the Clinical laboratory career field in your state and throughout the U.S.

4:00p – 5:30p	Closing Session: Amazing Lab Race 2025: Scottsdale, AZ - Building a High-Value Lab: Leveraging the Negotiation & Advocacy Toolbox to Win Leadership Investment	Christina P. Nickel, MHA, MLS(ASCP)^{CM}, CPHQ Aaron Odegard, M.S. MLS(ASCP)^{CM}SM^{CM}	Clinical laboratory leadership does not have access to readily available and adaptable tools, templates, and references to advocate for their laboratory and staff's needs. In this educational session, attendees will learn about a new data-driven toolbox in development through partnership between ASCP and CDC, in support of the OneLab Initiative, to advocate for their Laboratory's Needs. Participants will be navigating available tools and resources; identifying tools; and applying these tools to navigate as teams through the Amazing Laboratory Race to the advocacy finish-line. This interactive educational session is designed specifically for clinical laboratory leaders at all experience levels. Let's build your roadmap to success for you and your laboratory team!
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