



# ABC NEWSLETTER

CURRENT EVENTS AND TRENDS IN BLOOD SERVICES

Visit ABC's Web site at: [www.americasblood.org](http://www.americasblood.org)

2017 #36

October 6, 2017

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**Please Note:** The ABC Newsletter will not be published on October 13 due to the 2017 AABB Annual Meeting. We will resume regular publication the following week. Thank you for your continued interest!

## Notifying, Apologizing, & Proactively Compensating Patients after Adverse Events Does Not Increase Liability Costs

A study in two academic and two community hospitals in Massachusetts suggests that their “communication and resolution” program after adverse events did not increase liability costs from 2013-15. The program, operated out of risk management departments with robust clinician participation, was used for the evaluation of events of defined severity. That is, “they caused either permanent harm or temporary harm that led to or extended a hospitalization, required an invasive procedure, or resulted in at least three outpatient visits,” were reportable to a state agency, were requested by a provider or were the subject of a pre-litigation notice. The program also employed written protocols to evaluate events, and called for explanations and apologies where appropriate, and compensation when investigation documented that substandard care had caused harm. The report demonstrates good adherence to the required procedures in almost 1,000 events. Ninety-one percent did not meet compensation criteria, and when they did, the median payment was \$75,000. Satisfaction among clinicians was high (69.4 percent of clinicians who were involved were strongly positive about “using the CARE (communication, apology, and resolution) process to try to resolve unanticipated care outcomes.” Legal actions were filed in 6.7 percent of cases for which the statute of limitations had expired compared to 4.5 percent of cases for which it was yet to expire.

### BREAKING NEWS

The FDA announced [approval](#) of the cobas Zika test for screening blood donors using the cobas 6800 and cobas 8800 systems on October 5<sup>th</sup>. A timeline for its launch has not yet been provided by Roche, the manufacturer.

The authors conclude, “although there are clear opportunities to strengthen communication-and-resolution programs going forward, the Massachusetts experience is cause for optimism about the prospects for this approach to medical injury resolution.”

David Allen, CEO of ABC member Mississippi Blood Services has been involved in tort reform for two decades and in the leadership of the movement in Mississippi

(continued on page 3)



## OUR SPACE

**Bud Scholl; Director, President & CEO, OneBlood**

### **Mother Nature Is No Match for the Force of the Blood Community**

Hurricanes Harvey, Irma, and Maria left their mark, but so did blood centers around the nation. Proving once again their resilience and resolve to ensure blood is available when and where it is needed, no matter the circumstances.

Before the first drop of rain arrives, blood centers all over the country unite and come to the aid of blood centers in the path of the storm, sending a reassuring message that you are not alone. OneBlood experienced this firsthand as Hurricane Irma marched towards Florida.

A week after sending blood to Texas to help after Harvey, OneBlood was in the same boat. The largest storm in the history of the United States had its sights set on Florida. Irma was so massive we knew before the storm even arrived that we would be forced to suspend collections for up to three days across our entire system. I am grateful to the national blood banking community who, without hesitation, sent additional blood products to OneBlood to help augment our supply until we could safely resume operations. Your help is appreciated and made a major difference.

Texas and Florida are back to business as usual, but Puerto Rico still needs our help. Widespread destruction, loss of power, and the displacement of millions of people continues to make blood collections a challenge. Given OneBlood's proximity to Puerto Rico and significant Hispanic demographic, the situation on the island continues to dominate local news coverage reminding us daily of their hardships. We continue to work closely with the American Red Cross, Blood Centers of America, and America's Blood Centers to provide ongoing shipments of blood and platelets to hospitals in Puerto Rico. Nearly two weeks after the storm has passed many of us are still sending blood and will continue to do so as long as it is needed.

While hurricane season certainly presents blood centers with unique challenges, it also reminds us of the cooperative spirit of our industry in times of need. We are once again watching the solidarity of the blood banking community emerge in the wake of the Las Vegas tragedy. We do not know what tomorrow holds, which is why a ready blood supply across the nation is imperative. We are grateful for the assistance OneBlood received in our time of need and will always stand ready to do the same. ♦

*Bud Scholl*

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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.

#### **America's Blood Centers**

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## LIABILITY COSTS (continued from page 1)

that brought sweeping reforms in that state in 2004. He provided the following perspective when asked about the study's findings:

*I hope that ABC members will read and digest the study...In today's environment, one cannot turn on the TV, drive around town, or pick-up a phone book without being assaulted by advertisements from personal injury lawyers stating something to the effect of "...if you have been injured due to no fault of your own, we can collect money for you!" And many of us in the healthcare field have become jaded by such onslaughts. The bottom line from the experience of Baystate Medical Center and Beth Israel Deaconess Medical Center is an important step forward for the healthcare community:*

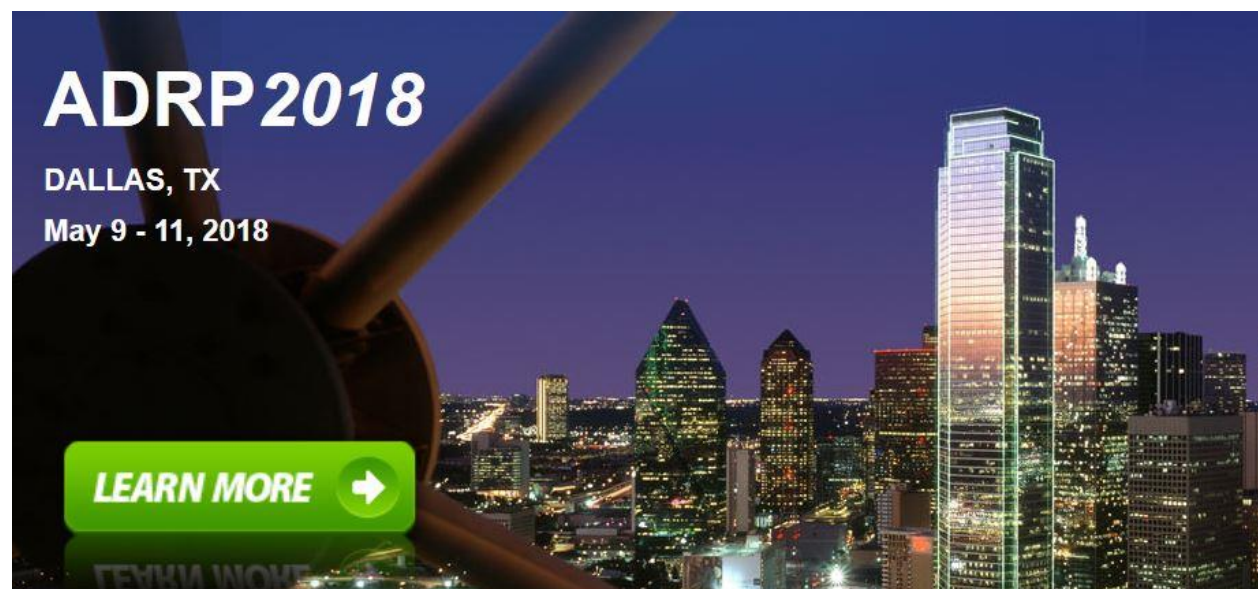
- *Talk with patients about adverse outcomes;*
- *Don't ignore such events as if they did not occur; and*
- *Express sympathy for what happened, and proactively offer them compensation.*

*ABC members who are part of the Community Blood Centers' Exchange (BCx), have known the benefits of such communications with our donors for some time. If you have not taken such measures with your donors who have had "less than positive blood donation experiences," you should seriously begin addressing poor outcomes with your donors. Be proactive with your donors and you will be pleasantly surprised at the overall outcome!"*

**Citation:** Mello M.M., Kachally A., Roche, S., *et al.* Outcomes in two Massachusetts hospital systems give reason for optimism about communication-and-resolution programs. *Health Affairs*. 2017. 36:1795-1803 💧

## Blood Needs Met in Wake of Las Vegas Tragedy

The AABB Interorganizational Task Force on Domestic Disasters and Acts of Terrorism issued a [news release](#) following the mass shooting in Las Vegas, Nev. at a country music festival that killed more than 50 people and left close to 500 wounded. Blood donors came out in large numbers following tragedy with ABC member United Blood Services (UBS) having more than 950 first-time donors present October 2<sup>nd</sup> – 4<sup>th</sup>. UBS thanked the community for the outpouring of support, while encouraging donors to schedule appointments in the coming weeks and months. 💧





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It's About *Life*.

## INSIDE ABC

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

### **ADRP Announces Call for Speaker Abstracts**

ADRP opened the call for abstracts for its [2018 Conference](#) and Expo in Dallas, Texas. Suggested topics include donor collections staffing, managing productivity, fixed site recruitment, customer service marketing programs, reducing turnover, and emerging medical issues. Speakers that are selected will receive a 30 percent discount off conference registration and a free one year subscription to ADRP. Interested individuals can submit their abstracts [here](#).

### **ADRP Award Nominations Open**

Recognize a peer or outstanding donor group by nominating them for an [ADRP Award](#). Submissions are being accepted until November 15<sup>th</sup> via the online [nomination form](#). This year's categories include: Donor Recruiter of the Year, Donor Collections Team Member of the Year, Leader of the Year (Recruitment & Collections), Franzmeier Lifetime Achievement Award, Gilcher MD/CEO Award, Media Partner Award, Blood Drive Award (Creative & Most Productive), School Blood Drive Award, and the Humanitarian Service Award.

### **REMINDER: Participate in BARDA Blood Supply Sustainability Modeling**

ABC members are urged to take part in the Biodefense Advanced Research and Development Authority (BARDA) efforts that aim to provide sustainability/resiliency modeling estimates that the RAND report lacked. This will be part of the larger effort being spearheaded by the Advisory Committee on Blood and Tissue Safety and Availability and the Blood Organs and Tissue Senior Executive Council (BOTSEC) to ensure appropriate responses to the issue of sustainability moving forward. Additional details are available in [MCN: 17-067](#) and the modeling spreadsheets can be found [here](#). At this time,

we are only collecting RBC data—no platelet, plasma or other components. ABC will ensure that all data provided is anonymized. Please contact ABC Chief Medical Officer and Interim CEO [Louis Katz](#) with any questions or to express your willingness to participate. Please submit your responses by October 31<sup>st</sup>. 💧

#### **SAVE THE DATE**

**ABC SMT Journal Club Webinar**

**November 28, 2017 at 1 PM ET**

*Additional details coming soon!*

### **ABC Calendar of Events**

ABC offers a variety of meetings, workshops and virtual opportunities for education and networking as well as participation in ABC business. The [calendar of events](#) includes annual and summer meetings, board meetings, workshops, and webinars, and details will be updated as confirmed. We look forward to your support and participation!



## RESEARCH IN BRIEF

**CRISPR-Cas9-related precision “base-editing” of human embryos reported.** Chinese investigators have reported the correction of the genetic defect in one of the most common forms of beta-thalassemia in human germline cells. Germline cells are capable of being passed from generation to generation which would theoretically allow protection of future offspring from the disease. Primary somatic cells (skin fibroblasts) from a patient with homozygous beta-thalassemia were precisely edited to correct the mutation in these cells, and the somatic cell nuclei were transferred to *in vitro* matured oocytes. In eight of 20 cloned embryos, one or both copies of the mutant gene were repaired. This is too low for clinical applications. Further, not all the cells in these eight embryos were corrected, called mosaicism. The authors note that evaluation for off-target genome editing was confined to the 10 most likely sites, and other caveats about the totality of the process. While maintaining that this work holds out promise for cure of genetic diseases, they add, “in addition to technical issues, ethical and societal issues associated with germline gene therapy need to be investigated and discussed thoroughly before the clinical application.”

**Citation:** Liang P., Ding C., Sun H., *et al.* Correction of  $\beta$ -thalassemia mutant by base editor in human embryos. *Protein and Cell*. 2017. doi:10.1007/s13238-017-0475-6.

**A single amino acid change in the Zika virus genome may contribute to fetal microcephaly.** One of the important conundrums in the Zika pandemic has been explaining why the association of the virus with fetal microcephaly and other severe developmental changes was unrecognized until the Brazilian outbreak in 2015. Scientists in mainland China, with contributions from the University of Texas Medical Branch in Galveston, suggest that a single amino acid change resulting in a serine to asparagine substitution in the viral polyprotein may be (at least partly) responsible. Mutated virus increased Zika infectivity for human and mouse neural progenitor cells, and promoted microcephaly and fetal death in neonatal mice compared to “wild type” Zika. Evolutionary analysis showed that the mutation was absent in an Asian viral strain from 2010, occurred before the French Polynesia outbreak in 2013 and was maintained in subsequent spread to the Americas.

**Citation:** Yuan L., Huang X-Y, Zhong-Yu L. *et al.* A single mutation in the prM protein of Zika virus contributes to fetal microcephaly. *Science*. 2017. doi: 10.1126/science.aam7120. 💧

## RECENT REVIEWS

**A recent *Nature Outlook* supplement on blood discusses issues of great interest to the blood community.** Topics include work on blood substitutes, including *in vitro* production of transfusable red blood cells, gene editing as a potential cure for sickle cell disease, the use of plasma infusion for treating Alzheimer’s disease, analysis of blood for diagnostic signals in a breadth of conditions from brain injury to infections and cancer, and forensic applications. There is a story on patient blood management and the trend toward conservative transfusions. ABC member blood centers and staff were interviewed for a story on infectious threats to the blood supply. The articles are freely available online.

(Source: *Nature Outlook*, [Accessed](#) 9/29/17). 💧



## BRIEFLY NOTED

**BloodCenter of Wisconsin (BCW) scientists seek ABC member blood center participation in a study to standardize the measurement of anti-A and -B titers in plasma from whole blood.** The use of type O whole blood in massive transfusion is increasing, including for patients before their blood type has been determined. A perceived barrier to this is the occurrence of acute hemolysis due to anti-A and -B in these units. Many collection facilities provide “low titer units,” but the methods for determining titers are not standardized and the clinical relevance of the measured titers measured is not known. Greg Denomme, PhD and Waseem Anani, MD at BCW, in a study funded by the Foundation for America’s Blood Centers, are requesting ABC member participation in their effort to provide a consensus method to determine titers that can then be studied for clinical relevance. Members can access [MCN17-068](#) for more details. 💧

## INFECTIOUS DISEASE UPDATES

**Reflecting the marked decline in Zika cases in the Americas, CDC has deactivated its emergency response for Zika virus.** The Emergency Operations Center (EOC) was activated in January of 2016, responding to the association of the virus with devastating neurodevelopmental defects in infants infected *in utero*. A team will lead the transition to routine long term activity that will maintain “timely coordination and collaboration on scientific, communication and policy activities”. Noting that Zika remains a risk, both from travel and local transmission in the U.S, “CDC remains committed to protecting the health of Americans, and will continue working to protect the nation from the threat of Zika.”

(Source: Centers for Disease Control and Prevention [Release](#), 9/29/17) 💧



### THE DIFFERENCE OF **SIMPLIFIED FLOW CYTOMETRY**

The new BD FACSVia™ System is an easy-to-use clinical flow cytometry solution designed for simplicity and excellence in residual white blood cell enumeration.

[Click here for more information about the BD FACSVia™ System.](#)





## WORD IN WASHINGTON

Don Wright, MD, MPH, has been named Acting Secretary at the Department of Health and Human Services (HHS). He assumes the role following the resignation of Tom Price, MD last week. A career official at HHS, Dr. Wright had been serving as HHS' Acting Assistant Secretary for Health. Within this role, he led development of HHS-wide public health policy recommendations, and oversaw 12 core public health offices, including the Office of HIV/AIDS and Infectious Disease Policy (OHAIDP). "I am honored to have the opportunity to serve the American people and the Administration in this role," said Dr. Wright in a news release from HHS. "I look forward to ensuring that the important work of the Department in support of the President's agenda continues to move forward during this interim period." Several names have been floated as possible permanent successors to Dr. Price, including CMS Administrator Seema Verma and FDA Commissioner Scott Gottlieb.

(Source: HHS News [Release](#), 9/29/17) 💧

## Learn ♦ Grow ♦ Lead Shed Light on Your Future



### This Month's Featured API Resources

**1. Jerry Haarmann Leadership Program**

Six courses on leading teams

"This course gave me many ideas on how to work with the team in my department as well as working with other teams outside my department."

- API pilot participant

**2. Strategic Leadership Program**

Six courses on change management and communication challenges

### Effective Leadership: How Do You Rate?

Check your leadership effectiveness by answering yes or no to the following questions:

- Do you know exactly what you want employees to understand, think, and do in response to your communications?
- Are trust and commitment part of your team's DNA?
- Do you know what motivates your employees?



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**PEOPLE**

**Hoxworth Blood Center recently announced David Oh, MD as chief medical officer.** He brings more than 15 years of blood banking and medical oversight experience to Hoxworth. “Dr. Oh’s expertise will help us support and strengthen the services we provide to patients and donors in the Tri-State,” said Hoxworth director, Dr. Ronald Sacher, MD. “He brings many attributes to the senior leadership of Hoxworth and will play a key role in our clinical and strategic efforts going forward.” Dr. Oh has previously worked as medical director at Stanford Blood Center and San Diego Blood Bank. He graduated from the University of Wisconsin-Madison and received his medical degree from the University of Wisconsin School of Medicine.

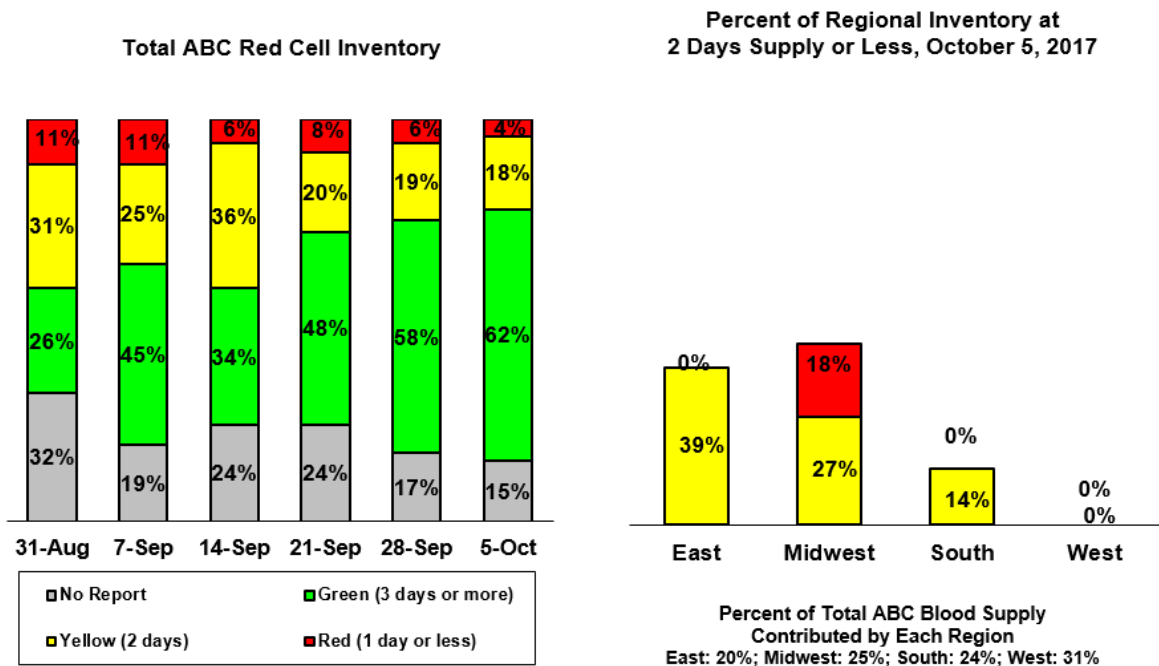


(Source: Hoxworth Blood Center Announcement, 10/3/17)

**Richard Kaufman, MD will be the next Editor-in-Chief of *Transfusion* beginning in April 2018.** Dr. Kaufman currently serves as the medical director at Brigham and Women’s Hospital in Boston, Mass. and is an associate professor at Harvard Medical School. “Dr. Kaufman is an ideal candidate to serve as the next Editor-in-Chief of *Transfusion*,” said current Editor-in-Chief Paul Ness, MD in a news [release](#). “With his strong background in blood banking and transfusion medicine, Dr. Kaufman possesses valuable expertise in the field and a broad understanding of the future direction of research. *Transfusion* will be well-served by Dr. Kaufman’s widespread knowledge, vast experience and passionate interest in the subject matter.”

(Source: AABB News [Release](#), 10/2/17) ♦

**STOPLIGHT®: Status of America’s Blood Centers’ Blood Supply**



Daily updates are available at: [www.AmericasBlood.org](http://www.AmericasBlood.org)





## MEMBER NEWS

LifeStream recently hosted the inaugural 5K Life Run/Walk in Redlands, Calif. fundraiser with more than 350 participants. Complete with live entertainment and food, each individual received a commemorative event medal and T-shirt, while their “four-legged companions” received a “doggie bag” that included a bowl and post-race treats. “We were very gratified by the community’s enthusiasm for our event, and were especially thankful for the support of our sponsors,” said Catherine Grinnan, LifeStream’s community and corporate relations manager. “We didn’t have a track record, so we were not quite sure how it would be received. But the sponsors were happy, and our staff and volunteers who were there received only positive feedback. People really enjoyed themselves.” LifeStream has already begun planning for next year’s event.



Source: (LifeStream Announcement, 9/29/17) ♦

## GLOBAL NEWS

National Blood Donor Day in India featured an announcement of a new program to recruit blood donors utilizing Facebook and connect them with potential blood recipients. Individuals are able to sign-up to be blood donors on Facebook and receive alerts directly in their newsfeed when shortages arise. Blood organizations and hospitals in that country will be able to generate special posts or requests that Facebook will connect to individual donors nearby who will have the opportunity to respond directly from their mobile device via WhatsApp, Facebook Messenger or by phone to the requests. All information will remain private unless the user chooses to share it

(Source: Facebook [Announcement](#), 9/27/17) ♦

### We Welcome Your Letters

The ABC Newsletter welcomes letters from its readers on any blood-related topic that might be of interest to ABC members. Letters should be kept relatively short and to the point, preferably about a topic that has recently been covered in the ABC Newsletter. Letters are subject to editing for brevity and good taste. Please send letters to the Editor at [newsletter@americasblood.org](mailto:newsletter@americasblood.org) or fax them to (202) 393-1282. Please include your correct title and organization as well as your phone number. The deadline for letters is Wednesday to make it into the next newsletter.

## CALENDAR

**Note to subscribers:** Submissions for a free listing in this calendar (published in the last issue of each month) are welcome. Send information to Leslie Maundy by e-mail ([lmaundy@americasblood.org](mailto:lmaundy@americasblood.org)) or by fax to (202) 393-1282. (For a more detailed announcement in the weekly “Meetings” section of the newsletter, please include program information.)

### 2017

Oct. 7-10. **AABB Annual Conference, San Diego, Calif.** More information and registration [here](#).

(continued on page 10)

**CALENDAR** (continued from page 9)

Oct. 19-20. **Austrian Red Cross Content Marketing Workshop, Vienna, Austria.** [Email](#) for more information.

Oct. 25-26. **MedTech Coverage, Coding, & Reimbursement Workshop, San Diego, Calif.** Find out more [here](#).

Oct. 25-28. **National Sickle Cell Disease Association Convention, Atlanta, Ga.** Register [here](#).

Nov. 2. **AdvaMed Cybersecurity Summit, Washington, D.C.** For more information and to register, click [here](#).

Nov. 8-10. **10<sup>th</sup> World Federation of Hemophilia Global Forum, Montreal, Canada.** For more information and to register, click [here](#).

Dec. 9-12. **American Society of Hematology Annual Meeting & Expo., Atlanta, Ga.** Register [here](#).

**2018**

Feb. 5-7. **14<sup>th</sup> Annual FDA and the Changing Paradigm for HCT/P Regulation, Alexandria, Va.** Register [here](#).

Mar. 17-19. **ABC Annual Meeting, America's Blood Centers, Scottsdale, Ariz.** More details available [here](#).

May 9-11. **ADRP Conference & Expo., Dallas, Texas.** More details [here](#). ♦

**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 Maundy at the ABC office. Phone: (202) 654-2917; fax: (202) 393-1282; e-mail: [lmaundy@americasblood.org](mailto:lmaundy@americasblood.org).

**POSITIONS**

**Medical Technologist.** LifeSouth Community Blood Centers is currently seeking a skilled individual for a Medical Technologist position in our Immunohematology Reference Laboratory (IRL) in Gainesville, FL. This position performs and interprets clinical laboratory tests in a highly regulated environment. Bachelor's degree required. National certification such as MT/CLS, MLS (ASCP) or equivalent required. Current Florida Medical Technologist license required. Must be able to work the overnight and weekend shift. This is a full-time position. Starting salary range is \$25.00 - \$32.00 an hour based on years of relevant experience. Shift differential may apply. LifeSouth offers a competitive benefits package and great career development opportunities. Background check and drug test required. Equal Opportunity/Affirmative Action Employer/DFWP/Tobacco Free. Follow this link to apply: <https://lifesouth.careerplug.com/jobs/695857/apps/new>.

**Vice President, Human Resources (Lexington, Kentucky).** Kentucky Blood Center (KBC) is seeking a proactive professional responsible for the oversight and management of the Human Resources department. The role encompasses oversight of all HR functions, including compensation, benefits, employee relations, talent

management, retention, performance management, budget preparation and monitoring, policy development, legal compliance, safety, training and development, wellness, and volunteer services. Reporting directly to the President and CEO, this position works with KBC's outside counsel and benefit administrators regularly. The position is becoming available due to an announced retirement guaranteeing a seamless transition. Qualified applicants must have a bachelor's degree in Human Resources, Business, or related field and an HR Certification is strongly preferred. A minimum of eight years HR management experience required. Proof of education/certifications required during the interview process. Must be proficient with MS Office products; have a working knowledge of employment and labor law, compensation, and benefit administration; have proven data analysis skills; be highly organized, reliable, and have outstanding interpersonal skills. Strong communication skills, a do-what-it-takes work ethic, and a team player attitude are required. Competitive salary, comprehensive benefits including health, dental, vision, life,

(continued on page 11)

**POSITIONS** (continued from page 10)

STD, LTD, paid time off/holidays, EAP, and 401(k) retirement savings plan. Relocation provided. For more information or to apply online, please visit [www.ky-bloodcenter.org](http://www.ky-bloodcenter.org). Drug-free and EOE/AAP.

**Medical Technologists.** Medical Technologists opportunities available! If you've always wanted to live near the beautiful beaches in Florida, OneBlood is currently recruiting in Panama City, FL. OneBlood has a great benefits package that includes a Student Loan Repayment

Program, a FREE medical insurance option, license reimbursement, competitive shift differentials, and much more. Our Medical Technologists perform basic through advanced testing procedures on patient and/or donor samples and interpret results in accordance with regulatory guidelines and organizational policies and procedures. Applicants must have a valid/current Florida Clinical Laboratory Technologist license, or eligible, in Immunohematology or Blood Banking. Apply [here](#) to join our team of dedicated professionals with a mission to save lives. OneBlood, Inc. is an Equal Opportunity Employer/Vet/Disability.

**Associate Director.** Mississippi Valley Regional Blood Center (MVRBC) is looking for a progressive and experienced leader to become an integral part of our team. Our Inventory Management Department (IMD) has a full time Associate Director opportunity available located at our corporate headquarters in Davenport, Iowa. IMD provides direct customer service to our hospital clients maintaining blood product inventory levels and fulfilling orders. As a part of the management team, the Associate Director will demonstrate effective and consistent leadership qualities in the pursuit of excellence. This position will also collaborate with internal departments and leaders to achieve goals and implement strategic initiatives. The ideal candidate will have a strong demonstrated history of progressive management/supervisory experience in a sales, customer service and/or logistics field. Strong problem solving and critical thinking skills regarding client product delivery, a strong understanding of standard operating procedures (SOP's) and following guidelines is expected. Experience in a medical or regulated field or experience with routine inspections from regulated agencies, such as FDA, is preferred. The candidate should have previous sales/marketing experience or demonstrative customer service interactions (B2B). Bachelor's degree or equivalent in a related field is preferred. Equal Opportunity Employer: Minorities, Women, Veterans, Disabilities. To apply click [here](#).

**Director of Donor Recruitment.** Do you have a passion for community service, leadership and sales? Are you a goal-oriented people person? Arkansas Blood Institute is seeking qualified candidates for director of Donor Recruitment in the Little Rock area. This is a vital and rewarding position that will play a key role in expanding our footprint and sharing our lifesaving mission in Central Arkansas. Arkansas Blood Institute is part of one of the fastest-growing independent blood centers in the U.S., providing blood to more than 30 hospitals in Arkansas, including four major hospitals in Little Rock. Arkansas is home to 52 state parks set on gorgeous mountains, lakes, streams and forests. Little Rock is beautifully located along the Arkansas River and has more than fifteen miles of scenic riverfront, cultural and historic attractions, entertainment and world-class dining. Qualifications: Three to five years of work experience directly related to blood banking. Associate's degree is required, bachelor's degree preferred. Benefits: Arkansas Blood Institute offers a competitive salary, excellent benefits package including health, dental, vision, and life insurance, 401(k), paid time off, and a relocation package for candidates who do not reside in the Little Rock area. Apply online only at: <http://arkbi.org/careers/> EEO M/F/D/V/Drug Free Work Environment. 💧