Greetings, Florida Members!

This has been a great year for FLSSAMT! 2018 in review would start with a great meeting in Orlando on Saint Patrick’s Day with 99 in attendance. The meeting was well organized, with great sessions. A good time was had by all! The meeting was such a success, Keiser University in Orlando has invited us to come back there in 2019.

The National Meeting in Washington, DC really showcased Florida! We had 17 delegates, with 9 of the 17 being 1st time attendees. Our delegation worked together like a well oiled machine. Everyone had a great experience. There will be a photo album at our meeting in Fort Lauderdale with proof of an amazing adventure in Washington. Florida always shines at the National Meeting. Our Newsletter won 2nd place for Best Newsletter. We achieved Honor Roll and our own Solomon Goldenberg won Pride of the Profession.

As a delegate, you represent Florida by being our “voice” in the election and the Town Hall meeting. We are attempting in every way to stress the fact that this is the member’s organization. There are leaders who manage your organization. The more active the membership becomes, the more information the leaders have to better serve the members of the organization.

Our goal is to have at least 100 at the meeting in Fort Lauderdale on Saturday November 10, 2018. We will have a catered breakfast and lunch. There is opportunity for 6 hours of continued education. At each meeting we seek to determine what you would like to see for the next meeting. This is an example of your “voice”. Let us see you there and let us hear you there. The Business Meeting is an important part of our meetings. Please pre-register for the meeting. The cost for this meeting is $20 if you pre-register or $30 at the door.

In November, we plan the up-coming year. We will know where and when the FLSSAMT meetings will be. Planning, organizing and involvement of our members has grown our Florida state society. Your feedback has helped us realize our goals.

Please make sure you continue to use the Florida web site for information and upcoming events. We are seeing a real increase in utilization of the website. If everyone could bring an AMT friend to the meeting, our active participation would increase 100%.

My best,

Alice Macomber RN, RMA (AMT), RPT (AMT), AHI (AMT)
Florida State Society American Medical Technologist President
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Editor’s Message

Welcome to our FLSSAMT Fall Newsletter. It is our hope you have been able to attend some of the great educational opportunities this year. The National AMT Meeting and Educational Program in Washington DC was excellent. FLSSAMT had a great showing with 17 delegates! We look forward to even more delegates next year July 1-5 in Chicago. Our last Convention in Chicago was wonderful, and I expect nothing less next year. If you were unable to attend this year’s convention in DC, you will find our Delegates’ reports and more pictures on our website.

FLSSAMT RMAs – did you celebrate National Medical Assistant Recognition Week? I hope you took the opportunity to do so. You deserve the recognition and should celebrate your career!

Our next FLSSAMT Educational meeting and Annual Business Meeting is November 10, 2018. Please plan to attend. Not only will you find excellent presentations for continuing education credits, but we also will conduct our Annual Business Meeting. Consider being active in the running of your State Society by showing interest in serving on a committee. Your organization is always pleased to have more member participation.

The Publications Committee is looking for articles of interest to the membership. If you have thought of writing an article or know of someone who deserves recognition, please submit your article to FLSSAMT.editor@gmail.com to be considered for print in the Newsletter or on the website.

As always, stay safe and pay it forward, FLSSAMT!

Editor FLSSAMT
Kathleene Hardy, RMA(AMT)

AMTrax

AMTrax is a member service designed to help you track your continuing education and other related activities—online. The system provides a convenient means for documenting certification-related activities for employers and licensing agencies and also helps you self-assess progress in complying with the Certification Continuation Program (CCP).

Using AMTrax

Using AMTrax is easy! Simply login as a member, and click on the AMTrax tab located on your member summary profile page. Once in the system, click on “Add Activities” and then choose a category (descriptions below). Once a category is selected, enter the information as requested. Press submit and the information is immediately updated. You may print your record at any time using date ranges.

FLSSAMT Educational & General Business Meeting
November 10, 2018 • Ft. Lauderdale, FL

AMT 81st Educational Program & National Meeting
July 1-5, 2019 • Chicago
Southern District Councillor’s Message

AMT’s 80th Educational Meeting and Educational Program was held at the Hyatt Regency Washington on Capitol Hill. There were 415 registered members, guests and students in attendance. The weather typical for July, hot and humid. What a special treat to be in our nation’s capital on the 4th of July watching fireworks over the Potomac River with your AMT friends and family. It doesn’t get any better than that!

AMT’s 81st Educational Program and National Meeting will be in Chicago, Illinois at the Chicago Hilton Hotel 720 S. Michigan Ave. Chicago, IL 60607 July 1-5, 2019. Room rates will be $129 + tax single or double occupancy. Plan your vacation around the AMT national meeting as there is so much to see and do in Chicago. AMT’s 2020 meeting will be held in the Western District.

Award recipients from the Southern District received their awards at the awards banquet in Washington, DC as follows: Cuviello Commitment to Excellence Award Dr. Georgia McCauley, MT – North Carolina; Pride of the Profession – Solomon Goldberg, RMA – Florida; Becky Award – Christopher Seay, MT Tennessee; O. C. “Skip” Skinner Armed Services Award Charlene Lynch, RMA – North Carolina; GEM Award Dr. Paul C. Brown, D. Min, MT – Alabama, David McCullough, MT – North Carolina (posthumous); Exceptional Merit - Nettie L. Norphleet, MS, RMA – Alabama; Pillar Award - Judy Fortune, RMA – Kentucky, Harry Narine, MT, RPT – CASMET; Distinguished Achievement - Sherry M. Blevins, RMA – Tennessee, Khalil L. Lucky, RPT – CASMET; Silver Service – Martha Duncan, MT – Tennessee; Friend of AMT Award Colan “Jay” Macomber – Florida; Legacy Tribute – Jackie Cooper (CASMET), Publication Awards - Journal 2nd Place – Alabama Alatech – Nettie Norphleet, Editor; Newsletter 2nd Place – Florida -Florida News for Allied Health Professionals – Kathleene Hardy, Editor, 3rd Place – North Carolina – The Tarheel Tech Tommie Williams, MT, Editor; Honor Roll State Societies - Alabama, Florida, Kentucky, North Carolina, Tennessee and Virginia. Norman Frankel Outstanding Student Awards - Medical Assistant Student Katherine Williamson, Miller Motte College, Cary, NC; Student Technical Writing Award 1st Place 1st Place: Jennifer Preuss Osborne, Winston-Salem State University, Winston-Salem, NC “Does Knowledge Equal Power with HBCU Students?”. Congratulations to each of you. You have worked tirelessly for your state society and AMT and are so deserving of your award. I am proud of all your accomplishments.

Three new members were elected to the Board of Directors. Harry Narine, MT, RPT - CASMET, Martha Hinkel, MT - Rocky Mountain and Francine Orin, RMA-Central Plains were elected to their first term. Your AMT Officers are President: Jeannette Hobson, RMA, RPT, CMAS, AHI; Vice President:
Effective July 1, 2018, the Agency will discontinue the licensure program for non-waived laboratories. CH2018-24 eliminated Laboratory facility licensure under former Chapter 483 for CLIA Non-Waived Laboratories.

- Discontinuation of the Non-waived Laboratory Licensure Program
- Laws of Florida 2018-24

**Summary:** Amends section 456.054, Florida Statutes, which provides that a designated facility owned or operated by a public health trust and located within the boundaries of a municipality is under the exclusive jurisdiction of the county creating the public health trust. Eliminates state licensure requirements for clinical laboratories and requires a birth center to be federally certified and to meet specified requirements to perform certain laboratory tests.

**The following are some changes of note to AMT members:**

**Chapter 2018-24 eliminated many other chapters that governed healthcare facility licensure and added to HB 21 and Senate 622. Some Important changes to this Chapter may affect facilities where RMAs work.**

CH.2018-24 passed a section prohibiting any person or entity from paying or receiving a kickback for referring patients to a clinical laboratory; prohibiting a clinical laboratory from providing personnel to perform certain functions or duties in a health care practitioner’s office or dialysis facility; repealing part I of ch. 483, F.S., relating to clinical laboratories; amending s. 483.294, F.S.; amending s. 483.803, F.S.; practitioner’s office or dialysis facility; providing an exception; prohibiting a clinical laboratory from leasing space in any part of a health care practitioner’s office or dialysis facility; repealing part I of ch. 483, F.S., relating to clinical laboratories; amending s. 483.294, F.S.; removing a requirement that the agency inspect multiphasic health testing centers at least once annually; amending s. 483.801, F.S.; providing an exemption from regulation for certain persons employed by certain laboratories; amending s. 483.803, F.S.; revising definitions of the terms “clinical laboratory” and “clinical laboratory examination”; removing a cross reference; amending s. 641.511, F.S.;

LABORATORY SERVICES - A birth center may collect specimens for those tests that are requested under protocol. A birth center must obtain and continuously maintain certification by the Centers for Medicare and Medicaid Services under the federal Clinical Laboratory Improvement Amendments and the federal rules adopted there under in order to may perform simple laboratory tests specified, as defined by rule of the agency, and which are appropriate to meet the needs of the patient is exempt from the requirements of chapter 483, provided no more than five physicians are employed by the birth center and testing is conducted exclusively in connection with the diagnosis and treatment of clients of the birth center.

**Florida Laws That Impact The Healthcare Profession**

**HB 21 Effective July 1, 2018**

Creates section 456.0301, Florida Statutes, requiring practitioners to complete a specified board-approved continuing education course to prescribe controlled substances. The bill defines “acute pain” and establishes prescribing guidelines and grounds for disciplinary action if not followed. It limits opioid prescriptions for the treatment of acute pain to a specified period under certain circumstances and requires health care practitioners to check the prescription drug monitoring program (PDMP) database prior to prescribing or dispensing a controlled substance. Pain management clinics with an exemption from registration under section 458.3265 or 459.0137, Florida Statutes, are now required to register their exemption with the Department of Health with no fee. A new certificate of registration is required if a change of address occurs at the clinic.


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(Continued on page 11)
Two Aspects of Healthcare Management
Work/Life Balance & Cost of Healthcare
by Kareel Madison (student)

Introduction
Healthcare management encompasses many things. In this paper, I will focus on two aspects of healthcare management that are very important to me. These are important to me because I hope to one day oversee a healthcare practice, and I feel that these two aspects will help me to be successful in that area. The two aspects that I would like to focus on in this paper are as follows: Work/Life Balance and Cost of Healthcare. Having a good work/life balance will help healthcare management to be successful by ensuring that they do not get burned out at work and that they are still able to enjoy life outside of work. Often, I see healthcare managers who are so consumed with work that there is no separation between work life and home life. Having a good work/life balance will also make sure that healthcare management is performing at their best, both at work and at home. Understanding the cost of healthcare is one area of healthcare management. There are always changes being made by insurance companies and other companies that are involved in health economics, so it is beneficial for any member of healthcare management to stay focused on the cost of healthcare. Therefore, understanding of the cost of healthcare will enable healthcare management to efficiently manage healthcare practices, while keeping the cost down, which will ensure that the practice is making a profit.

Work/Life Balance
“Leadership by example and modeling self-care are clichés with little daily application to the hustle and bustle of a busy nurse’s life. Until, that is, there is a scary reminder that even with all our understanding about healthy lifestyles, our bodies, minds, and spirits can let us down” (Goodwin 2017, p. 1). What is work/life balance? According to Braun, “work-life balance is defined as the perceived accord between the arrangement of different areas, roles, and goals in life that one targets and its actual realization. Employees feel that their private and professional life domains are in balance when they perceive themselves to be effective and satisfied in the multiple roles that they are faced with” (Braun & Peus, 2018, p. 4). As leaders, it is important to set good examples. Having good work/life balance shows our employees that we are able to effectively function on the job and at home. Some of the ways of creating good work/life balance is by having flexible working hours and family-friendly policies (Braun & Peus, 2018).

Cost of Healthcare
The cost of healthcare is of great importance to healthcare management. According to the 2015 health statistic done by the Organization for Economic Cooperation and Development (OECD) “The United States has the world’s highest per capita health care costs—about double those of other wealthy nations” (Himmelstein, 2016, p. 1). Healthcare management will need to be familiar with numerous health insurances such as Medicare, Medicaid, armed services insurances, and private/commercial insurances. These are where they will receive the majority of their payments for the services rendered at their facilities. They will also make a profit from self-pay patients as well, the amount depending on the type of field they are in. For instance, a primary care office will make a majority of its profits from insurance, as most of the patients going there are suffering from one sort of illness or another. On the other spectrum, plastic surgery offices make majority of their profits from self-pay patients, as many of the procedures that they do are considered “elective,” so therefore, it's not covered by insurance.

Background
According to the website for the American College of Healthcare Executive (ACHE), Healthcare Management is “purpose to influence the growth, development or operations of a healthcare organization.” The healthcare management team was put into place to take care of the administrative duties of a healthcare facility or practice. This enables providers to focus more on taking care of their patients, rather than taking care of paper work. There are a wide variety of people in healthcare management. Some of them are: nurses in the supervisory positions, medical assistants in the supervisor role, doctors who have chosen a role in management, individuals who have earned a healthcare management degree, account managers, and CEO's and CFO's of healthcare practices/facilities, among other individuals (Dainty, K. N., & Sinclair, D., 2017).

Maintaining a healthy work/life balance is essential in healthcare management. It is important to keep a healthy balance so that an individual does not become fatigued with their work environment and they are able to enjoy a quality lifestyle. According to an article published in the Journal of Work and Organizational Psychology, “A recently published report in Forbes (an American business magazine) suggests that work-life balance matters much for higher creativity, productivity, and performance” (Haider, Jabeen, & Ahmad, 2018, p. 1). They also suggest that “Organizations not permitting work-life flexibility tend to negatively impact their employees’ job performance, whereas enhancing work-life balance may benefit both employees and organizations” (Haider, Jabeen, & Ahmad, 2018, p. 1). According to their research, “Organizational leaders must realize that improving work-life balance enhances job performance by increasing employee’s psychological wellbeing” (Haider, Jabeen, & Ahmad, 2018, p 7).

The cost of healthcare is covered not just by individuals, it is also covered in part by the government, tax payers, and by health insurance networks. Healthcare management must make certain that they are being reimburse accurately, for the services that their providers are rendering. According to an article written for Medical Economics, “Experts say insurance companies sometimes underpay the expected amount for a service or a procedure – and practices often are unaware when it happens” (Bendix, 2018, p. 1). To combat this, Bendix stated that experts recommend “to have each payer’s contract on-hand,” as it will have the negotiated rates (Bendix, 2018, p.1). He also recommends entering the “payment data into the practice’s revenue management software” (Bendix, 2018, p. 1). This will help healthcare management ensure that they are receiving the correct payments for services rendered.

(Continued on next page)
The Benefits of Healthcare Management

Having healthcare management is very beneficial to any healthcare facility. Healthcare management ensures that healthcare practices and facilities are run effectively and efficiently. Healthcare management is the bridge between patients, providers, and insurance companies. They are responsible for managing staff, facilitating negotiations, organizing events, and planning for their companies’ future. They are also the liaison between the patients that come into their facilities and the providers that administer the care (Alves, L. F., Cagliuso Sr., N. V., & Dunne, W. J., 2015).

Conclusion

In conclusion, the two aspects of healthcare management that were discussed in this paper are work/life balance and cost of healthcare. Having a good work/life balance will enable healthcare management to be effective, both in the office and outside the office. It will also ensure that they do not get burnout at the office and will be able to enjoy their home lives. We learned that the cost of healthcare in the US is about double per capita than other wealthy countries (Himmelstein, 2016, p. 1). We also leaned that the cost of healthcare does not solely rest upon the individual receiving healthcare, but also on government, tax payers, and insurance networks. In addition, healthcare management must make sure that their facilities are being reimbursed correctly by insurance companies for services that were rendered to their patients. In essence, having healthcare management is an essential part of any healthcare facility, ensuring effective managing, organizing, facilitating, and planning to maintain a successful and profitable business.

References


https://ache.org/membership/credentialing/healthcare_management_definition.cfm


Kareel Madison is a Registered Medical Assistant, who has been working in the medical field since 2005. She graduated Stanford-Brown Institute in 2005, where she earned her Certificate in Medical Assisting. In 2010, she graduated with her AA in Human Services from the College of Central Florida. She is currently attending the same school, where she’s pursuing her BAS in Healthcare Management. She works full-time as an RMA, is a mother to three beautiful children, and is a part-time student. Kareel resides in Ocala, Florida.
Mammogram: What Are You Waiting For?
by Olivia Acosta

Growing up my Grandfather used to say, “Déjalo para mañana!” Leave it for tomorrow! I find that in our generation with factors like the cost of healthcare, what kind of provider we should see, what if we can’t afford the bill, it can be difficult and confusing to keep up with tasks that can have a direct impact on our wellbeing and health. So we always put those tasks last. One of those tasks that we as women tend to put off is our Mammogram Breast Cancer Screening.

According to the Garner Mammography team and other healthcare providers who took part in research to help identify women and excuses for getting a mammogram, several mammography technologists have joined together to help uncover ways to turn excuses into action. We don’t want fear or lack of understanding to drive decisions about your breast health. We’re taking a few of the reasons we regularly hear and explaining why a simple excuse shouldn’t stop you from scheduling your screening mammogram.

The most common excuse is, “I don’t need it, there is nothing wrong with me. My last mammogram was negative, so I think I’ll skip a few years.”

While we’re thankful you were cancer free, this logic doesn’t really hold. Most of us still have routine dental cleanings even if we don’t have cavities, right? We admit that using that comparison is a stretch, but it does help explain that preventative screenings are important to good health, explains the Garner team.

Working in the field I have personally encountered many females that are so opposed to having this preventative test done. As an RMA (AMT) it is very imperative that I acknowledge this trend.

For every 1,000 women who have a screening mammogram:
• 100 are recalled for more mammography or ultrasound images
• 20 are recommended for a needle biopsy
• 5 are diagnosed with breast cancer

October is National Breast Cancer Awareness Month

What Is a Mammogram? A mammogram is a specific type of breast exam used to aid in the early detection and diagnosis of breast diseases in women. This quick medical exam uses a noninvasive X-ray targeted to each breast, producing pictures that your doctor can use to identify and treat any abnormal areas, possibly indicating the presence of cancer.

Why Are Mammograms Important? Annual mammograms can detect cancer early—when it is most treatable. In fact, mammograms show changes in the breast up to two years before a patient or physician can feel them. Mammograms can also prevent the need for extensive treatment for advanced cancers and improve chances of breast conservation. Current guidelines from the American College of Radiology and the Society for Breast Imaging recommend that women receive annual mammograms starting at age 40—even if they have no symptoms or family history of breast cancer.

✓ Mammography has helped reduce breast cancer mortality in the U.S. by nearly 40% since 1990.
✓ The ten-year risk for breast cancer in a 40-year-old woman is 1 in 69.
✓ 1 in 6 breast cancers occur in women aged 40-49.
✓ 3/4 of women diagnosed with breast cancer have no family history of the disease and are not considered high risk.
✓ Even for women 50+, skipping a mammogram every other year would miss up to 30% of cancers.

References:
www.mammographysaveslives.org/Facts
www.islandhospital.org/screening-mammography
What Really Separates Achieving A Goal from Not Achieving That Goal

Dr. Naomi Melvin MPH, MT (AMT)
National Board of Directors, AMT; President, SBC Lab Consultants; CEO, World of Wellness USA

What really separates achieving a goal from not achieving that goal? I was recently asked this question by students after I gave a presentation at a Keiser University facility. My CV is filled with many achievements and lots of years of “delayed gratification” I answered.

Delayed gratification has been linked by researchers to positive life outcomes like academic success and healthy relationships in life. Remember the research done on children who were promised a bag of candy if they just did not eat the candy in front of them until the researcher returned to the room 15 minutes later? How many children ate the candy after 10 minutes?

Everyone sets goals in the beginning of the year to improve their health, pay down debts, or participate in career advancement to name a few. In a study done by Wooley and Fishbach surveying 449 people, they found that the ability of these people to persist in attaining their goals was strongly based on the immediate and delayed benefits when working toward those goals.

It is important to set clear goals for yourself in life. Goals provide a sense of purpose that focuses your energy. Researchers have found that delayed benefits had less influence on persistence; delayed benefits merely played a role in setting the goal in the first place. What really worked for most people when pursuing a goal was seeking out the positive experience.

In other research on exercise, healthy eating and study habits it was observed that all of the people who set goals to improve in these areas worked harder to achieve them when they enjoyed the experience. People did cardio walks longer when they walked in areas they liked in nature. People ate healthier diets when they liked the food they were eating and finally students spent more time studying when they liked the subject matter. Another very important part of this pursuing goal experience involved other people who participated with them.

When you do a quick Google search of the words “work- life- balance” you get more than 104 million results flooding your computer screen. It seems the current conversation treats “work” and “life” as separate. The reality is that work especially in the medical field is such a large part of our lives. Our families are our biggest support groups along with our co-workers and professional organizations like AMT. Once someone has identified their goals and made their plans to achieve them, they are inviting their network of supporters to cheer them on when they achieve landmarks and point out when they are unfocused and off track. This requires recognizing that constructive feedback can be hard to hear from a family member or a person in your network and requires letting go of some ego and pride. Cialdindi, Goldstein and Martin explain in their research that “making an active commitment directly affects action”. Volunteers who passively agreed to volunteer for a project showed participation rates of 17% in contrast with those who volunteered in writing (signing a contract) which resulted in 49% participation. Writing down your goals, developing a plan and sharing it with your family and support network increases social accountability.

Does our attitude drive our persistence in achieving goals? Is there a correlation between optimistic people because they see a more positive experience in achieving goals, versus pessimistic people who see goals a part of chores? Why have you been so successful in reaching some of your goals Dr Melvin? Many people believe that leaders and achievers are born predisposed to certain talents and lacking in others. In fact decades of research according to Heidi Grant suggest that “successful people reach their goals not simply because of who they are but because of what they do”.

There are nine things that successful people do differently than other people. First they “are very specific in identifying what they want to achieve”. They then think about the specific actions they must take to reach that goal. Second they “seize the moment to act on their goals”. I know as a private health consultant and business person that the potential new client return phone call cannot be delayed if I want to continue to grow my business. Third they “always know how far they have left to go to achieve their goals”. Successful people do QC (quality control) on their progress toward their goals. Fourth they are “realistic optimists” when they are setting their goals. They do not underestimate how difficult or impossible it may be to reach the goal. They set realistic goals. Someone with a fear of heights should not have a goal to learn how to rock climb El Capitan. Fifth they “focus on getting better rather than just being good”. They focus on goals that are about improving themselves by acquiring new skills rather than proving themselves. Sixth they “have grit”. Grit is staying power. They are willing to commit to the long- term goals and persist in the face of difficulty. Seventh they “build willpower”. They exercise and build their self-control muscles. Eight they “do not tempt fate” by overtaxing their will power muscles and taking on too many tasks at one time. Nineth they “focus on what they will really do, not what they won’t do”.

If a person wants to achieve their goals they should always ask themselves “what will I do if I do not achieve this goal”? (Continued on page 12)
Currently there is a nationwide shortage of qualified Clinical Laboratory Technologists (CLT). Even in South Florida, where we have a large influx of new residents from both the US and abroad we feel the shortage. It is increasingly difficult to fill positions as they become open. Sometimes taking months to fill a night shift position.

As a lab family we must find a way to fill these essential positions. According to the U.S. Bureau of Labor Statistics www.bls.gov: Employment of CLTs is projected to grow by 12 to 13 percent by 2026. Laboratory testing accounts for around 70 percent of diagnostic information needed by physicians. Some of the reasons given for the decrease in available CLTs according to Passportusa.com include:

- Increased demand due to an aging population and increased sophisticated testing methods requiring advanced technical knowledge
- Nationwide decrease in training programs; only one in South Florida
- Approximately 40 percent of the lab workforce is retiring within 10 years
- Salary issues

In our laboratory we are solving the shortage issue by hiring select graduates from our only local CLS University program. As the students rotate through each laboratory area; we are able to gauge their grasp of knowledge, retention of theory, critical thinking skills, people skills, reliability, and commitment to the Clinical Laboratory Sciences. In this way we are able to offer the new CLTs entry level positions after passing the national examination and acquiring their Florida Generalist License. Some local hospital laboratories no longer take students not realizing that they are a source of new talent.

Although we work with less staffing and still have to do our technical assignments while teaching and mentoring the trainees, in the end it is well worth the extra effort. As seasoned technologists, we need to realize how difficult and demanding it is for the new CLTs to integrate into our lab workflow. And we must do all we can to mentor and guide them as they are essentially learning four or more jobs at once—they are mastering Chemistry with complex instruments, Hematology especially at labs with cancer centers, Microbiology with its own complex algorithms for pathogen detection, Transfusion with sometimes multiple traumas—each area with its own quality control procedures, terminology, sample requirements, and computer skills to master.

The new CLTs must be made to feel welcomed into our lab and feel at ease as they master all of these skills. We must guide them through the process and in time these new Technologists will become an asset to our laboratory; bringing fresh new ideas and interpretations. And one day they will be the leaders of tomorrow.

Also, at our facility, the marketing team sends a laboratory representative to local high schools on their Career Day. We have made posters and flyers for the students. We explain all of the benefits and excitement of becoming a CLT, especially to those who show interest in the biological sciences. Many students were happy to learn the salary of a CLT and have asked excellent questions. In Two high schools none of the students had even heard of CLT as a career choice and neither had their instructors or other presenters. Interestingly these were among the largest high schools in the South Florida area one with almost two thousand students.

In these days of cuts and lean work environments we as CLTs need to think outside the norms and develop new ways of acquiring qualified personnel. And with the disparity between salaries of similarly educated BS RNs and BS Physical Therapists; we need to raise the salaries of CLTs to compete for students who are on the fence about which Allied Health career to choose.
specific methodology. It is this concept that resulted in the INR (International Normalization Ratio) for prothrombin results monitoring anticoagulants on patients. Congress appropriated $2 million to CDC for such a project on some specific tests like BNP (B-type Natriuretic Peptide), PSA, CA125, CEA and D Dimer to name a few.

OSHA Citations for No Workplace Violence Training of Personnel
Workplace Violence facility plans and personnel training were mandated in 2015. In 2018 OSHA has begun to enforce the lack of workplace violence training in healthcare facilities as a result of an increase in workplace violence. OSHA is citing a lack of workplace training under the general duty clause as willful intent since the legislation became effective in June of 2015 and there has been an increase in gun violence in more places since 2014. There are numerous videos on the OSHA site linked to YouTube available for employers on how to fulfill this requirement for their healthcare employees. Florida AMT also offers training at our scientific meetings.

Federal Legislative Updates

PAMA
Protecting Access to Medicare Act (PAMA) passed in 2014 was passed to assist in stabilizing the Clinical Lab Fee Schedule (CLFS) used to bill Medicare and Medicaid. The Centers for Medicare and Medicaid Services (CMS) was charged by the legislature to provide a data collection mechanism that would provide a market-based system that would reflect fair prices paid to laboratory test providers over a broad spectrum of providers in various geographical locations.

The process developed by CMS excluded many hospital and POL laboratories and created an electronic data collection system unworkable for smaller laboratory providers. The result of such a process only included the large industry providers like Labcorp and Quest to name a few leaving out the smaller providers. The CLFS fees were cut even further by these large volume providers actually “Preventing Access to Medicare and Medicaid” laboratory services for patients.

A large Coalition of Laboratory organizations including AMT have asked Congress to reform the process developed by CMS by: 1) modifying the data collection integrity and market exclusions 2) Ensure the data represents all the segments of the clinical laboratory market and 3) provide a transparent process to allow CMS to validate the data collected. CMS is still seeking input on changing the data collection process. AMT and the coalition of laboratory organizations has petitioned Congress to stop cuts that would take effect in January of 2019 until this process is corrected.

Harmonization of Laboratory Results
Harmonization of laboratory test results is important because a result from one test method may represent different numeric values compared to another clinical test measuring the same clinical analyte even though each result is accurate using a

Medical Assistant Recognition Week

CELEBRATION

Fall has arrived! That means, National Medical Assisting Recognition Week was October 15-19. To celebrate NMARW, the Florida State Society of American Medical Technologists, FLSSAMT, was invited to speak to a group of medical assisting students at the Keiser University Tampa Campus. Deborah Janezcko, Chairman of the NMARW Committee, was honored to represent the FLSSAMT and AMT to discuss the importance of credentialing and the AMT RMA certification exam. The students were eager to learn about the exam, how to navigate the AMT website, and discuss topics covered on the exam. Keiser University’s MA Program Director, Brenda Hannah, provided the students with a pizza lunch and Mrs. Janezcko was able to give each student a small gift from the AMT. Each student in attendance received an AMT post-it notes pad and an invitation to a future FLSSAMT meeting! Laughter and fun was had by all!
What will I do instead? When you answer both these questions I believe you will be able to realize what is needed to really achieve your goals by separating what you must change to keep from achieving that goal. Everyone makes mistakes along the road to success. Successful people who achieve their goal correct their mistakes with positive actions. I hope this article helps the reader to gain some insight into what you have been doing right all along. Remember you do not have to become a different person to become a more successful one. Remember it is not what you are but what you do that makes for success in life.

References:

(Achieving A Goal, continued from page 9)

The Florida State Society of American Medical Technologists has over 7,000 members who are employed in various positions in hospitals, private laboratories, universities, state colleges, private educational institutions, physician offices and clinics, physician office laboratories, and dental offices. At least one third of these members are in supervisory or management positions that have direct input into buying decisions at their workplace and all of them have influence in purchasing power for companies that offer products that are beneficial to Individual allied health professionals.

We offer advertising in our Newsletter, which is published twice a year, and/or our website, which is available at all times. In addition, you may choose to have a one-page flyer included in the packets that are distributed to member and non-member attendees at our educational conferences, which are held in various locations throughout Florida 2 to 3 times a year. Attendance at these conferences averages 90 to 150 per event.

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