

A B C N E W S L E T T E R

CURRENT EVENTS AND TRENDS IN BLOOD SERVICES

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2015 #12

April 3, 2015

ABC Annual Meeting Explores Blood Safety Advances, New Research Innovation

More than 200 professionals from members of America's Blood Centers and industry sponsors gathered in Washington, D.C., last week for ABC's 53rd Annual Meeting, where ABC members voted to approve a new slate of officers and two new board of director members. Attendees, who met at the Ritz-Carlton, Pentagon City, in Arlington, Va., heard presentations and participated in lively discussions about recent advances in blood safety, emerging blood research, the economics of plasma, and succession planning for boards of directors.

Leaders from ABC member centers also had the chance to visit with their members of Congress on Capitol Hill and to honor individuals and organizations that

have shown extraordinary commitment to the mission of community blood centers at the 18th annual *Awards of Excellence* (see page 10 for photos). For the first time, ABC and the Foundation for America's Blood Centers (FABC) hosted the ABC's



Jan M. Bult, President and CEO of the Plasma Protein Therapeutics Association, presents on the state of plasma fractionation.

Got Talent fundraiser (see page 8), as well as a Monumental Affair, a unique networking event with breathtaking views of the Washington skyline. ABC also welcomed several international guests for the International Blood Safety Forum on Friday, March 20 (see page 17).

Business Forum. On Saturday, March 21, the Annual Meeting featured the firstever Business Forum, which focused on "The Economics of Plasma – Business Issues Impacting Blood Operators." The speakers explored the current regulatory and business landscape of plasma for fractionation and plasma therapeutics. Jan M. Bult, president and CEO of the Plasma Protein Therapeutics Association (PPTA), explained challenges facing the plasma fractionation industry that can lead to shortages of plasma therapeutics used to treat patients with bleeding disorders. Plasma protein therapeutics are proprietary biologics but often get caught

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OUR SPACE

Matt Granato, ABC's Chief Operating Officer How a Meeting Turned into an Event

Every March the ABC office is pulsing with energy. From early morning into the late evening, lots of synchronized teamwork takes place with every staff member playing a critical role, all to ensure the Annual Meeting runs without a hitch. This year was especially noteworthy; with several new features and announcements, we placed our focus on turning the meeting into an exceptional event.

How did we do it? We began by crafting unique educational and professional development sessions. In addition to the International Blood Safety Forum (co-hosted by Global Healing), the SMT Forum, and the Blood Center Leadership Forum, we introduced the Business Forum and the Advocacy Forum. The Business Forum featured exceptional speakers on the state of the plasma industry, the role of blood centers, and opportunities to maximize plasma collections today. On the last day, 20 members and supporters gathered for a meet-and-greet with blood community advocate, US Rep. Sam Farr (D-CA) at ABC's first congressional fundraiser. During the ensuing Advocacy Forum, Rep. Farr gave an update on Capitol Hill and ABC CEO Dr. Christine Zambricki provided a refresher on ABC's advocacy issues and some tips for advocating on the Hill.

The meeting format was inspirational, educational, and interactive. And we had some fun along the way too! The first-ever ABC's Got Talent competition and fundraiser took place with the *Awards of Excellence* reception. We swapped the sit-down banquet for food stations alongside small tables, allowing everyone to mingle. Of special significance to the ABC community was the unveiling of the William M. Coenen President's Award – formerly the ABC President's Award – in honor of retiring ABC Chief Financial Officer Bill Coenen. The previous evening, members gathered at the "Top of the Town" in support of the FABC for fantastic views of the Washington skyline and a performance by the Capitol Steps.

The Members' Meeting deserves special mention. First, we reintroduced the "hollow square" seating arrangement, giving all members a seat at the table and facilitating interaction with board members. Second, ABC staff joined Dr. Zambricki in giving the CEO Report, which helped convey our pride in the work we do for our members. Third, members got a sneak-peek of the soon-to-launch new ABC members' website and the ABC Professional Institute housed within it. Finally, staff and members welcomed Dr. Celso Bianco as honorary ABC member.

Then, there was the app everyone was talking about. We are happy to announce the ABC event app is here to stay and will be a staple at ABC meetings and workshops. We believe we successfully turned our Annual Meeting into an Annual Event. I hope you agree and join us again for our Summer Event in Philadelphia.

Hranato

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ABC is an association of not-for-profit, independent community blood centers that helps its members provide excellence in transfusion medicine and related health services. ABC provides leadership in donor advocacy, education, national policy, quality, and safety; and in finding efficiencies for the benefit of donors, patients, and healthcare facilities by encouraging collaboration among blood organizations and by acting as a forum for sharing information and best practices.

mgranato@americasblood.org

America's Blood Centers President: Susan Rossmann CEO: Christine S. Zambricki Publications Editor: Betty Klinck Business Manager: Leslie Norwood Annual Subscription Rate: \$390

Send subscription queries to <u>mnorwood@americasblood.org</u>. America's Blood Centers 725 15th St. NW, Suite 700, Washington, DC 20005 Phone: (202) 393-5725 Send news tips to <u>newsletter@americasblood.org</u>.

<u>ABC Annual Meeting 2015</u> (continued from page 1)

in regulations and rules intended for pharmaceuticals. He emphasized that it is important for regulators to understand that plasma-derived therapies must be treated differently than regular pharmaceuticals due to the longer, more costly production process, limited supply, and urgent necessity to patients with bleeding disorders, immunodeficiency, and autoimmune diseases of such biologics.

Navigating plasma regulations, particularly when dealing with international fractionators, can be confusing for blood centers. Mary Gustafson, vice president of Global Regulatory Policy at PPTA, shed some light on this issue during her presentation, offering an overview of the differing regulations governing the provision of plasma to fractionators for further manufacture in the US, Europe, and other parts of the world.

In the US, selling apheresis plasma to fractionators has been troublesome for blood centers because the Food and Drug Administration requires that untransfused apheresis plasma expire (one year after the collection date) before it can be sent for fractionation. Whole blood plasma on the other hand – while it bears the same labeling as apheresis plasma – can be shipped as "recovered plasma" to create essential plasma derivatives at any time during its shelf life. PPTA, the International Plasma Fractionation Association (IPFA), and others in the blood community have been working together with ABC to change these regulations, and FDA has committed to publishing a draft guidance this year addressing this issue. ABC CEO Christine Zambricki, DNAP, CRNA, FAAN, thanked both PPTA and IPFA for their unwavering support on this initiative.

Attendees also learned how to optimize plasma collections today, beginning with a talk by Christopher Trussell, vice president of Sales and Marketing, of Fenwal, a Fresenius Kabi company, and Kathleen Mickles, senior manager of Fenwal Customer Solutions. They reviewed how blood centers can increase plasma collections to meet the demand for both plasma for transfusion and plasma for further manufacture using automated collection devices. Ms. Mickles highlighted that blood centers have also increased revenue with the use of these devices.

Ric Thomas, lead executive for Donor Services, of Blood Bank of Delmarva (BBD), gave the blood center perspective on using automated collection devices to collect platelets and provide platelets stored in platelet additive solution (PAS) to their hospital customers. BBD was able to increase its collection of additional plasma products by 65 percent because the use of PAS displaces plasma, leading to an additional \$150,000 to 200,000 in revenue. Michele Tysarczyk, executive director at Central Blood Bank of the Institute for Transfusion Medicine (ITxM), shared her center's implementation of a collect-to-need strategy to forecast the need for plasma and plasma derivatives and target specific donors and collection methods to meet those needs. She emphasized that automated collection devices are key to the success of this strategy.

ABC Members Meeting. Dan Waxman, MD, kicked off Sunday's events with a Wellness Walk, prior to the Member Dues Hearing and the ABC Members Meeting. This year's Members Meeting saw the return of the "big table" seating format in which each member had a place at a large open table, allowing face-to-face interaction of members, board of director officers, and staff.

(continued on page 4)

<u>ABC Annual Meeting 2015</u> (continued from page 3)

"We strongly believe that *you* are ABC. It's not the staff, it's not a concept - it's you, the members, who make up this organization. The higher the degree of engagement by you, the stronger the association will

be," outgoing ABC President Dave Green said in his president's report.

Mr. Green discussed the challenges facing ABC and all membership associations, the board of directors' commitment to ABC's core values, and its increased focus on providing member value. Martin Grable, president and CEO of Community Blood Center of the Carolinas, who previously served as ABC's treasurer and was recently elected vice president, gave the treasurer's report. While dues are not increasing this year, he emphasized the ABC board's ongoing efforts to reevaluate the dues structure to accommodate the growing number of mergers and acquisitions.



Immediate Past President Dave Green honors outgoing board member Laurie Sutor, MD, and outgoing ABC vice president, Rick Axelrod, MD.

Next, ABC members heard from Dr. Zambricki about ABC's progress on its strategic plan objectives, as well as several advocacy efforts. ABC Chief Medical Officer Louis Katz, MD, gave an update on scientific, medical, technical, quality, and regulatory (SMTQR) initiatives, including the efforts to increase the flexibility of plasma regulations and emerging infectious diseases, such as chikungunya virus and Babesia.

For the first time, ABC staff members provided updates on specific projects, including the recently issued Member Value Report (see <u>ABC Newsletter</u>, 3/6/15), the soon-to-launch redesigned ABC members' website, the developing ABC Professional Institute (API), and ABC's Data Warehouse. The API, presented by Abbey Nunes, chief member experience officer, will be part of the new member website and promises to be a one-stop-shop where ABC members can access all of ABC's educational offerings.

FABC Board Chair Roy Roper, president and CEO of Blood Bank of Delmarva, presented the FABC's major fundraising goals – currently focused on supporting the API. Jennifer Ficenec, senior vice president of Plasma and Business Development at Blood Centers of America (BCA), gave a touching tribute to the late Jerry Haarmann, a blood banking industry leader and visionary, previously president of Group Services for America's Blood Centers (GSABC), who unexpectedly passed away last year. The FABC established the successful Jerry Haarmann Memorial Campaign, which runs through April 30, in his honor that will support a leadership in blood banking certificate program in his name, to be offered through the API.

ABC members wrapped up the meeting by voting to approve the new slate officers and board of directors (see <u>ABC Newsletter</u>, 2/13/15) and the honorary ABC membership of Celso Bianco, MD, who retired as ABC's executive vice president in September 2012.

SMT Forum. The Scientific, Medical, and Technical (SMT) Forum began with a talk from David A. Leiby, PhD, of FDA's Center for Biologics Evaluation and Research, about the difficult issues around considering donor screening to prevent transfusion-transmitted Babesia, a tick-borne disease. He presented data from blood centers in Babesia-endemic areas, highlighting that the illness poses unique

<u>ABC Annual Meeting 2015</u> (continued from page 4)

challenges due to its seasonal and regional nature. It is unclear which, if any, testing strategy – who to test, where to test, antibody and/or nucleic acid testing (NAT), etc. – will provide the most appropriate and cost-effective protection for transfusion recipients, explained Dr. Leiby. Blood services would catch about 87 percent of potential transfusion-transmitted babesiosis cases if screening were implemented in the seven most highly endemic states.

Frank Nizzi, DO, vice president of Clinical Services at Blood Systems, Inc., (BSI) gave attendees a look at Blood Systems' innovative cell therapy program, highlighting the potential role of blood centers in collecting and producing stem cells to be used in developing cell therapies. Leveraging an opportunity to advance cell therapy and produce revenue, BSI and its research arm, Blood Systems Research Institute, are working together to produce clinical grade mesenchymal stem cells (MSCs) that could eventually be used in cell-based therapies once FDA approves them (see <u>ABC Newsletter</u>, 1/23/15).

Merlyn Sayers, MBBCh, PhD, president and CEO of Carter BloodCare, moderated a session on the clinical importance of the age of transfused red blood cells (RBCs) – a hot topic in blood banking over the last several years as researchers have investigated whether the amount of time that RBCs are stored has any impact on transfusion recipients. The session emphasized that large randomized studies have thus far proved false the notion that older, stored RBCs have deleterious effects on patient outcomes.

Darrell J. Triulzi, MD, medical director at ITxM, presented results of the Red Cell Storage Duration Study (RECESS), a large randomized clinical trial that found no difference in outcomes among complex cardiac surgery patients transfused with older stored blood as compared with those receiving fresher blood. The results were presented in an abstract at the 2014 AABB Annual Meeting (see <u>ABC Newslet-ter</u>, 11/7/15) and will be published soon in *The New England Journal of Medicine* (NEJM). Dean A. Fergusson, MHA, PhD, director and senior scientist at the Ottawa Hospital Research Institute, presented results of the Age of Blood Evaluation (ABLE) trial, recently published in NEJM. This large randomized trial conducted in critically ill patients showed that fresher RBCs did not offer any benefit over standard-issue RBCs in terms of mortality (see <u>ABC Newsletter</u>, 3/19/15).

Next, the audience heard an in-depth talk about risk tolerance and its relationship to blood safety from Greg Paoli, MASc, principal risk scientist at the Risk Sciences International in Ottawa, Ontario, Canada. The session concluded with a presentation from a Cerus representative on the implementation of its recently FDA-approved pathogen inactivation technology.

Blood Center Leadership Forum. Monday morning began with a session on the legal and strategic aspects of "Cooperating to Compete," a continuing theme throughout ABC's recent meetings. Kathryn K. Conde, a partner at Nutter McClennen & Fish, LLP in Boston, reviewed antitrust law on healthcare competitor agreements, guidelines for joint venture agreements, as well as mergers and acquisitions. With the growing number or mergers and partnerships among ABC blood centers, attendees were engaged during the question and answer session. Tonia Kraus, senior vice president of the Alternate Care Group at MedAssets, and Akiva Faerber, senior vice president of Clinical Resource Management at MedAssets, discussed how to navigate the hospital supply chain and the role of group purchasing organizations (GPOs) at a blood center.

Following lunch, Les Wallace, PhD, president of Signature Resources, Inc., a nationally recognized expert in association governance, led a rousing and interactive discussion about ensuring the future success

<u>ABC Annual Meeting 2015</u> (continued from page 5)

of blood centers through board of director succession planning. He emphasized the important role of the board chair and vice chair in holding board members accountable for their performance. To ensure a high performing board, board members should conduct annual self-assessments, adhere to term limits, receive governance leadership training, and have established board job descriptions to follow. Attendees posed questions on topics ranging from governance in the face of mergers to board term lengths.

Roger Y. Dodd, PhD, a volunteer researcher at the American Red Cross Holland Lab, who recently retired from his position of vice president of Research and Development and director of the Holland Lab, delivered this year's Celso Bianco Lectureship, funded by the FABC. Dr. Dodd reviewed progress over the last 50 years in the management of transfusion transmitted infections and future perspectives on emerging infectious diseases, such as Chikungunya virus, babesiosis, and dengue virus. Dr. Dodd also explored the possibilities offered by emerging blood safety technologies like next generation sequencing and pathogen reduction.



Celso Bianco, MD, (left) and Roger Y. Dodd, PhD, who gave the Celso Bianco Lectureship Series talk.

Networking Events. Attendees were treated to a number of unique networking events this year, including "A Monumen-

tal Affair," held on Sunday, March 22 at the Top of the Town, a venue that offers beautiful views of the Washington skyline. Guests were in stitches as the political comedy troupe, the Capitol Steps, mocked the D.C. political scene – and even included some material for the European attendees. Guests also had the opportunity to bid on silent auction items while they mixed and mingled with colleagues. A select group of attendees also purchased tickets for an extra-special VIP limo tour of the monuments and land-marks by moonlight, complete with champagne and strawberries. Both events supported the FABC, which supports programs and initiatives that benefit all ABC members.

On Monday evening, meeting attendees and their guests headed to the 18th Annual Awards of Excellence



(From left to right) Immediate Past President Dave Green, ABC CEO Christine Zambricki, Gail Frederick (FABC supporter), and FABC Vice Chair Pascal George enjoy a moonlit tour of the monuments.

and Talent Show (see pages 10-12 for photos). ABC Annual Meeting regulars have come to anticipate the awards ceremony each year, as it provides ABC and the FABC with the opportunity to recognize those who go above and beyond in supporting community blood centers (for details on awardees, see <u>ABC Newsletter</u>, 2/27/15). For the first time this year, attendees enjoyed top-notch entertainment by their fellow ABC colleagues during the ABC's Got Talent show and fundraiser that supported the FABC (see page 8 for details). ABC also switched out the usual sit-down banquet for food stations and small tables, allowing attendees to mix and mingle.

During the award presentations, outgoing ABC President Dave Green unveiled the William M. Coenen Award – formerly the ABC President's Award – in honor of retiring ABC Chief Financial Officer Bill Coenen (see page 14). The audience responded with a standing ovation to honor Mr. Coenen and the first recipient of the renamed award, Dr. Katz.

The Annual Meeting closed with a congressional fundraiser followed by the Advocacy Forum and chance for ABC members to meet with their Congressional representatives on Capitol Hill (see page 16 for details). ABC and the FABC thank all of the attendees, speakers, and sponsors who made the Annual Meeting a success.



We Welcome Your Articles

We at the *ABC Newsletter* welcome freelance articles on any subject relevant to the blood banking community. Writers are encouraged to submit short proposals or unsolicited manuscripts of no more than 1,100 words. While ABC cannot pay for freelance pieces, the writer's name and title will be included at the end of the story, brief news item, or commentary. If proposing a story, please write a few paragraphs describing the idea and sources of information you will use, your present job and background, and your qualifications for writing on the topic. ABC staff cannot guarantee all stories will be published, and all outside writing will be subject to editing for style, clarity, brevity, and good taste. Please submit ideas and manuscripts to ABC Publications Editor Betty Klinck at <u>newsletter@americasblood.org</u>. You will be sent a writer's guide that provides information on style conventions, story structure, deadlines, etc.

Emily Shenk-DeMay Wins First ABC's Got Talent Competition

Emily Shenk-DeMay wowed the audience with her incredible vocals and took home the grand prize in the first ABC's Got Talent competition, hosted by the Foundation for America's Blood Centers (FABC) alongside the 18th Annual *Awards of Excellence* on March 23. Attendees at ABC's Annual Meeting in Washington, D.C., were treated to a lively talent show featuring their own blood center colleagues show-casing a variety of unique talents from tricking rope to ballroom dancing.

After the *Awards of Excellence* recipients were recognized, Martin Grable, president and CEO of the Community Blood Center of the Carolinas and ABC's vice president, who emceed ABC's Got Talent, welcomed guests and explained the competition. ABC's Got Talent began as an online talent show with 13 contestants soliciting votes via donation to the FABC. The top five contestants who raised the most money earned the chance to perform live in Washington.

Thanks to the generous contributions of the contestants' friends, family members, colleagues, and other FABC supporters, the Foundation raised more than \$25,000 before the live show, said Mr. Grable. The live talent show began the scoring anew, putting all contestants on an even playing field, regardless of their online campaigns. Numerous ABC members, sponsors, and other guests voted for their favorite performers via donation – raising a total of more than \$31,500 to benefit the FABC.

Ms. Shenk-DeMay, the manager of Corporate Administration at Mississippi Valley Regional Blood Center (MVRBC), became the first ABC's Got Talent champion with her moving a cappella performance of "God Bless America," set to an emotional video about her experience as a blood recipient during a rup-

Emily Shenk-DeMay sings "God Bless America," earning her the grand prize in ABC's Got Talent.

tured ectopic pregnancy in 2013 and her dedication to blood donation. Raising a combined \$6,665 in contributions to the FABC, including \$2,700 at the live show, Ms. Shenk-DeMay took home a two-night trip to Napa Valley, Calif. for two.

"I was honored to participate in the ABC's Got Talent competition, and thrilled to be included with such a talented group of blood bankers. I never imagined my passion for singing and my blood banking career would cross paths in such a wonderful way," said Ms. Shenk-DeMay. "As a transfusion recipient, it was especially meaningful to help raise funds for an amazing mission. I couldn't be more proud to work in this industry."

She added, "I would like thank my co-workers, peers, friends, and family who supported the FABC, as well as [MVRBC CEO] Mike Parejko for encouraging me to participate and our wonderful marketing team at MVRBC who worked with TAG Communications to put together an amazing video. I'm excited about the trip to Napa Valley and can't wait to see the sites and taste some incredible wine!"

Guests also enjoyed five other incredible performances – including one bonus act by Pascal George, CEO of Central Jersey Blood Center, who performed a French song, "Je me suis fait tout petit," on the guitar. Mary Townsend, MD, senior medical director at Blood Systems, brought out the cowboy and cowgirl in all of the attendees with her impressive rope tricking performance. The Shepeard Blues Band – a group of donors, friends, and staff at Shepeard Community Blood Center, including President and CEO Kevin Belanger – had guests up on their feet swaying to the music with their soulful performance of "Shepeard Man of Sorrow."



<u>ABC's Got Talent</u> (continued from page 8)

The audience fought the urge to get up and shake it when Kim-Anh Nguyen, MD, CEO of Blood Bank of Hawaii, and her husband Joe Foo took to the stage for an energetic ballroom dancing performance set to "What I Like About You." Guests were in awe of the belly dancing performance by Sher Patrick, marketing manager at Community Blood Center, Dayton, Ohio, who donned a vibrant costume and headdress, which she ordered straight from Egypt for the show!

ABC CEO Christine Zambricki, DNAP, CRNA, FAAN, wrapped up the show by presenting Ms. Shenk-DeMay with her prize and thanking all of the generous contributors who made ABC's Got Talent a success. ABC and the FABC are extremely proud of the talent among our members and heartened by their spirit to share it and participate in the competition. ABC and the FABC would like to thank the following contestants for their excellent efforts in their online campaigns: Chris Staub, Unyts; James AuBuchon, MD, Bloodworks Northwest; Dan Eberts, OneBlood; Laurett Gannon, Central Jersey Blood Center; Mindy Smith, Oklahoma Blood Institute; and Eric Stone, Blood Systems. See page 11 for more photos of the show.

"First of all I would like to thank the many talented ABC members who produced videos of their performances and the five finalists who performed live on stage. In addition to funds raised by the overall "ABC's Got Talent" program, it was a fun-filled evening enjoyed by all," said FABC Board Chair Roy Roper. "I would be remiss if I did not also recognize Pascal George, who delivered an impromptu performance of a French folk song – a big hit!" ♦



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2015 Workshop Schedule Fund Development topics: June 16-17 Communications topics: June 17-18 Donor Management topics: June 18-19

2015 Workshop Fees (early bird/regular) 2-day registration: \$390/\$445 3-day registration: \$460/\$515 4-day registration: \$515/\$565

Scholarship opportunities available to ABC members to cover the cost of registration fees and help with travel expenses. Application form and details will be made available once registration opens. We are proud to host the America's Blood Centers' FDCDM Workshop in Chattanooga this year. This workshop is a fantastic way for ABC members to bounce ideas off each other and stay abreast of current trends and topics facing our industry. Attendees will enjoy everything our city has to offer and we look forward to seeing each and every one of them at the event in June.

Rick Youngblood
President & CEO
Blood Assurance

Sponsorship opportunities available. Contact Abbey Nunes at *anunes@americasblood.org* for details.





Three convenient ways to reach Chattanooga: Fly directly into Chattanooga airport (CHA), served by American/US and Delta, or fly into Atlanta (ATL) or Nashville (BNA) airports and take the Groome Transportation shuttle to the hotel in Chattanooga; check *http://bit.ly/CHAshuttle* for schedules and pricing.



ABC Immediate Past President Dave Green (right) presents Peter Tomasulo, MD, (center) with the Thomas F. Zuck Lifetime Achievement Award, joined by Mary Townsend, MD, of Blood Systems, (left) who nominated him.



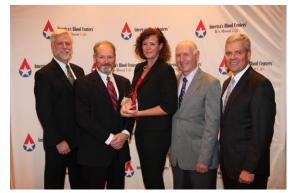
ABC Chief Medical Officer Louis Katz, MD, accepts the inaugural William M. Coenen President's Award (previously the ABC President's Award).



Alexandra Quarles, CEO of the Sarasota Memorial Healthcare Foundation (SMHF), accepts the Outstanding Humanitarian Service Award on behalf of SMHF, presented by ABC Immediate Past President Dave Green (right). They are joined by Scott Bush, SunCoast Blood Bank CEO, (left) and Jayne Giroux, SunCoast Blood Bank's director of Community Development (second left).



Larry Frederick (right) presents David Moates with the Larry Frederick Award, joined by One-Blood President and CEO Don Doddridge.



ABC Immediate Past President Dave Green (right) awards Gold Star Chili, represented by Charles Howard and Mickey Kamfjord (center), with the Corporation of the Year Award. They are joined by Hoxworth Blood Center President and Associate Director/COO Gregg Boothe (left) and Medical Director Ronald A. Sacher (second right).



Brian Cisek accepts the Media of the Year Award on behalf of AX-TV 7, presented by Immediate Past ABC President Dave Green (right), and joined by Sue Thew of United Blood Services.

18th Annual Awards of Excellence and Talent Show Photos (continued from page 10)



FABC Board Chair Roy Roper (left) presents Richard Gamble (right) with the FABC Volunteer of the Year Award.



Sher Patrick, marketing manager of Community Blood Center, Dayton, Ohio, belly dances in the ABC's Got Talent live show.



Kim-Anh Nguyen, MD, and her husband, Joe Foo, perform an energetic ballroom dancing number for ABC's Got Talent.



FABC Board Chair Roy Roper (left) presents Dean Gregory (right), Fresenius Kabi's president of Medical Devices North America, with the FABC President's Award.



Pascal George, President and CEO of Central Jersey Blood Center, sings a French folk song.



The Shepeard Blues Band, of Shepeard Community Blood Center, performs their rendition of "Man of Constant Sorrow" – "Shepeard Man of Sorrow."

<u>18th Annual Awards of Excellence and Talent Show Photos</u> (continued from page 11)



Mary Townsend, MD, senior medical director at Blood Systems, wows the crows with her rope tricking performance in ABC's Got Talent.



Dr. Townsend teaches the grandson of one of the award winners how to trick rope.

For more Awards of Excellence and Talent Show photos, visit: <u>http://bit.ly/19PtUQd</u>.

NHLBI Symposium Suggests Future Blood Banking, Transfusion Research Goals

More than 300 blood bankers, transfusion medicine researchers, federal regulators, and other industry stakeholders gathered at the National Institutes of Health's (NIH) main campus in Bethesda, Md. on March 25 and 26 for the NIH/National Heart Lung and Blood Institute's (NHLBI) State of the Science in Transfusion Medicine Symposium. The symposium attendees explored the key research priorities in blood banking and transfusion medicine that need to be addressed in the next five to 10 years to optimize patient and donor outcomes.

Four NIH-convened working groups presented suggested research topics developed over the past year that should be funded over the next several years – blood donors, plasma transfusion, platelet transfusion, and red blood cell (RBC) blood transfusions. Stakeholders from all sectors of blood banking and transfusion medicine provided their input and feedback during breakout sessions. All four groups agreed that further research is needed to determine optimal transfusion triggers for all blood products; appropriate hemoglobin transfusion thresholds for specific patient groups not yet addressed in controlled trials; and established metrics to accurately monitor hemostasis and transfusion recipient outcomes. NHLBI will use the feedback from the symposium to create a list of the top 20 research priorities and develop its strategic research plan.

The red cell transfusion working group suggested researching the RBC antibody response that leads to alloimmunization in general and for the chronically transfused; approaches to improve the potency of RBC transfusion and their safety; optimal RBC transfusion thresholds for cancer patients; and physiologic transfusion targets in critical illness. Despite progress in establishing RBC triggers over the past several years, more work is needed to identify appropriate transfusion strategies in specific patient populations, Jeff Carson, MD, of the Rutgers Robert Wood Johnson Medical School, said in his presentation.

The red cell transfusion breakout group agreed that there are several basic biological questions about RBCs that remain unanswered, such as the immune responses of different patient groups and the impact

NHLBI Symposium (continued from page 12)

of new RBC preparation methods; long-term linked donor-recipient studies would help answer some of these questions. Participants suggested using big data to evaluate the efficacy of transfusion, as well as bioinformatics mobile device apps for tracking donor-recipient pairs in research.

The platelet working group included in their priorities new methods of platelet preparation, processing, and storage; prophylactic platelet transfusion safety and efficacy before invasive procedures; consequences of ABO/Rh type specific vs. non-type specific platelet transfusions; therapeutic transfusion safety and efficacy; and the development of optimally hemostatic, and systematically safe, platelet substitutes.

Despite an increase in platelet transfusions, much debate exists surrounding the optimal platelet source, the best method for collection and processing, and how to measure the hemostatic function of platelets, Michael Murphy, MD, of the UK's National Health Service Blood and Transplant, said in his overview about platelet transfusion. The platelet breakout group discussed the need to understand the impact of platelets in patient populations distinct from adults with chemotherapy-induced thrombocytopenia, including neonates, pediatric, and surgical patients. They also suggested that such studies be conducted in parallel with research on the appropriate metrics to monitor the hemostatic efficacy of platelets.

The plasma working group suggested that researchers investigate the following topics: visoelastic (e.g., TEG and ROTEM) vs. traditional coagulation tests (e.g., PT, INR, fibrinogen) as a guide to hemostatic treatments; plasma in critical care: evaluating restrictive vs. liberal prophylactic plasma administration in non-bleeding critically ill patients; hemostatic resuscitation with plasma vs. factor concentrates in critically ill patients; goal-directed vs. fixed-plasma resuscitation in surgical (non-trauma) hemorrhage; and the efficacy and safety of concentrated plasma preparations. There is a lack of clarity regarding the proper use of plasma products; further research is needed to identify when to give plasma, how much to give, and what to give (e.g., plasma concentrates), said Daryl Kor, MD, of the Mayo Clinic.

The donor working group posed the suggested research topics: a risk-based framework for evaluating blood donor selection criteria; the biochemistry and physiology of acute blood and iron loss after blood donation; blood donation-related iron loss and its effect on donors' health; blood donor and component factors that influence clinical outcomes of transfusion; and preventing hypotensive reactions and injury after blood donation.

The breakout group suggested that donor retention, including the factors that are important to understanding a donor's commitment to blood donation, should be researched. The group also highlighted the importance of improving the donor health history questionnaire, eliminating unnecessary questions, and ensuring that it garners information from donors that accurately predict donor and recipient outcomes. Participants suggested the use of personalized medicine platforms, such as mobile phone apps, to gather information from donors, particularly in the area of donor reactions and managing donor iron stores.

The second day of the meeting allowed for more open discussion among participants about each of the four main research areas. The working groups and NHLBI will take this feedback into consideration in prioritizing support for blood banking and transfusion medicine research over the next several years. The proceedings of the meeting will be published in a major transfusion medicine journal.

Bill Coenen Retires as ABC's CFO, ABC Announces Organizational Changes

William M. (Bill) Coenen, who has served in numerous volunteer and leadership positions with America's Blood Centers since the 1970s, retired from his position as ABC's chief financial officer (CFO) on April 1. Mr. Coenen has provided invaluable leadership and guidance to ABC over the past several years in areas ranging from finance to internal operations, serving as interim CEO, chief operating officer (COO), and volunteer vice president of finance.

Mr. Coenen has had a long career in various leadership positions within the blood banking community and at ABC. He helped to guide the growth of the Community Blood Center in Greater Kansas City, where he worked from 1975 to 2001, first as controller, then moving to administrator, and finally to chief operating officer. When he began at the blood center, it had about 100 employees, and by the time he left, Community Blood Center employed more than 300 professionals. With Mr. Coenen's help, the center grew from collecting about 30,000 units annually to 120,000.



Mr. Coenen's leadership, financial, and management skills have led him to assist in the formation of various blood-related organizations. In 1995, Mr. Coenen helped to establish the

ABC CEO Christine Zambricki, DNAP, CRNA, FAAN, recognizes Bill Coenen (left) at the 18th Annual *Awards of Excellence*.

Community Blood Center of the Ozarks, Springfield, Mo. He is a founding member of Community Blood Centers' Exchange, Risk Retention Group (BCx), which is owned and operated by 40 independent community blood centers providing professional liability insurance for its members. In 2006, Mr. Coenen assisted in forming the Unyts in Buffalo, N.Y.

He came on board with ABC as volunteer CFO in 2002, becoming a full-time employee as COO in 2006 and serving as interim CEO from March to October 2013, when he took on the role of volunteer CFO until his retirement. Before his official employment with ABC, Mr. Coenen helped lead ABC in various officer, board of director, and committee positions since 1976. He has been ABC's secretary, vice president, and president (from 1993-1995). He was also vice president and president of the Foundation for America's Blood Centers.

Before ABC established its board of directors, an executive committee served in its place, and Mr. Coenen served on that committee longer than any other member. Among his various committee positions, he has chaired the Accounting, Professional Liability, Management Information Systems, Finance, Special Awards, Group Purchasing, Competitiveness, and Managed Care committees.

"By serving and chairing many of the ABC committees, I hope that I have helped to contribute to the success of independent blood centers, thereby improving patient care," said Mr. Coenen. "It has been a fantastic 40-year run, and I have certainly received more than I have given in my time with ABC. I have made many lifelong friends, and I look forward to continuing these relationships in my retirement."

To honor Mr. Coenen's legacy of exceptional leadership and service to ABC and its member blood centers, ABC created the William M. Coenen President's Award – previously the ABC President's Award – which will be awarded annually at the discretion of ABC's president. It was awarded to ABC Chief Medical Officer Louis Katz, MD, for the first time on March 23 during the 18th Annual *Awards of Excellence* at ABC's Annual Meeting. Bill Coenen Retires (continued from page 14)

Aside from his work with ABC, Mr. Coenen held a number of leadership positions with other blood banking organizations, such as president of the Heart of America Association of Blood Banks, secretary of AABB's Administrative Section Coordinating Committee, and chair of AABB's Finance Committee. He has also served as a committee member of the Institute of Medicine's Forum on Blood Safety and Availability. Throughout his career, Mr. Coenen authored and co-authored several publications on the topic of blood safety, screening, and typing.

"Bill's longstanding commitment to ABC and its members is absolutely unparalleled. His leadership has sustained and helped to change our association for the better," said ABC Immediate Past President Dave Green.

With Mr. Coenen's retirement, ABC recently announced some organizational and title changes among its staff, including the promotion of Abbey Nunes from manager of Member and External Relations to chief member experience officer. In this position, she will oversee member services, fundraising and events, communications and public affairs, and educational programs. Her team will consist of Mack Benton, manager of Advocacy, Communications, and Public Affairs (previously manager of Advocacy and Communications); Leslie Norwood, manager of Membership Services (previously coordinator of SMTQR); and Jodi Zand, manager of Fundraising and Events.

Chief operating officer Matt Granato's oversight responsibilities will now include finance and information technology, in addition to office administration, human resources, publications, and meetings and workshops. He will work with Lori Beaston, manager of Conferences and Executive Services; Tammy Burkhardt, manager of Network Systems; Lolita Hampton, manager of Administration and Human Resources; Betty Klinck, publications editor and grassroots manager (previously publications editor); and Trudy Thompson, business manager (previously accounting manager).

Lula Jembere, previously director of Information Systems, is now the director of Data & Benchmarking, and will join the SMT team under the leadership of ABC Chief Medical Officer Louis Katz, MD.

We Welcome Meeting Notices

Do you have a symposium, conference, workshop, or annual meeting that you would like to publicize in the *ABC Newsletter*? If so, please send a meeting notice or press release to the editor, Betty Klinck at <u>newsletter@americasblood.org</u>. Notices should contain the following information: the exact date(s) of the meeting; the formal title of the meeting; the sponsoring organization or agency; the location of the meeting; a short (fewer than 35 words) description of the curriculum, agenda, or topics to be covered; a contact person or a website address with more information. Notices will be published at the discretion of the editor in the Meetings section of the Newsletter.

America's Blood Centers[®] INSIDE ABC It's About Life.

The programs and services described in the Inside ABC section are available to ABC member blood centers and their staff only, unless otherwise specified. **•**

ABC Members Recognize Rep. Sam Farr, Visit Capitol Hill

Attendees at America's Blood Centers Annual Meeting got the true Washington, D.C. experience on March 24, with several members attending ABC's first congressional fundraiser to support Rep. Sam Farr (D-CA) prior to the Advocacy Forum. A group of ABC member blood center leaders then headed to Capitol Hill to meet with their members of Congress.

Twenty ABC members, staff, and other supporters made personal contributions to support Rep. Farr at a congressional fundraiser early Tuesday morning, where guests could share their thoughts and concerns one-on-one with the congressman, who has been an advocate for the blood community. ABC would like to thank all of those who were willing to try something new at the ABC Annual Meeting by attending the congressional fundraiser.

ABC Newsletter



Rep. Sam Farr (center) meets with 20 ABC members and supporters at a congressional fundraiser.

Following the fundraiser, the group adjourned to the main meeting room where Rep. Farr was awarded



(From left to right) ABC CEO Christine Zambricki, Rep. Sam Farr (D-CA), ABC President Susan Rossmann, MD, and Immediate Past ABC president Dave Green celebrate Rep. Farr's Blood Community Advocate of the Year Award.

the Blood Community Advocate of the Year award for his work on behalf of ABC member blood centers and the blood industry in general. As a member of the House Appropriations subcommittee that controls Food and Drug Administration funding, Rep. Farr has been a strong voice for ABC on the issue of plasma regulation flexibility.

Rep. Farr addressed the Advocacy Forum attendees about his role on the Subcommittee on Agriculture, Rural Development, FDA, and Related Agencies of the House Appropriations Committee. He explained how he can work through congressional channels to influence the Department of Health and Human Services and FDA. Rep. Farr emphasized the importance of getting to know your members of Congress and staying in close contact with them.

ABC CEO Christine Zambricki, DNAP, CRNA, FAAN, reviewed ABC's four key advocacy goals and provided attendees with a Capitol "how-to" on some best practices and tips for having a successful and

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INSIDE ABC (continued from page 16)

meaningful visit with legislators. She also outlined effective grassroots advocacy methods, such as sending letters and e-mails to key contacts within a given congressional member's office. Dr. Zambricki highlighted the value of sharing personal stories and experiences with legislators to leave a memorable impression. Following Dr. Zambricki's talk, a handful of ABC member blood center leaders headed to Capitol Hill to meet with their members of Congress to promote ABC's advocacy agenda on behalf of all ABC members.

ABC and Global Healing Host 2nd International Blood Safety Forum

America's Blood Centers and Global Healing teamed up again to host the 2nd International Blood Safety Forum, sponsored by Helmer Scientific, at the Ritz-Carlton-Pentagon City, Arlington, Va. on March 20. The day-long forum was held in conjunction with the ABC Annual Meeting and gave blood bankers from both the US and abroad the opportunity to explore opportunities for improving global blood safety.

Attendees discussed a wide range of topics from global trends in blood safety to challenges in garnering federal funding to support blood safety initiatives in developing countries. Global Healing is an international non-profit organization dedicated to improving health systems in resource-constrained parts of the world. The Forum brought together US and international blood bankers, representatives from government agencies, and other stakeholders to explore how to overcome local barriers to improving blood safety in resource-scare nations, secure necessary funding, and prioritize blood safety issues.

In his keynote address, Navy Capt. Roland L. Fahie, director of the Armed Services Blood Program, described the role of the US Military in improving blood safety around the globe and described the challenges in this area, such as cultural differences in the donor population as compared with US donors. Additionally, high blood service staff turnover, difficulty managing funds, and an inability to keep track of donors due to limited resources or technology present obstacles in many developing countries.

During the first session, attendees heard presentations on global trends and lessons learned, including discussions of global trends in national blood systems, the Brazilian experience with confronting pathogens with limited resources, the Association of Donor Recruitment Professionals' blood safety efforts abroad, and the path to creating a consolidated, centralized blood service in the Netherlands. Attendees were able to hear about the enormous struggles and significant improvements in blood safety from two blood service professionals from Latin America and the South African National Blood Service.

After lunch, the afternoon sessions began with two presentations by Centers for Disease Control and Prevention representatives about shifting priorities in US government funding for initiatives that support blood safety abroad. The proportion of the President's Emergency Plan for AIDS (PEPFAR) funding specifically dedicated to blood safety has decreased significantly over the past 10 years, from about 10 percent in 2004 to about 3 percent in 2013. John Pitman of CDC emphasized the importance of illustrating to the federal government the impact that transfusion safety has upon the national incidence and prevalence of transfusion-transmitted diseases like malaria and HIV.

In a session titled "Think Locally, Act Globally," US blood banking professionals shared how their blood centers and organizations are working to improve international blood safety and why their organizations choose to get involved in these initiatives. Jed Gorlin, MD, medical director of ABC member Memorial

INSIDE ABC (continued from page 17)

Blood Centers (a subsidiary of Innovative Blood Resources), noted that while blood utilization is decreasing in the US, global blood safety projects are growing. He added that staff enjoy these projects, leading to higher employee satisfaction.

The audience participated in a lively panel discussion with representatives from AABB, Safe Blood for Africa, American International Health Alliance, Global Healing, Global Blood Fund, the Armed Services Blood Program, and Sanquin Blood Supply. Attendees also gained valuable tips and tools for becoming engaged in global blood safety. The day wrapped up with robust discussion in breakout groups about the best ways to address local challenges, prioritizing blood safety in the scope of all global health initiatives, and securing funding and engaging donors.

In his closing remarks, Luke Ifland, president of Global Healing, thanked all of the attendees, sponsors, speakers who shared their resources and expertise to make the International Blood Safety Forum a success. The Forum presentation slides can be accessed at <u>http://globalhealing.org/resources/</u>.

ABC Joins Request to Congress for Additional NIH, NHLBI Funding in FY 2016

America's Blood Centers has joined the National Heart, Lung, and Blood Institute (NHLBI) Constituency Group in calling on the US Senate and House of Representatives to include \$33 billion in funding for the National Institutes of Health (NIH) and \$3.3 billion for NHLBI in the fiscal year 2016 Labor-HHS-Education Appropriations bill. If approved, this funding would begin to restore NIH's purchasing power, which has decreased by 20 percent over the past decade due to medical research inflation, noted the group.

The funds would allow NHLBI to continue its research to better diagnose, treat, and prevent heart, lung, blood, and blood vessel diseases. The coalition sent the <u>request</u> on March 23 to Sen. Roy Blunt (R-MO), chairman of the Senate Appropriations Subcommittee on the Department of Labor, Health and Human Services, Education, and Related Agencies, and Sen. Patty Murray (D-WA), the subcommittee's ranking member. The request was also submitted to Tom Cole (R-OK), chairman of the House Appropriations Subcommittee on Labor, Health, and Human Services, Education, and Related Agencies, and to subcommittee ranking member Rosa DeLauro (D-CT). (Source: AABB Weekly Report, 3/27/15) •

RECENT REVIEWS

A systematic review of randomized trials comparing restrictive with liberal red blood cell (RBC) transfusion strategies confirms that a restrictive strategy is as safe and effective as a liberal one. Much research in the past several years has suggested that a restrictive RBC transfusion strategy – using a lower hemoglobin transfusion threshold – is as safe and effective as a liberal strategy. Subsequently, numerous clinical practice guidelines have recommended implementing a more restrictive transfusion strategy. Lars B. Holst and colleagues of Copenhagen University Hospital in Denmark conducted a systematic review and meta-analysis of randomized clinical trials to compare the benefit and harm of restrictive vs. liberal RBC transfusion strategies. The authors included 31 trials totaling 9,813 randomized patients in their analysis. The use of a liberal compared with a restrictive transfusion strategy did not impact mortality, overall morbidity, or myocardial infarction. Future research in this area should focus on patients with acute coronary syndromes – particularly comparing different transfusion strategies in adults

RECENT REVIEWS (continued from page 18)

with acute (type 1) myocardial infarction, Timothy S. Walsh, a professor in clinical care at Edinburgh University in the UK, wrote in an accompanying editorial. "As the population ages and the prevalence of co-morbidity increases, we still need more high quality research to ensure cost effective use of a previous, expensive, and potentially harmful resource to ensure blood transfusions are targeted at those patients most likely to benefit," he added.

Citations: Holst LB, *et al.* Restrictive versus liberal transfusion strategy for red blood cell transfusion: systematic review of randomized trials with meta-analysis and trial sequential analysis. BMJ. 2015 March 24;350:h1354.

Walsh TS. Red cell transfusions for treating anemia in the absence of bleeding. BMJ. 2015 March 24;350:h1463.

REGULATORY NEWS

AABB's Interorganizational Donor History Questionnaire (DHQ) Task Force updated the DHQ materials related to hematopoietic progenitor cells (HPC) donations, effective February 2015, reported the AABB Weekly Report on March 27. The updated materials include an HPC apheresis and bone marrow DHQ and an HPC cord blood DHQ. The task force removed references to named sexually transmitted diseases (STDs) other than syphilis in question 21 on both questionnaires. AABB advised users that the corresponding flowcharts are not identical and that the Cord Blood Flowchart retains follow-up questions regarding other specific STDs. The task force also clarified the language in the User Instructions on the determination of donor eligibility and enhanced the Purpose section. Additional changes to the flowcharts include the addition of new definitions and deferral criteria from the August 2014 Food and Drug Administration guidance document, "Recommendations for Donor Questioning, Deferral, Reentry and Product Management to Reduce the Risk of Transfusion-Transmitted Malaria." Other changes were made to provide clarity, specificity, and consistency across the documents. Charts detailing the changes made to each set are available on the AABB website. (Source: AABB Weekly Report, 3/27/15)

The International Council for Commonality in Blood Banking Automation (ICCBBA) recently published an update to ISBT 128. ISBT 128 is the standard for the identification and labeling of products of human origin, like blood, tissues, and organs. Version 6.3.0 of the ISBT 128 Product Description Code Database is now available. All database updates are listed in the version control sheet. The new database can be downloaded as a Microsoft Access database. The supporting document for the new database is <u>ST-010</u>. ICCBBA also released Standard Terminology Version 6.3. The Standard Terminology document provides definitions to all ISBT 128 terminology. The document should be used in conjunction with the ISBT 128 Product Code Database. (Source: ICCBBA e-mail notice, 4/1/15)

INFECTIOUS DISEASE UPDATES

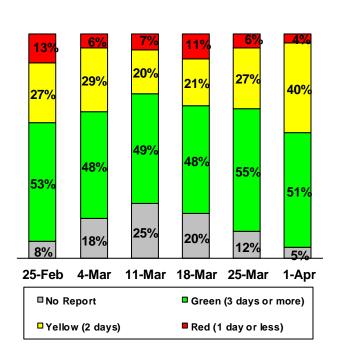
CHAGAS DISEASE

A commentary in *The Journal of the American Medical Association* highlights the spread of Chagas disease in the US and lack of awareness about the disease among physicians. Chagas disease, caused by

INFECTIOUS DISEASE UPDATES (continued from page 19)

Trypanosoma cruzi (T. cruzi), has long been endemic in Latin America, but its growing prevalence is not appreciated in the US. The Centers for Disease Control and Prevention estimates that Chagas disease affects 300,000 US emigrants from Latin America and contributes to about 30,000 to 45,000 cases of cardiomyopathy annually. Climate change makes the US more hospitable to the insect vectors that spread the infection. Clinicians may miss Chagas disease as it is difficult to diagnose, and produces no early symptoms. It can therefore go undetected until cardiac symptoms emerge decades later, when antiparasitic drugs may be ineffective. Even when the infection is identified, there are barriers to treatment – including lack of insurance among patients with the disease. Only two drugs – benzinadzole and nifurtimox – are available to treat the parasite. They must be obtained from CDC under compassionate use protocols, and are curative in only 60 to 85 percent of patients. Melissa N. Garcia, MPH, at Baylor University analyzed 30 seropositive blood donors in the greater Houston area found from 2008 to 2012. Among 17 patients with confirmed positive findings, including 7 (41 percent) with cardiomyopathy consistent with Chagas, only one had been offered treatment. CDC data showed they had provided only 422 courses of Chagas treatment between 2007 to 2013, most of which were not for the 2,000 individuals identified by US donor screening. Finally, T. cruzi infection is not to limited to immigrants from Latin America – 28 locally transmitted cases have been identified in the US from 1955 to 2015.

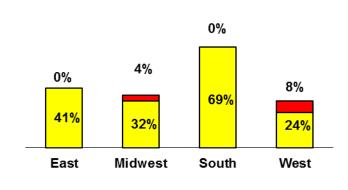
Citation: Kuehn BM, *et al.* Putting Chagas disease on the US radar screen. JAMA. 2015 March 24-31;313(12):1195-7. ♦



Total ABC Red Cell Inventory

STOPLIGHT®: Status of America's Blood Centers' Blood Supply

Percent of Regional Inventory at 2 Days Supply or Less, April 1, 2015



Percent of Total ABC Blood Supply Contributed by Each Region East: 20%; Midwest: 25%; South: 24%; West: 31%

Daily updates are available at: www.AmericasBlood.org

MEMBER NEWS

The Community Blood Center of the Carolinas (CBCC) recently honored its top area blood drive hosts and donors from 2014 in the first of two appreciation banquets. More than 200 people attended

the Charlotte event that was emceed by Kristen Miranda with WBTV and took place at Hilton Charlotte Center City. Other special guests included: Roman Harper (Carolina Panthers football player), Ify Osunkwo, MD, (Levine Cancer Institute Sickle Cell Program Medical Director), and local patient families. CBCC acknowledged the commitment of blood drive hosts that held exceptional blood drives in 2014. Categories included the highest collecting blood drives in 2014, organizations that have hosted blood drives with CBCC since 2003, and first-year blood drive hosts who impacted the most lives through blood donation. Individual donors were also recognized for their exemplary service to the community. CBCC also recently announced the donation of 19,600 pounds of food to Second Harvest Food Bank of



(Left to right): Shana Neely; David Neeley; David Osunkwo; Dr. Ify Osunkwo of Carolinas HealthCare System's Levine Cancer Institute; Bettye Monroe; Martin Grable with CBCC; and Montae Monroe at the Community Blood Center of the Carolinas' 2014 Appreciation Banquet.

Metrolina. "We are so thankful for the continued partnership with Community Blood Center of the Carolinas. 'Pints for Pounds' continues to grow every year thanks to their recruiting efforts and the generosity of their sponsors and donors who support two worthy causes," said Kay Carter, executive director of Second Harvest Food Bank of Metrolina. "As we enter into our 'slow season,' donation-wise, drives like this help sustain our mission to eliminate hunger in our community." During the months of January and February, CBCC donated seven pounds of food for every pint of blood donated. Since the 'Pints for Pounds' campaign began in 2009, CBCC has been able to contribute 250,984 pounds of food to help feed the hungry in the community. "Together, with our blood donors and sponsors, we made every pint count in serving our community and supporting the vital work of Second Harvest Food Bank of Metrolina," said Martin Grable, president and CEO of CBCC. "I want to thank everyone who came out, especially with this recent bad weather, in order to help save local lives and feed those in need throughout our community." (Sources: CBCC press release, 3/23/15)

It was March Madness, lifesaving-style, as Daniel Deane rounded out LifeStream's "Fab Five" of

100-gallon donors when he made his milestone donation Monday, March 30. The retired police officer joined Larry Bloemsma, Bob Hitchman III, Vendy Martin and Bill Dodge as members of LifeStream's "100-gallon donor club." "What a powerhouse!" joked Rick Axelrod, MD, president, CEO, and medical director. On a more serious note following the donation, Dr. Axelrod related in a recognition ceremony that it was Mr. Deane's first wife's battle with cancer that led him to convert from a whole-blood donor to platelet donation in the early 1990s. "Sadly, Daniel's wife passed away," said Dr. Axelrod. "But he'd seen up close the benefits of blood donation, its power and the positive effect it has on patients and their loved ones." During his working career, Mr. Deane, 66, scheduled his donations on his days off, making it a priority to give the gift of life in his spare time. "This is something I can do for the community," he said. "There's always a need, and I'll continue to give when I can as long as I can."



Daniel Deane, a retired police officer and now a reserve officer with the San Bernardino Police Dept., donates blood on March 30 at LifeStream in San Bernardino. His donation enabled him to reach the 100gallon level in blood donations.

IN MEMORIAM – BRUCE KLOSTER, MD

LifeServe Blood Center in Des Moines, Iowa announced on Thursday with heavy hearts the passing of Bruce E. Kloster, MD, who served as one of three medical directors for the center and had been with the organization since 1996.

Dr. Kloster had been experiencing several health complications since last year. He passed away peacefully on April 1, surrounded by his family. "Dr. Kloster will be greatly missed and fondly remembered by his LifeServe Blood Center team members and industry colleagues. Bruce was an expert in transfusion medicine and brought a tremendous amount of blood banking expertise to our organization," according to a LifeServe statement.

Dr. Kloster completed his Bachelor of Science degree at the University of Minnesota in 1974 and received his medical degree from the University of Minnesota in 1979. Dr. Kloster's numerous leadership positions over the course of his career have included assistant professor of pathology for the State University of New York, an instructor of pathology for the University of Minnesota, and medical associate for the American Red Cross Blood Service. He published more than 10 articles in various industry journals and contributed to several text books.



"There will be many stories shared over the next several days involving Bruce and the brilliant work he did for both LifeServe Blood Center and our hospital partners; but the memories we will cherish the most are memories of Bruce's lighter side that could bring a smile to just about anyone's face. Bruce was respected by his peers, loved by his patients, and dedicated his career to making a difference in this world through research and safe transfusion medicine practices," said a statement from LifeServe.

"Bruce was a friend and colleague to all of us in the upper Midwest. He was a frequent and enthusiastic contributor to SMT projects at ABC over many years," said ABC Chief Medical Officer Louis Katz, MD. "I will miss him personally and professionally, and the ABC staff extends our deepest sympathy to his family and his coworkers in Des Moines."

Dr. Kloster is survived by his wife, Mary, of 33 years, son Robert, and daughter, Katie. Dr. Kloster's family has respectfully asked for privacy at this time. In addition to family services that will be held out of state, LifeServe Blood Center will be hosting a celebration of life in Dr. Kloster's honor. Those wishing to send a card or flowers may contact Paulette Hice, LifeServe Blood Center Medical Analyst, at (515) 309-4823. (Source: LifeServe Blood Center statement, 4/2/15)

CLASSIFIED ADVERTISING

Classified advertisements, including notices of positions available and wanted, are published free of charge for a maximum of three weeks per position per calendar year for ABC institutional members. There are charges for non-members: \$139 per placement for *ABC Newsletter* subscribers and \$279 for non-subscribers. A six (6) percent processing fee will be applied to all credit card payments. Notices ordinarily are limited to 150 words. To place an ad, contact Leslie Norwood at the ABC office. Phone: (202) 654-2917; fax: (202) 393-5527; e-mail: mnorwood@americasblood.org.

POSITIONS AVAILABLE

Consumer Safety Officer. The Department of Health and Human Services, Food and Drug Administration, Office of Blood Research and Review (OBRR), is searching for a Consumer Safety Officer for the Division of Blood Components and Devices (DBCD), Devices Review Branch (DRB). The Consumer Safety Officer serve as an authority in blood banking or blood screening device evaluation and evaluation of novel molecular technologies, including validation of test methods and equipment, performance and planning of testing of blood products, patient and donor samples, laboratory equipment maintenance and qualification, compliance with accreditation agencies and development and review of documents, such as Standard Operating Procedures, protocols, reports, and journal articles. Full details and application requirements can be found at: http://1.usa.gov/19POsIb. The Department of Health and Human Services is an equal opportunity employer with a smoke free environment.

Director of Donor Recruitment (American Red Cross; Portland, OR). Based in Portland, this position would oversee Blood Donor Recruitment activities for the Pacific Northwest and Northern California blood regions. This position would work closely with the regional CEO and Vice President of Donor Recruitment to set and achieve blood collections goals for the regions and ensure compliance of all associated FDA and ARC regulations. Job posting found online: www.americanredcross.apply2jobs.com or www.redcross.org. Qualified candidates may contact or referrals can be sent to <u>sara.sutherland@redcross.org</u>.

Lab Supervisor of Testing (Full-Time, 3rd Shift). The Rhode Island (RI) Blood Center has an immediate opening for a full time 3rd Shift Lab Supervisor of Testing. This position is responsible for the safe and efficient operation of the Testing Lab. The position also has general management responsibilities such as scheduling staff, training, and ordering supplies. Educational Requirements: RI License as Clinical Lab Scientist. ASCP MT, SBB, BB, NCA CLS certification. Must meet requirements for Supervisor in Immunohematology, Hematology, Diagnostic Immunology and Chemistry as described in the Clinical Laboratory Improvement Act of 1988. Must also meet NY State Department regulations for a lab supervisor. We have earned an excellent reputation as an employer of choice, and our culture enables our staff members to perform at their best. We have one of the most competitive benefits and compensation programs available. Our training programs, investment in technology, and commitment to innovation have enabled us to steadily grow over more than 30 years. As a Blood Center employee, you'll truly make a difference in the lives of Rhode Island residents. PLEASE APPLY ON LINE AT <u>WWW.RIBC.ORG</u>. We are proud to be an equal employment opportunity employer.

Donor Services Working Supervisor (Evans, GA Location). Full-time RN/LPN/MT with five years' apheresis/transfusion experience preferred; performs/supervises daily donor room activities; on call 24/7; exceptional customer service; achieves collection goals; 30+ hour work week/irregular hours/weekends. Additional information/requirements on how to apply are available at <u>www.shepeardblood.org</u>. EOE for Individuals with Disabilities & Protected Veterans.

Manager, Business Development. A not-for-profit organization, the Community Blood Center (CBC) in Kansas City is a partner of the New York Blood Center and active member with ABC and the AABB. Responsibilities: Manage portfolio of key accounts. Develop detailed action plans. Works with high level designees at Key Accounts and with CBC Account Managers. Coordinate resources to execute the action plans. Develop/maintain strong relationships throughout account organizations. Identify/Develop new business. Manage/Mentor Account Managers. **Requirements:** Bachelor's degree required. Three to five years of sales/marketing experience with demonstrated track record of increased sales. Experience in sales management/public speaking required. Skills: Train team; plan/appraise job results. Sales/marketing skills. Management of events including recognition events. Highly motivated/high energy with good organization skills. Sense of urgency to achieve goals. Outstanding customer service/relationship building skills. Experience

(continued on page 24)

POSITIONS (continued from page 23)

developing new businesses/networking. Deal with change/unpredictability. Flexible hours/some weekends/evenings. Proficient computer skills. Valid driver's license/maintain good driving record. Knowledge: Proficiency with Microsoft Office Suite. Database management. All applicants must apply at www.savealifenow.org.

Quality Assurance Specialist. The Quality Assurance Department at Hoxworth Blood Center provides regulatory and quality oversight for all processes at the Center. The Quality Assurance Specialist will assist with the development of new and revised department Standard Operating Procedures (SOPs), perform audits, analyze data, report results, assist with process validations, and ensure compliance with applicable regulations. The candidate will be responsible for HIPAA compliance for all patient related activities and provide necessary training for staff with regards to these regulations. The ideal candidate will have experience with some or all of the following standards or regulations; 21 CFR 200-299, 21 CFR 600-699, 21 CFR 11, 21 CFR 1271, 42 CFR 493, 45 CFR 160 and 164, AABB Standards, FACT Standards, and ASHI Standards. The ideal candidate will have experience in the clinical laboratory or FDA-regulated environment. Minimum Qualifications: Bachelor's degree with three (3) years experience;-OR-Associate's degree with five (5) years experience;-OR-seven (7) years experience. Degree and experience must be in a related field. Experience may require at least one (1) year supervision. Apply for this position (Req ID 282) at: http://bit.ly/1yKnhFp.

Operation Systems Administrator. Mississippi Valley Regional Blood Center (MVRBC) is conducting a search for an Operation Systems Administrator to support growth of our Davenport, IA team. This position is responsible for the application administration for the organization's operational systems: LifeTec Elite software suites, which is the blood establishment computer system (BECS); BloodHub (Order Management System); eDonor (Donor Recruitment, Loyalty and Scheduling); Hemasphere (CRM tool, staffing resources and calendar features); and other departmental applications. This is a full time position working Monday through Friday with occasional evenings and weekends, if needed. This position may require some travel within the MVRBC service territory to center locations and/or training events. What to Expect: You will be working with the Operation Systems team and various cross functional team members in the development and administration of the mission-critical software systems at MVRBC, software release/upgrades, project management, interaction with Quality Support Services, and vendor communications as it relates development and administration. Experience: The ideal candidate will possess a demonstrated background in software/systems administration. Previous blood center experience and knowledge of LifeTec Elite is highly desired. Knowledge of web based software applications and database administration. To apply: Complete our online application at <u>http://bit.ly/1bUFF9D</u>, attaching a resume. EOE: MWVD

Director, Donor Services. Mississippi Valley Regional Blood Center (MVRBC) is searching for a dynamic individual to join our Davenport, IA Donor Services management team as a Director, Donor Services. We are excited to announce this opening as an expansion to our current team. This individual will support our current operations with oversight to the assigned mobile and fixed site staff located in eastern Iowa and western Illinois. As Director, Donor Services you can expect to be involved in all aspects of staffing management including; but not limited to, interviewing and hiring, staff development, annual performance reviews, counseling and coaching. Additionally, this position will ensure compliance to established regulations, procedures, cGMP, criteria, and standards. The ideal candidate will have two to five years' experience in previous blood center setting or similar experience with supervisory experience preferred. A bachelor's degree in biology or related science or business field is preferred. This position does require the ability to travel 25-50% of the workweek within the MVRBC service territory. To apply: Complete our online application at http://www.bloodcenter.org/join-our-team/, attaching a resume. EOE: MWVD

Manager, Donor Recruitment. Mississippi Valley Regional Blood Center (MVRBC) has an exciting opportunity in our Davenport, IA office for an experienced leader to support the growth and development of our 19 donor centers through donor recruitment and retention activities/programs. We are searching for a creative and energetic individual to develop new programs, enhance existing programs, increase our donor base, and provide direction to our call center operations and Donor Scheduling teams. You will be working with our distribution and business development teams to determine blood collection needs and applying that information to the direction of the donor outreach. This is a full time position working Monday through Friday with occasional evenings and weekends. This position may require some travel within the MVRBC service territory to center locations and/or local community events. Experience: The ideal candidate will possess previous supervisory experience with demonstrated achievement of meeting defined metrics. Previous call center management experience is a plus. A bachelor's degree, or equivalent combination of experience and education, is required to

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be considered; preferred studies include business, communications, or marketing. To apply: Complete our online application at <u>http://bit.ly/1yKnhVO</u> attaching a resume. EOE: MWVD

Medical Director. The Mississippi Valley Regional Blood Center (MVRBC) is searching for a full-time Medical Director in Springfield, Ill. to support our operations throughout Illinois and Missouri. The Medical Director is primarily responsible for supporting the Chief Medical Officer and providing quality service to our hospital clients. The Medical Director will support medical processes and procedures to ensure optimal medical care and regulatory compliance of IRL, have medical oversight of research endeavors, clinical consultation, medical support of clients, donor collections and counseling. This position will oversee and validate all Laboratory Standard Operation Procedures in conjunction with the Laboratory Director to establish compliance with manufacturer's directions, cGMP, and QA. This position will work closely with MVRBC Executive Management regarding laboratory issues and represent MVRBC to physicians and other public outreach regarding laboratory services. Requirements: MD Equivalent from an accredited medical institution, license to practice in assigned state(s) or ability to obtain, Board Certified in AP/CP or CP from American Board of Pathology (ABP), and Board Certified or eligible in Blood Banking/Transfusion Medicine from ABP. To www.illinoisdiversity.com/j/10170631. visit apply, MVRBC is a not-for-profit 501(c)(3) organization and an exclusive provider of blood products and services to hospitals in Illinois, Iowa, Missouri, and Wisconsin, EOE: M.W.V.D.

Account Manager. Mississippi Valley Regional Blood Center (MVRBC) is growing and searching for an Account Manager (AM) to cultivate and develop successful relationships with existing blood center clients as well as grow our national customer base (coldcalling, etc.). This dynamic position will consist of approximately 25% travel primarily in MVRBC's southern service area (Central IL to St. Louis region), with occasional overnight travel. The AM will support distribution of blood products to national MVRBC customers by supporting sales and conducting inventory management as appropriate. Experience: Candidate should have strong sales background with demonstrated success, knowledge of transport logistics, product marketing, and an understanding of inventory management. Statistical and data analysis experience is preferred. Education: Candidates should have a bachelor's degree in Biology or related science field, business degree with demonstrated science background, or equivalent combination of experience and education will be considered. To apply: Complete our online application at http://www.bloodcenter.org/join-our-team/, attaching a resume. EOE: MWVD

Client Service Coordinator. Mississippi Valley Regional Blood Center (MVRBC) is growing and searching for Client Service Coordinators (CSC) to support our Business Development team by maintaining successful relationships with client accounts. The CSC will provide technical education on blood; blood industry updates; and support regulatory compliance to our hospital clients. Experience: This position requires a high understanding of laboratory science, specifically blood banking, in order to effectively communicate between hospital clients and lab staff. Previous experience in Blood Banking is required. The ideal candidate will also possess experience in customer service/product marketing and/or understanding of inventory management. Statistical and data analysis experience is preferred. Education: Ideal candidates should have a bachelor's degree in Medical Laboratory Science, Biology or related science field. Opportunities are available in the Davenport, IA; Springfield, IL, and St. Louis offices. To apply: Complete our online application at http://www.bloodcenter.org/join-our-team/, attaching a resume. EOE: MWVD

Business Development Manager (Biomedical Sales Account Manager). (Department: Administration; Location: St. Paul, MN; Status: Full-Time, 1.0 FTE (40 hours per week), Exempt) Position Summary: The Business Development Manager is responsible for identifying and obtaining new business partners to expand current research and clinical trial activities ("Activities") to support our blood center mission. This position will improve Innovative Blood Resources' (IBR) market position by diversifying IBR's revenue. This position is ultimately responsible for achieving increased revenues from these Activities. This position will be part of a team to define long-term organizational strategic goals, build key customer relationships, and identify, pursue and attain business opportunities compatible with IBR's values and mission. To apply please go directly to our website with an updated resume: http://bit.lv/1CCRr0X.

Assistant, Associate, or Full Professor. Bloodworks Northwest (PSBC) has two full time positions for Assistant, Associate, or Professor (without tenure) for physicians with expertise in transfusion medicine and related fields. Successful applicants will provide transfusion medical/apheresis services that will focus on patient care, medical and administrative coordination in the delivery of transfusion medicine, blood collections, and apheresis programs as well as medical education. Qualified candidates will be considered for appointments in the University of Washington School of Medicine at appropriate faculty rank. Applicants should

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have an M.D. or D.O., and board certification or eligibility in transfusion medicine or hematology boards, or equivalent experience. Candidates with PhD in cellular therapy or molecular biology may also be considered. Please send application, CV, and four references to Maxine Sellers (MaxineS@psbc.org), PSBC, 921 Terry Avenue, Seattle, WA 98104. Salary is DOO, DOE. Deadline: Open until filled. For eligibility for University sponsorship for an H-1B visa, graduates of non-U.S. medical schools must show successful completion of all three steps of the USMLE, or equivalent as determined by the Secretary of HHS. UW is an affirmative action and EEO employer. Qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, age, veteran status, or disability.

Manager Donor Testing. (Department: Donor Testing; Location: St. Paul, MN; Status: Full-Time, 1.0 FTE (40 hours), Exempt) Position Summary: In accordance with Federal, State, AABB, cGMPs and Blood Center policies, procedures, regulations and quality control standards, is responsible for all aspects of testing, technical operation and workload of the Donor Testing laboratory including staff supervision, employee counseling, evaluation, and other standard supervisory functions. Performs other tasks as assigned including budget management, relevant projects, training and education. To apply please go directly to our website with an updated resume: <u>http://bit.ly/1CmyP1U</u>.

Ouality Assurance Officer. The Blood Bank of Alaska is seeking a Quality Assurance (QA) Officer. The quality assurance officer is responsible for ensuring all areas of the Blood Bank of Alaska (BBA) are operating in compliance with applicable government regulations, accrediting agency standards or consignee requirements related to the collection, processing, testing and distribution of blood products, cellular therapy products and services. The QA Officer participates as a member of the BBA management team in planning, program formulation, and systems development. The QA Officer is responsible for designing, implementing, and monitoring the QA program for all operating divisions of BBA. The incumbent for this role must possess excellent conceptual, communication, and analytical skills; must understand general work flow processes and equipment used in a medical facility; and must have excellent interactive skills necessary in communicating with coworkers and regulatory officials. BBA is an equal opportunity employer. Qualified applicants are considered for employment without regard to race, color, religion, national origin, age, disability, marital/veteran status or any other legally protected status. Interested candidates please apply via website our at www.bloodbankofalaska.org.

Immunohematology Reference Laboratory Specialty Lab Tech III (Full-time and Part-time positions available). Make a life-saving difference by joining the dedicated staff of Michigan Blood. We have served Michigan communities for over 55 years and are seeking qualified individuals to serve in our Immunohematology Reference Laboratory. In this Livonia-based position, you will use your strong technical skills and laboratory training to assist with patient transfusion needs, perform advanced serological testing and ensure quality control of instruments and equipment. The ideal candidate will enjoy working in a team environment and strive to provide excellent customer service. This position requires great attention to detail and the ability to prioritize and perform work successfully under pressure. Oualifications required: MT(ASCP), BB(ASCP), or equivalent qualifications, and one year of blood banking or immunohematology reference laboratory experience within the last five years. Specialist in Blood Banking (SBB) or desire to seek SBB or equivalent will be taken into consideration when hiring. Schedule will be predominately 1st shift and requires taking call every third week. We offer a competitive salary and benefit plan. If you want to be part of our lifesaving organization, please apply via our website: www.miblood.org. EOE

Regional Sales Director. Cerus Corporation is searching for a regional sales director. This is a field-based position with the primary focus to prospect and close supply agreements for INTERCEPT Blood Systems with key blood centers and self-collecting hospital customer accounts in the North American transfusion medicine market. The individual will manage these opportunities by coordinating and leading field activities, gathering and communicating market data, profiling key accounts, establishing the value proposition and utilizing internal resources to do the necessary analysis to build a strong business case and drive revenue generation for Cerus. Position Requirements: Bachelor's degree with five-plus year's medical sales experience. Experience/knowledge of blood banking industry strongly preferred and three-plus years' experience working with national accounts or equivalent. To apply, please submit resume to HR@cerus.com. Visit our website at www.cerus.com.

Quality Assurance and Compliance Specialist III. San Diego Blood Bank's Quality Assurance and Compliance department is in search of an outstanding individual who possesses a high degree of integrity, is facilitative in nature, understand the importance of compliance, and will act as an advocate of quality services. Duties to include: Assist the VP, Quality and Regulatory Affairs with developing, implementing and executing quality assurance processes and practices that

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support the manufacture of FDA-regulated biologic blood, cell and tissue products, and other related regulatory activities. Assist in managing and monitoring systems and processes, in support of the SDBB Quality Plan, promoting an organizational culture of excellence. Ensure that performance and quality of products conform to established standards and regulatory requirements. Requires the ability to analyze complex issues, work independently and the flexibility to meet changing business and stakeholder needs. Bachelor's degree. RN or CLS and/or SBB(ASCP), ASQ or Health Care Compliance Certification Board (CHC, CHRC). Five-plus years' experience required. To apply, please visit: http://sandiegobloodbank.applicantpro.com/jobs/. The San Diego Blood Bank is an Equal Opportunity Employer. EOE/Minority/Female/Disability/Vets

Blood Donor Recruitment Director. Kentucky Blood Center (KBC), located in Lexington, Ky. seeks a dynamic professional to manage and mentor a team of seven account managers charged with the responsibility of recruiting organizations to sponsor blood drives. This individual will meet with staff regularly to motivate, review progress against assigned goals; enhance productivity and effectiveness: provide educational leadership: and analyze historical data to help develop and implement appropriate donor recruitment strategies. Must be goal-oriented, a creative problem-solver capable of thinking outside the box, and a team player who believes in the mission of helping others. Must identify, build, and maintain effective, positive, and proactive strategic alliances for the advancement of KBC. Qualified applicants must have bachelor's degree in related field; minimum of five years' experience, with demonstrated success, in sales/account management; and excellent writing, public speaking, and interpersonal skills. Working knowledge of Excel, MS Word, Power-Point, etc. Some in-state travel required. Competitive salary, comprehensive benefits including health/dental/life, STD, LTD. paid sick/vacations/holidays, EAP, 403(b) retirement savings plan, and pension plan. For more information or to apply online, please visit www.kybloodcenter.org. Drug-free and EOE/AAP.

Manager, Mobile Operations – DS010. Responsible for providing managerial direction for the Donor Services area of mobile operations. Will ensure the collection of safe, pure, and potent blood products at all Mobile Operations locations. Responsible for monitoring department performance and ensuring all Standard Operating Procedures (SOPs) and current Good Manufacturing Practices (cGMP) are followed. Provides direct supervision to supervisors, mobile operations. Bachelor's degree in a related field. Three years relevant management experience required. cGMP/regulated biologics manufacturing, blood bank (whole blood and automated collections), plasma center, or dialysis experience preferred. Three years driving experience with good driving record required. Laboratory, Nursing or Health Profession credentialing strongly preferred. Visit our website at <u>www.biobridgeglobal.org</u>. E-mail résumé to <u>hr dept2@biobridgeglobal.org</u>. Call Human Resources (210) 757-9557. BioBridge Global and its subsidiaries are proud to be an EEO/AA-M/F/D/V/Genetic Data employer that maintains a Tobacco & Drug-Free Workplace. All qualified applicants will receive consideration for employment without regard to race, color, ethnicity, religion, sex, national origin, disability, veteran status, genetic data, or other legally protected status.

Mobile Collections Supervisor. Blood Bank of Hawaii, a medium-size blood center (50,000 RBC collections annually / 57% from mobiles), is looking for a Mobile Collections Supervisor to join our management team. Reporting to the Mobile Collections Manager, this position's responsibilities include the overall supervision of the mobile collection team ensuring the collection operations are in compliance with internal SOPs and external regulations. This position will collaborate through interaction and communication with other departments to ensure policies and procedures are in place to optimize the quality and integrity of the blood supply and donor safety. This "lead from the front" position will be quality driven; customer service focused, and have the ability to remain flexible in times of need. Neighbor island supervision and travel is an essential. The ideal candidate will have three years in a health-related field with at least one year of supervisory experience and demonstrate strong leadership, customer service and communication skills. A current, valid driver's license is required for this position. If you have supervisory experience in a healthcare-related field, able to lead by example, a team player, and available to work flexible hours including evenings, weekends and holidays please apply today at http://hiblood.me/bbhmobilesupervisor.

Center Manager (Lake Charles, La.). LifeShare Blood Centers is currently seeking an individual to fill a key leadership position within our organization. The center manager is accountable for operational objectives and will ensure the strategic plan is met. The position tracks and trends key performance indicators, quality metrics and financials and takes appropriate action to ensure the business viability. Bachelor's degree in applied sciences or business required with MBA preferred. Demonstrated success of execution of strategic objectives in challenging and highly regulated environment. Ten years of progressive managerial experience required with experience managing donor recruitment and donor services a plus. LifeShare has been a part of the community since 1942, providing local hospitals and our

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employees with great benefits. To apply, please visit: <u>www.lifeshare.org</u> under the careers tab. LifeShare Blood Centers is proud to be an EEO/AAP – M/F/D/V/Genetic Data employer that maintains a Tobacco and Drug Free Workplace. All qualified applicants will receive consideration without regards to race, color, ethnicity, religion, gender, national origin, disability, veteran status, genetic data, or other legally protected status.