

2010

ANNUAL REPORT



CSMLS

Canadian Society for
Medical Laboratory Science



SCSLM

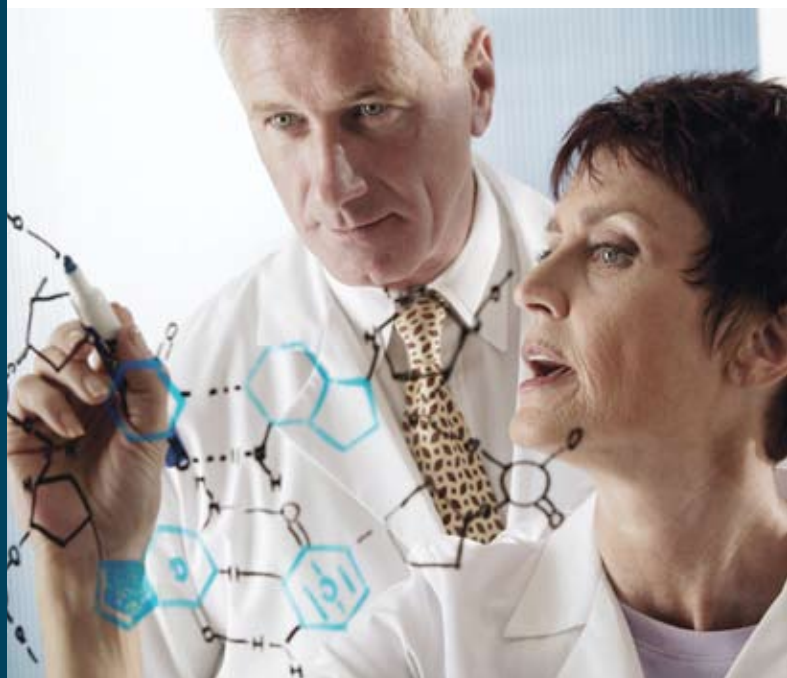
Société canadienne de
science de laboratoire médical

OUR VISION

The Voice Of Medical
Laboratory Science In Canada

2010 ANNUAL REPORT CONTENTS

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OUR MISSION

Expand CSMLS's Sphere Of
Influence

Transform The Profession

Serve As Champions For
Patient Safety

Invest In The Organization

WHO WE ARE

CSMLS

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 professional society and the voice of the medical laboratory community in Canada. For our members, we are the link to a peer network, industry news, continuing education and employment opportunities. CSMLS was incorporated in 1937 and today has over 14,000 members who proudly contribute to the health care industry in Canada and in countries around the world.

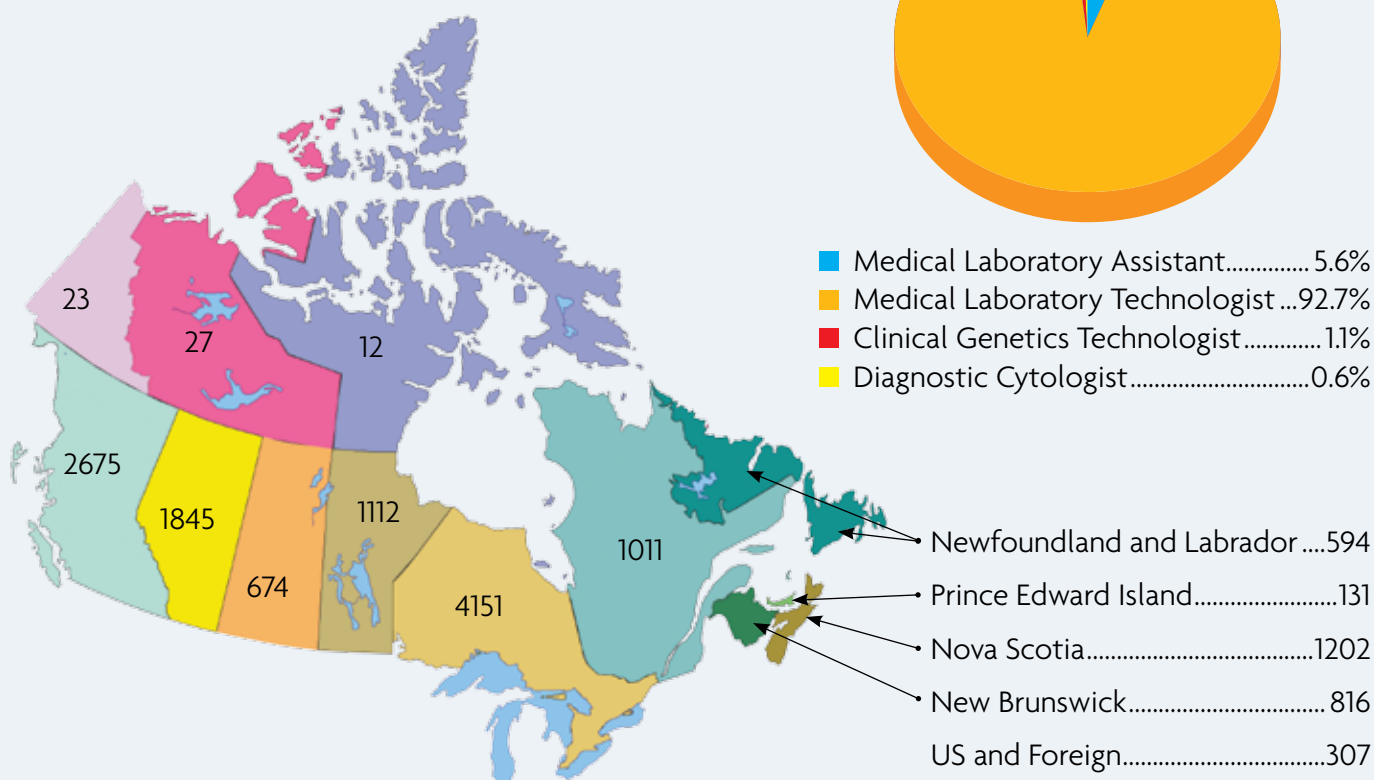
Medical Laboratory Professionals

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

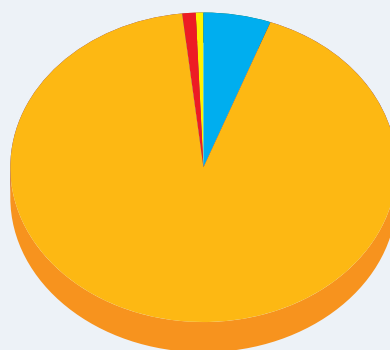
Medical laboratory professionals work in many settings including hospitals, private laboratories, universities, research facilities, and public health laboratories, where through laboratory testing and analysis they provide vital information that contributes to effective patient care. National certification ensures that these professionals have the necessary knowledge, skills and expertise to produce accurate results.

Our Members

Membership by Province



Membership by Profession



- Medical Laboratory Assistant..... 5.6%
- Medical Laboratory Technologist ...92.7%
- Clinical Genetics Technologist..... 1.1%
- Diagnostic Cytologist.....0.6%

REPORT OF THE PRESIDENT



2010 will be defined as the “year of change” at the CSMLS. In a short 12 months the society experienced change in many aspects; leadership, organizational structure, focus and messaging. It all began in January when we welcomed a new Executive Director, Christine Nielsen. Christine was not new to us as she had spent the majority of her career growing with the society. As a graduate of Michener Institute her passion for Medical Lab Science led her to work in education behind the scenes, preparing specimens for student learning. At this time, she joined the CSMLS Exam Panel, starting out as a volunteer. She turned a passion as a volunteer into a career, when she became the Director of Certification in 2003, where she explored a new niche. Over the next seven years the Certification process, and the team, grew to being recognized by the Canadian Medical Association Accreditation Services and various levels of government on the matter of prior learning assessment. During this time Christine dedicated her time to continuously improving her skills as a leader, with successfully completing the Canadian Association Executive designation and obtaining her bachelor’s degree in Health Administration from Ryerson University.

When the Executive Director role became vacant in late 2009, it was a perfect fit. As Executive Director, Christine maintains a constant awareness of the current issues that are important to the field of medical laboratory science and brings those issues to the forefront of the organization’s priorities. She leads the government relations initiatives of CSMLS and is actively involved as a key member of several national collaborative committees. These partnerships have helped progress the continued advocacy and representation on behalf of the membership. Christine and her strong Leadership Team have been instrumental in moving the organization forward.

REPORT OF THE PRESIDENT

With leadership in place, the Board of Directors recognized the opportunity to re-evaluate the organizational structure. Did the society have the right people in the right places to support the over 14,000 person membership? This question led to the second and much larger change at the society. There was strong evidence that the society needed 'a makeover'. Our current structure and our membership focus were outdated. After a six month process that began in October 2009, a new structure was introduced in April 2010. New titles, new position descriptions and new overall attitudes were needed to implement the new facelift. We welcomed three new operational teams: Certification and Prior Learning Assessment, Corporate Services and Marketing, Communications and Membership. These new teams have been successful in meeting strategic objectives that were developed early in the year.

The Certification and Prior Learning Assessment team continues to maintain high standards in certification when working with domestic and international professionals. This year they created an action plan that kept the CSMLS current with government guidelines to recognize the credentials of foreign professionals looking to practice in Canada.

Corporate Services is a new team that encompasses the finance, human resources, information technology and administrative functions of the CSMLS. This team works diligently to ensure the best use of the members' dues. They have been proactive in meeting staff needs and making the best use of available resources.

Marketing, Communications and Membership is a team joined by the common purpose of providing information to members, government, stakeholders and the public. This team also consists of the new Learning Services group, formally known as Continuing Education; as education is a major component of the CSMLS.

In addition to new operational teams, the structure of the society is different. We make decisions collaboratively, sharing ideas and brainstorming concepts. The organizational structure exudes 'teamwork', it fosters open conversation and it welcomes innovation and initiative. These changes will bring positive, constructive energies and will help secure the future of the CSMLS. The new Leadership Team is eager to show you the value of this new direction, and how we can play an important role in the evolution of this profession.

Although there have been new challenges, new faces and many changes at the CSMLS this past year, one thing has never changed - our commitment to you. Our members have always been our top priority and we value your trust. I am proud to have been a part of the CSMLS of 2010 and most appreciative of the opportunity to serve our members.

As with any change, it would have been easy to be intimidated by the uncertainty. However, thanks to the collective strength of the Board of Directors, the Executive Director, the Leadership Team, staff and volunteers, we have been able to embrace this change and witness it as an opportunity for growth.



Carol Green
President

REPORT OF THE EXECUTIVE DIRECTOR



When I look back to the start of this year, I remember the excitement I felt at the beginning of this transformative journey with the CSMLS. My previous experience as the Director of Certification gave me an insider's view of the areas where the CSMLS thrived and where we could improve. This year held so much potential; potential that I knew this organization was capable of fulfilling. I've often described this past year as a wild ride, one full of many challenges and many changes. Winston Churchill once said "There is nothing wrong with change, if it is in the right direction." I fully embraced this sentiment and began to work with the Board of Directors and the new Leadership Team to affect real and meaningful change.

Committing to organizational change enabled the CSMLS to critically assess everything we do. We asked ourselves, "How can we better serve our members"? The answer proved to be the impetus for a significant change in priority. Our efforts are now concentrated on the singular focus of serving our members. I am proud to see that our members are beginning to notice the results of this change. Members have commented to me personally about the new names and faces at the CSMLS and they are excited to see the fresh ideas and approaches.

Over the course of the year we actively listened to our members' thoughts and concerns and were able to use that information to move us forward. In June we launched an in-depth member survey that provided us with valuable feedback and insights. From this survey we learned more about where you work, the CSMLS resources you access and about the opportunities that the CSMLS has to improve services.

Surveying our membership was only the first step. It was time to reach out and talk to our members in person. The Collaboration Roadshow was launched and it quickly gained momentum

REPORT OF THE EXECUTIVE DIRECTOR

through the year. The goal was to meet Laboratory Managers and Directors in their home towns, so we hit the road and visited over 180 members in seven provinces and territories. We delivered a presentation that spoke to our advocacy work, changes to Learning Services, MLA Accreditation and the benefits of Professional Liability Insurance. The Roadshow also included an interactive component where small groups worked together to talk about what the CSMLS was doing well and how we could improve. There were many frank and honest comments. The feedback was tremendous. The members reminded us that direct interaction and communication were essential to engage with them. A strong consistent message we heard was the need for advocacy amongst the general public and our government, both federally and locally.

Through 2010, the CSMLS continued to lobby the Canadian government on behalf of the medical laboratory profession. In April, our lobby team took part in our annual 'Day on the Hill' where we arranged face-to-face meetings with elected members of parliament. Our message for the day was to raise awareness of our profession and speak to the labour shortage that is and will soon be a larger problem amongst the profession across Canada. Our message has been heard. We must now work collaboratively with the government to develop solutions to these issues that doesn't simply involve a cash injection.

The Day on the Hill was a great event and our advocacy efforts did not stop there. With the help of our members, the CSMLS arranged meetings with three government officials in NS, ON and NWT. Two of these meetings included a tour of a local laboratory. These tours provided insights into how the lab operates and its direct impact on patient care.

Although this past year has brought many successes from an advocacy perspective, we still have much work to do. We look forward to engaging members in a comprehensive, grass-roots

advocacy campaign in the coming year. Together, our collective voice can be loud and impactful.

In 2010, the Leadership Team put forth a great effort to invest in the organization's greatest asset-our people. With the addition of several new staff members, we have been rewarded with new ideas, unique perspectives and renewed energy. The restructuring has laid the foundation upon which we will build a strong and influential society. Now that the transformation of the CSMLS is well underway, I look forward to the years ahead when we can make significant progress in our long term goals. I see the CSMLS as an organization that our members are proud to belong and where members are eager to take an active role in their professional society. This is a vision that I, along with the Board of Directors and the Leadership Team, are committed to seeing through to fruition.



Christine Nielsen
Executive Director

THE YEAR IN REVIEW

CORPORATE SERVICES

Corporate Services encompasses the administration, human resource and information technology needs of the society. With the addition of a Team Leader, the department now oversees all budgeting and financial reporting, and facilities management. Their streamlined function allows the other departments to work efficiently and effectively.

Portfolio Highlights for 2010

- Appointed Corporate Services Team Leader and Executive Assistant.
- Centralized fee collection.
- Researched new membership database software, including a staff needs assessment.
- Continued implementation of quality systems.
- Centralized human resource services.
- Contracted new Information Systems organization to perform server maintenance and weekly IT support.





LABCON 2010 President's Reception



Lab tour with MP Mike Savage in Dartmouth, NS



LABCON2010 opening ceremonies



Delegates at the World Congress of Biomedical Laboratory Science



Collaboration Roadshow in Summerside, PEI

THE YEAR IN REVIEW

CERTIFICATION AND PRIOR LEARNING ASSESSMENT

Certification and Prior Learning Assessment (PLA) are two major functions of the CSMLS. The Certification Team is responsible for facilitating the creation and administration of exam processes. They work with medical laboratory professionals (volunteers and stakeholders) to set the national standard (Competency Profiles) for certification of Medical Laboratory Technologists (MLTs) and Medical Laboratory Assistants (MLAs). The PLA Team works with Internationally Educated Medical Laboratory Technologists (IEMLTs) to gather required documentation, evaluate their equivalency to the Canadian standards and provide resources and options to fulfil learning plans.

The Certification and PLA teams are a key element to the success of our professionals. They are committed to providing fair, impartial and transparent processes.

The CSMLS continues to be called upon for expertise regarding certification and prior learning assessments for other professions, regulators, fairness commissioners and immigrant serving agencies.



Portfolio Highlights for 2010

- Visited 11 school programs in four provinces.
- Promoted accreditation of MLA programs to private career colleges at the National Association of Career Colleges (NACC) conference.
- Generated hundreds of new test questions for MLA and general MLT examinations, through two fast track item writing workshops.
- Presented to approximately 60 new Internationally Educated Medical Laboratory Technologists at HealthForceOntario in collaboration with the College of Medical Laboratory Technologists of Ontario (CMLTO) and Mohawk Bridging Program: Steps to Practice Medical Laboratory Technology in Ontario.
- Presented the Certification and Prior Learning Assessment processes to the CMLTO registration committee.
- Presented at the Canadian Association of Prior Learning Assessment about CSMLS's evidence-based approach to policy decisions and best practices.
- Submitted a draft action plan that applies the principles of the Pan-Canadian Framework and continue to meet the requirements for timely service. *

* As part of the Canadian Economic Action Plan, the government of Canada launched the Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications. This framework articulates principles, timelines and desired outcomes for assessing and recognizing newcomer's qualifications in professional occupations. Medical Laboratory Technologists were listed as one of the eight priority occupations. The CSMLS's National Advisory Council (NAC) and National Regulatory Council (NRC) worked in consultation with the government to develop the action plan for continuous improvement to the process.

2010 CERTIFICATION AND PRIOR LEARNING ASSESSMENT FACTS AND FIGURES

	Total Certified				
	General	Cytology	Genetics	MLA	ART
2010	607	40	20	490	1
2009	556	26	35	300	2
2008	556	39	22	296	4
2007	586	32	22	236	0

	Prior Learning Assessment New Applicants			
	General	Cytology	Genetics	Total
2010	226	0	6	232
2009	278	2	3	283
2008	293	3	5	301
2007	301	4	4	309



THE YEAR IN REVIEW

MARKETING, COMMUNICATIONS AND MEMBERSHIP

Marketing, Communication and Membership is a widespread portfolio which creates, manages and distributes all information to our members, stakeholders and the public via the website, e-news, Canadian Journal for Medical Laboratory Sciences, print collateral, presentations, media releases, and social media tools.

This portfolio includes Learning Services, formally Continuing Education, which designs and delivers continuing education programs to our members. They manage the research involved to determine course topics, select and manage course authors, administer all course registrations, work with authors to create and edit courses in development and constantly strive at providing top quality educational material.

Marketing is a key component to the organization as it focuses on increasing CSMLS's profile at all events including LABCON, the premiere medical laboratory conference of the year.

Over 80% of this team are new to the society. This makes new ideas, fresh perspectives and different approaches possible. Together as one team they research, analyze, test and evaluate the latest technology, social media tools and best practices to ensure members receive the best information at the right time.



Members of CSMLS lobby team with MP Dr. Carolyn Bennett

Portfolio Highlights for 2010

- Visited seven of 13 provinces and territories including Alberta, Saskatchewan, Manitoba, Newfoundland, Nova Scotia, NWT and PEI with the Collaboration Roadshow.
- The launch of the free MODE campaign resulted in over 7000 registrations. An increase of 400% over 2009.
- Launched five new courses: Microanatomy 1, Anaerobic Bacteriology Part 2: An Introduction to Anaerobic Bacteriology, Biosafety Part 1: The Human Pathogens and Toxins Act, The ABC's of Hemophilia, Improve Your Skills in Identification of Blood Group Allo Antibodies
- Administered a membership survey soliciting feedback on advocacy, learning services, communication and membership services with a tremendous response rate of 17%.
- Launched a telephone membership campaign targeted at lapsed members.
- A bilingual customer service representative and a French Translator were added to the portfolio to expand bilingual services.
- Welcomed over 250 delegates, 55 guest speakers and 50 exhibitors to LABCON 2010 held in Edmonton, Alberta. Partnered with nine sponsors, supporting 46 scientific sessions and eight workshops.

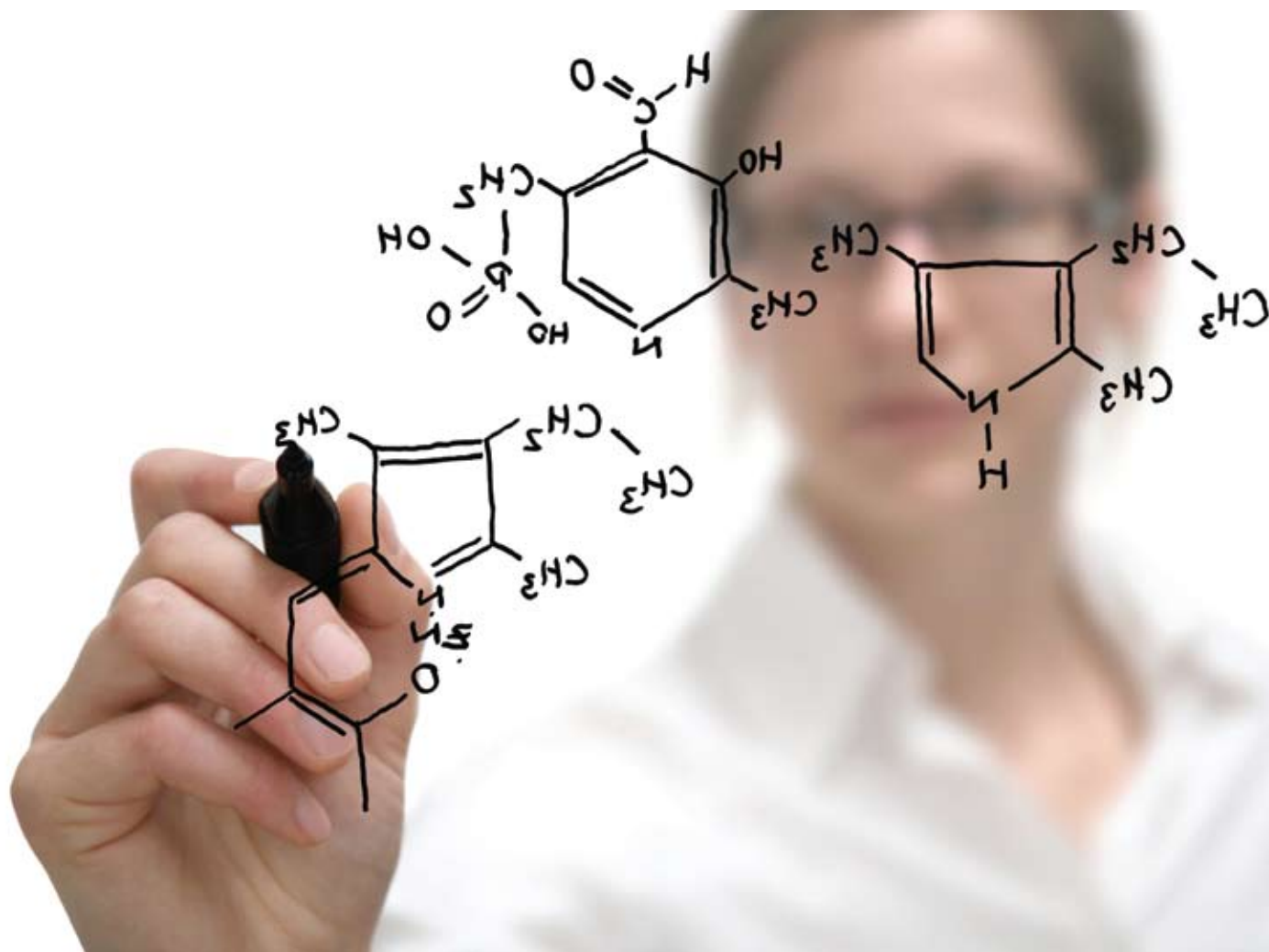


MP Chris Charlton tours the lab in Juravinski Hospital, Hamilton, ON

THE YEAR IN REVIEW RESEARCH

Highlights

- In March, 2010, the CSMLS released the final project report for *Addressing the competency gaps of internationally educated medical laboratory technologists*. This project, funded by the Government of Ontario, sought to better understand the gaps and potential barriers in the professional preparation for CSMLS's internationally educated clients. The project produced a resources catalogue of courses, online materials, and study outlines to assist IEMLTs in addressing the identified gaps with greater success.
- *Assessing the workforce integration of internationally educated health professionals* research, led by the CSMLS continues. This innovative project was initially funded in 2009, and involves five professions: medical laboratory technologists, pharmacists, medical radiation technologists, occupational therapists and physiotherapists. This endeavor inquires into the success, or lack thereof, that internationally educated health professionals experience in making the transition into their chosen professions. Funded by the Government



of Canada's Foreign Credential Recognition Program, it will attempt to identify under-acknowledged challenges encountered by newcomer professionals.

- In April 2010, the CSMLS published a final report on *Loan libraries: supporting the professional preparation of internationally educated medical laboratory technologists*. With support from the Government of Canada's Foreign Credential Recognition Program, the CSMLS placed two full sets of its recommended texts in each of six sites across the country by the spring of 2010. The project goal is to address the challenges that IEMLTs experience in getting access to costly profession-specific texts as they prepare for professional certification.
- In September, 2010, the CSMLS concluded development of the *Online self-assessment tool for internationally educated medical laboratory technologists*. This tool will orient potential PLA clients to the expectations of the Canadian medical laboratory profession and workplace. It provides test-takers with a diagnostic report on their performance in technical, professional, and language proficiency areas so that they may address any gaps before they apply to the PLA process, and ideally, before they come to Canada. The test is currently available in both official languages.
- In August 2010, the CSMLS was awarded funding for *Peer support networks for internationally educated medical laboratory technologists: a needs assessment*. This project is funded by the Government of Canada's Foreign Credential Recognition Program, and aims to determine peer networking strategies that help internationally educated medical laboratory technologists on their journey to become licensed and employed in Canada.
- As part of our advocacy efforts, the CSMLS used data obtained in the 2009 research study *Bridging programs for internationally educated medical laboratory technologists: a business*

case. This project was funded by the Government of Canada's Foreign Credential Recognition Program. The CSMLS engaged the services of an economist, who conducted a business case analysis of the costs and benefits of bridging programs. The analysis demonstrated clear benefits at the provincial, federal and individual levels, for providing support for IEMLTs through bridging education. Our platform was the need for government to create and sustain bridging programs for IEMLTs across Canada.

2010 FACTS AND FIGURES

Research Grants Awarded in 2010

\$75,000 Government of Canada: Foreign Credential Recognition Program

Peer support networks for internationally educated medical laboratory technologists:
A needs assessment.

Total Value of Research Grants

2010	- \$75,000
2009	- \$508,025
2008	- \$407,907
2007	- \$245,204

FINANCIAL STATEMENTS

STEVENSON LEHOCKI LLP

CHARTERED ACCOUNTANTS

AUDITOR'S REPORT

To the Members of
Canadian Society for Medical Laboratory Science

The accompanying summarized balance sheet and summarized statement of operations and cash flow are derived from the complete financial statements of Canadian Society for Medical Laboratory Science as at December 31, 2010 for the year then ended on which we expressed an opinion without reservation in our report dated February 15, 2011. The fair summarization of the complete financial statements is the responsibility of management. Our responsibility, in accordance with the applicable Assurance Guideline of The Canadian Institute of Chartered Accountants, is to report on the summarized financial statements.

In our opinion, the accompanying financial statements fairly summarize, in all material respects, the related complete financial statements in accordance with the criteria described in the Guideline referred to above.

These summarized financial statements do not contain all the disclosures required by Canadian generally accepted accounting principles. Readers are cautioned that these statements may not be appropriate for their purposes. For more information on the Society's financial position, results of operations and cash flows, reference should be made to the related complete financial statements.

Burlington, Ontario
February 15, 2011

Stevenson & Lehocki
Chartered Accountants
Licensed Public Accountants

2010 SUMMARIZED FINANCIAL STATEMENTS

SUMMARIZED BALANCE SHEET

As at December 31	2010	2009
ASSETS		
Current assets		
Cash and short-term investments	\$ 2,697,283	\$ 2,664,713
Accounts receivable	150,133	123,219
Inventory	24,522	35,300
Prepaid expense	70,678	167,872
SUB TOTAL	2,942,616	2,991,104
Investments - Restricted Funds	1,388,462	1,390,290
Capital assets	1,423,482	1,476,060
TOTAL	\$ 5,754,560	\$ 5,857,454
LIABILITIES AND NET ASSETS		
Current liabilities		
Accounts payable and accrued liabilities	\$ 211,553	\$ 166,183
Prepaid revenue	1,289,040	1,196,512
Current portion of obligations under capital lease	17,395	18,044
SUB TOTAL	1,517,988	1,380,739
Obligations under capital lease	47,055	63,352
PROVISIONS FOR FUTURE CONGRESS LOSSES	31,129	64,052
NET ASSETS		
Invested in capital assets	1,359,032	1,394,664
Internally restricted	994,367	992,373
Externally restricted	394,095	397,917
Unrestricted	1,410,894	1,564,357
SUB TOTAL	4,158,388	4,349,311
TOTAL	\$ 5,754,560	\$ 5,857,454

SUMMARIZED STATEMENT OF OPERATIONS

Year ended December 31	2010	2009
REVENUES		
Gross fees received	\$ 2,331,241	\$ 2,228,628
Less: Provinces' share	(296,333)	(288,959)
Less: Professional Liability Insurance premiums	(171,400)	(167,033)
National membership fees	1,863,508	1,772,636
Certification	848,007	819,143
Continuing education	137,908	188,848
Communication	48,275	42,635
Research	24,145	42,695
Annual Congress	312,457	364,455
Investment income	60,533	96,198
Miscellaneous income	84,419	90,101
TOTAL	\$ 3,379,252	\$ 3,416,711
EXPENSES		
Administration and Overhead - General	1,022,018	728,980
Certification	584,262	681,573
Continuing education	366,913	381,315
Communication	451,858	528,542
Marketing	98,140	96,326
Research	49,452	146,291
Governance	584,058	625,415
Annual Congress	345,380	400,403
Depreciation of capital assets	98,992	92,267
TOTAL	\$ 3,601,073	\$ 3,681,112
Unrestricted	(221,821)	(264,401)
OTHER REVENUE	30,898	40,286
(DEFICIENCY) OF REVENUES OVER EXPENSES	\$ (190,923)	\$ (224,115)

SUMMARIZED CASH FLOW STATEMENT

Year ended December 31	2010	2009
CASH FROM (TO) OPERATIONS		
Received from services, dues, and fees	\$ 3,342,054	\$ 3,345,948
Investment income	60,533	96,198
Miscellaneous	898	1,052
Paid for supplies and services	(1,505,783)	(1,661,937)
Wages and benefits	(1,677,491)	(1,691,672)
Building facility costs	(141,757)	(117,129)
Excess (deficiency) in Internally Restricted funds	27,581	32,003
Excess (deficiency) in Externally Restricted funds	(3,822)	7,522
Interest paid	(6,096)	(6,102)
SUB TOTAL	96,117	5,883

Year ended December 31	2010	2009
CASH FLOWS FROM INVESTING ACTIVITIES		
(Additions) to capital assets	(46,601)	(56,301)
CASH FLOWS FROM FINANCING ACTIVITIES		
(Repayment) of long term and callable debt	(16,946)	(99,229)
Changes in cash and equivalents during the year	32,570	(149,647)
Cash and equivalents, beginning	2,664,713	2,814,360
Cash and equivalents, ending	\$ 2,697,283	\$ 2,664,713
Represented by: Cash	\$ 514,283	\$ 453,713
Short - term investments	2,183,000	2,211,000
TOTAL	\$ 2,697,283	\$ 2,664,713

MEMBERSHIP DISTRIBUTION

	NF	PEI	NS	NB	QC	ON	MB	SK	AB	BC	NT	NU	YT	CDN	US & FOREIGN	2010 TOTAL	2009 TOTAL
Certified Active RT,ART,FCSMLS	495	117	928	667	746	3074	919	548	1454	2303	24	9	19	11303	182	11485	11302
Certified Inactive & Affiliate Inactive	8	3	46	8	82	241	37	26	88	111	2	1	1	654	91	745	729
Affiliate (Reg. Bodies)	0	0	17	8	1	13	7	1	1	1	0	0	0	49	0	49	49
Certified Retired (Complimentary)	0	3	10	13	21	64	11	16	12	46	0	0	0	196	11	207	209
Certified Retired (Paid Fees)	15	3	37	8	20	73	28	22	24	50	0	0	1	281	6	287	243
Honorary	0	0	0	1	1	9	1	1	4	2	0	0	0	19	0	19	19
Honorary - Affiliate	0	0	0	0	2	3	2	1	1	4	0	0	0	13	0	13	13
Students	15	2	32	13	121	183	41	22	90	65	0	0	1	585	1	586	587
Lab Assistant Active	52	2	116	81	2	186	42	32	100	44	1	0	1	659	0	659	659
Lab Assistant Inactive	4	1	11	12	0	98	4	1	12	6	0	0	0	149	0	149	149
Transitional Graduate	0	0	1	3	0	0	0	0	0	0	0	0	0	4	0	4	1
Associate Non-Certified	5	0	4	2	15	207	20	4	59	43	0	2	0	361	16	377	402
Total	594	131	1202	816	1011	4151	1112	674	1845	2675	27	12	23	14273	307	14580	14362



2010 CSMLS

PROFESSIONAL RECOGNITION AWARDS



Distinguished Fellowship

Andrew McFarlane

David Ball Community Service Award

Marina Kennell

A.R. Shearer Pride of the Profession Award

Bonnie Dion

Denise Evanovitch

Trish Wegrynowski

Leaders of Tomorrow - National Congress Grant

Carolyn McCarville

Kelly Marshall

Sameha Omer

Sangeun Rosa Park

Sarah Garneau

E.V. Booth Scholarship Fund

David Chai

Gillian Quintyne

Siemens Healthcare Diagnostics Student Scholarship Fund

Sungho Ahn

Nairin Bradbury

Student Scholarship Fund

Celia Wong

Colette Grant

Joel Droogers

Anna Templin

Founders Fund

Ossayed Al Awor

Siamak Bashar

Catherine Van Delden

Alison Young

Isamaila Amusat

John Glidden

Tara Hupaelo

Darlene Mueller

Svitlana Yaremenko

International Founders Fund

Pamela Elefson

Valerie Pope



ANDREW MCFARLANE



MARINA KENNEL



BONNIE DION



TRISH WEGRYNOWSKI

2010 VOLUNTEERS

Our volunteers are the heart of this organization. They are a valuable resource for the profession as they contribute to its growth by creating development opportunities, while providing a perspective directly from the medical laboratory field. We are grateful to have dedicated and passionate members that are willing to share their time and talents with the medical laboratory community.

National Advisory Council

Shelby Giesbrecht (Chair, BC)
Carol Green (Board Rep)
Darcy Gara (AB)
Tanya Kilborn (BC)
Gillian Rimmer (MB)
Susan Findlater (NB)
Curtis Martin (NL)
Nola Folker-Hill (NS)
Bernie Hartung (ON)
Michele Perry (PE)
Nathalie Rodrigue (QC)
Tammy Ottenbreit (SK)
Jacques Lefebvre (YT)

National Regulatory Council

Shelby Giesbrecht (Chair, BC)
Carol Green (Board Rep)
Darcy Gara (AB)
Earl Slimmon (MB)
Susan Findlater (NB)
Nola Folker-Hill (NS)
Anna Robinson (ON)
Nathalie Rodrigue (QC)
Tammy Ottenbreit (SK)

Professional Development Committee

Tricia VanDenakker (Chair, MB)
Colin Power (NL)
Kyna MacVicar (NS)
Dorothy Harris (NB)

Mamour Diouf (QC)
Irene Sottile (ON)
Diane Perry (MB)
Nicole T. Jaster (SK)
Lydia Hodgson (AB)
Bev Graham (BC)

Marketing & Communications Committee

Goldie Fagan (Chair, NL)
Tracey Wade (NL)
Carolyn McCarville (PE)
Chris Hirtle (NS)
Angeline Beaton (NS)
Rania Elhalabi (NB)
Jean-François Loiselle (QC)
Soultana Tsitsikotas (ON)



Members of the Board of Directors at LABCON 2010

Karla Rolland (MB)
Maureen Crossman (SK)
Myron Pilip (AB)
Fouad Abbassi Saber (BC)

**Council on
National Certification**

Shelley Tiffin (Chair, BC)
Corey Murray (NL)
Valerie Robinson (PE)
Wendy Bryan (NS)
Daniel Arseneault (NB)
Johanne Brown Mattioli (QC)
Kathy Wilkie (ON)
Joseph Delgado (MB)
Kim Deydey (SK)
Krista Patriquin (AB)
Karen Bowers (BC)
Lyle Malnyk (Panel Rep)
Rhonda Birse (Board Rep)

EXAM PANELS

**General Medical Laboratory
Technology**

Christopher Ward (Chair, AB)
Dr. Gaston Lalumière (Consultant)
Patricia Ludlow (ON)
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**as of December 30, 2010*



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