

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	<b>Welcome Opening Keynote Session: A Symbiotic Vision: AI and Laboratory Professionals Driving Diagnostic Innovation</b>	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	<p><b>Be the Change! Building Quality Through Change</b></p>	<p>Kenneth P. Lewis, MLS(ASCP)I, MPH, CMS, SSBBP</p>	<p>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!"</p>
	<p><b>Grow Your Own: Expanding MLS Programs Across Your Health System</b></p>	<p>Sean Tucker MLS(ASCP)<sup>CM</sup> MBA Cassie Hartgrave, MPH MLS(ASCP)<sup>CM</sup> Sarah Buckmiller, MLS(ASCP)<sup>CM</sup> MBA Brenna Ildza MLS(ASCP) MS</p>	<p>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.</p>
11:45a – 12:15p	<p>Wellness Activities (2 options)</p>		<p><b>Recipe Competition:</b> <i>Join fellow attendees for a fun competition to create the best recipe with provided "ingredients." No cooking skills required!</i></p> <p><b>Petri Dish Cookie Decorating:</b> <i>Put your art skills to work as you decorate cookies to look like petri dishes or slides.</i></p>
12:15p – 1:15p	<p>Lunch</p> <p>ASCP Chapters Networking Meet-Up</p>		<p>Talk with experienced chapter leaders on how they make the most out of the local ASCP Chapter experience. All are invited!</p> <p>Look for signage marking specific tables in the lunch room where these discussions will be taking place.</p>
1:15p – 2:00p	<p>Dedicated Exhibit Hours</p>		

<b>2:00p – 3:00p</b>	<b>Cultivating Resilience in New Laboratory Professionals and Students</b>	Kristen M. Pesavento, EdD, MA, MLS(ASCP) <sup>cm</sup> MB <sup>cm</sup> ;  Aaron Odegard, MS, MLS (ASCP) <sup>cm</sup> SM <sup>cm</sup>	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.
	<b>CLIA Lab Director Qualification and Responsibility Changes</b>	Cassie Hartgrave, MPH, MLS(ASCP) <sup>cm</sup>	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.
<b>3:00p – 3:15p</b>	Beverage Break		
<b>3:15p – 4:15p</b>	<b>From Launchpad to Orbit: Making Safety Soar</b>	Dan Scungio, MLS (ASCP), SLS, CQA (ASQ)  Jason P. Nagy, PhD, MLS (ASCP), QLS	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!
	<b>Lab Stewardship in Action: Building, Improving and Sustaining Your Laboratory Stewardship Program</b>	Jane Dickerson, PhD, DABCC  Monica Wellner	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><b>4:30p – 5:30p</b></p>	<p><b>GENERAL SESSION: Advancing Diversity in the Lab: Where We Stand and Our Vision Ahead</b></p>	<p>Nidia Messias, MD</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>
<p><b>5:30p – 6:00p</b></p>	<p><b>Powerful Diagnostics Insights in Action</b></p>		<p>For medical laboratories seeking to optimize performance, efficiency, and quality, come see how ASCP's diagnostic insights platform, which is a performance analytics and benchmarking platform that delivers data-driven insights tailored specifically for clinical and anatomic pathology. Unlike generic analytics solutions, our platform is designed from a laboratory-centric perspective, providing a comprehensive suite of benchmarking tools, workflow efficiency metrics, and quality performance indicators. By leveraging industry-specific KPIs, peer/institutional comparisons, and real-time operational intelligence, we empower laboratories to enhance decision-making, streamline operations, and achieve excellence in patient care. Come see this in action!</p>
<p><b>5:30p – 6:30p</b></p>	<p><b>All Attendee Reception</b></p>		<p>Join your fellow attendees, faculty, and exhibitors in the exhibit hall for a 1-hour reception. Beverages provided.</p>

## Tuesday, April 8

7:30a – 5:30p	Workforce Lounge Open		
7:30a – 9:00a	Breakfast & Coffee Available		
7:45a – 8:45a	<p><b>Accreditation and Credentialing Showcase</b></p> <p><i>(Breakfast Provided)</i></p>	<p>Amy Spiczka, DHSc, MS, HTL(ASCP)<sup>CM</sup>SCT, MB<sup>CM</sup>, CPHQ <i>Executive Director, ASCP BOC</i></p> <p>Marisa James, MA, MLS(ASCP)<sup>CM</sup> <i>CEO, NAACLS</i></p>	<p>Hear directly from leaders of the ASCP BOC and NAACLS together in one session as they provide key updates from their respective agencies in this one-of-a-kind panel discussion. Bring your ideas and questions for an interactive showcase.</p>
9:00a – 10:00a	<p><b>GENERAL SESSION: Stronger Together: Reimagining Laboratory Practice in the Evolving Healthcare Landscape</b></p>	<p>Lauren J. Miller, MD, MJ, CHC, CMQ, MLS(ASCP)<sup>CM</sup></p> <p>Cullen Lilley, MD, MS, MA, MB(ASCP)</p> <p>Brittany Teeter M.S CLS MLS(ASCP)<sup>CM</sup></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	Olusegun Olayemi FIMLS, MIBMS, ASCPi(IC)	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.
	Improving the Relationship between Laboratory and Nursing Through a Laboratory Teaching Module	Teresa Mortier, PhD, MLS(ASCP)  Diane Poretta Fox, EdD, RN, MSN, BA, LRT, CNE	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 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	Dedicated Exhibit Hours		
11:45a – 12:45p	Lunch		
11:55a – 1:25p	Panel Session: Innovation in Laboratory Professional Education Programs  <i>(Lunch Provided)</i>	Laurianne Mullinax, MS, MLS(ASCP) <sup>CM</sup> ; Jennifer Nicoloro, PhD, MLS(ASCP) <sup>CM</sup> ; Rebecca Honda, MLS(ASCP); Manju Mukherjee, PhD, MSc, BPT, SCT(ASCP) <sup>CM</sup> ; Amy Spiczka, DHSc, MS, HTL(ASCP) <sup>CM</sup> SCT,MB <sup>CM</sup> , CPHQ; Marisa James, MA, MLS(ASCP) <sup>CM</sup>	This highly interactive panel discussion will engage participants through real-life program leader experiences focusing on emerging innovative solutions for laboratory professional programs. The expert panel will highlight their proven outcomes through innovative approaches that are positively impacting laboratory professional education programs now, while guiding future advancements for tomorrow's workforce. Examples of innovation include simulation, solutions for clinical access challenges, and enhancing collaboration between education programs and laboratories.
12:45p – 1:15p	Wellness Activities		<b>Name That Tune – Decades:</b> <i>Join in on a fun game to test music knowledge throughout the decades.</i> <b>Native Flute Music:</b> <i>Sit back, relax, and enjoy a recording of enchanting sounds and melodies of the native fluid.</i>

<p><b>1:35p – 2:35p</b></p>	<p><b>GENERAL SESSION: Leadership Strategies: The Art of Leading With Authority Rather Than Power</b></p>	<p>Chérie V. Petersen, BA</p>	<p>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.</p>
<p><b>2:35p – 2:45p</b></p>	<p>Beverage Break</p>		
<p><b>2:45p – 3:45p</b></p>	<p><b>Successful Employee Engagement: Making the Vital Connection Between Value and Meaningful Contribution</b></p>	<p>Chérie V. Petersen, BA</p>	<p>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.</p>
	<p><b>Alternative Solutions to Properly Staff your Clinical Laboratory</b></p>	<p>Mike Baron, MBA, MS, C(ASCP)  Carolyn Hager, WDL Trainer, MLS (ASCP)<sup>CM</sup></p>	<p>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.</p>
<p><b>4:00p – 5:30p</b></p>	<p><b>Closing Session: Amazing Lab Race 2025: Scottsdale, AZ - Building a High-Value Lab: Leveraging the Negotiation &amp; Advocacy Toolbox to Win Leadership Investment</b></p>	<p>Christina P. Nickel, MHA, MLS(ASCP)<sup>CM</sup>, CPHQ  Aaron Odegard, M.S. MLS(ASCP)<sup>CM</sup>SM<sup>CM</sup></p>	<p>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 your laboratory team!</p>