

Sharing Business Metrics with Staff to Increase Engagement

The Society for Human Resources Management's [2016 survey on employee satisfaction](#) noted that employees are generally the most satisfied they have been in the last 10 years. After asking 600 U.S. employees in their survey about their job satisfaction levels, 88 percent responded saying they are somewhat or very satisfied with their jobs. However, blood centers are exhibiting high turnover rates. The 2016 ABC Human Resources Compensation and Benefits Survey report showed a 23 percent average turnover rate per year at participating blood centers.

While layoffs and terminations are down from years prior, a number of employees are voluntarily leaving blood centers. Perhaps it is a fear of job security, which ranks as the most important work aspect for those employees who filled out the SHRM survey. With numerous blood center mergers within just the last few years, and the sustainability of the blood center industry a hot topic of discussion at many meetings nationwide, it would be no wonder why employees feel as though their job security is questionable. But leaving employees in the dark can create disgruntled employees who can become toxic for the organization, noted Sun-Coast Blood Bank CEO Scott Bush in his presentation at the 55th ABC Annual Meeting. Unhappy employees have an increased rate of errors; can be cold and unpleasant to the donors, which can give the blood center a bad reputation; and turn positive employees into cynical ones, creating a cascading effect of distrust and pessimism amongst staff members.

What can help to deter this kind of negativity is transparency. Transparency from leadership to middle-managers and those managers to the non-exempt staff can help create an environment of openness and spur productivity. One

way in which to develop transparency is to share business metrics, said Mr. Bush. "Sharing is caring," he noted in his slides from the Annual Meeting presentation. Sharing business metrics helps to generate trust amongst employees and leadership, which in turn can help establish an emotional connectivity and develop employee loyalty and engagement.

"My experience is that good employees—the kind of motivated talent you want to keep around for the long term—



are very interested," wrote Victor Lipman, *Psychology Today* and *Forbes* contributor. "Employees like transparency. Why wouldn't they?"

The move toward sharing financial data is a trend happening across all sectors of the private industry, reads a [2016 study from Robert Half Management Resources](#). Fifty-six percent of chief financial officers interviewed said their organization provides at least some employees with regular updates on financial performance, up 32 percentage points from a [2012 survey](#); and an overwhelm

(continued on page 3)

Issue #21
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INSIDE:

Our Space:

World Blood Donor Day .. 2	
Submit Comments on CMS' Proposed Rule ... 4	
Last day to apply for the API Future Leader Scholarship	4
ABC Summer Meeting Sessions Help You at the Negotiation Table...	5
RESEARCH IN BRIEF....	6
BRIEFLY NOTED	6
INFECTIOUS DISEASE UPDATES.....	8
STOPLIGHT®: Status of the ABC Blood Supply, 2016 vs. 2017	9
WORD IN WASHINGTON	10
PEOPLE	11
MEMBER NEWS	12
COMPANY NEWS.....	12
GLOBAL NEWS.....	13
CALENDAR	13
CLASSIFIED ADVERTISING	14
POSITIONS	14



OUR SPACE

Delisa English, CEO and President of The Blood Connection

World Blood Donor Day

World Blood Donor Day, sponsored by the World Health Organization (WHO), is just around the corner on June 14. This year's theme focuses on blood donations for emergencies. If you're reading this column then you are well aware the blood that is available for emergent situations and after tragic events is the blood that was already on the shelf at the hospital or blood center, collected and processed days earlier. In fact, recently after the tragic incidents in Manchester, U.K., an official from the NHS Blood and Transplant system implored the thousands of people reading [The Guardian](#) who wanted to help should become "regular" blood donors so the country could "make sure we are again ready for any major incident." One of the stated objectives of World Blood Donor Day is "to build wider public awareness of the need for committed, year-round blood donation, in order to maintain adequate supplies". While this is indeed something that we all are in alignment with, what is not clear is how we get there. Maybe it's time to change the conversation. As individual blood centers we try to break through the bombardment of marketing messages donors take in on World Blood Donor Day, but how do we continue with that conversation all year long? How do we leverage the power of our collective efforts through ABC to create the awareness and sense of urgency that turns episodic blood donors into regular blood donors?

I would suggest that creating lifelong blood donors is a year-round, day-in, day-out activity. Just as each blood donor or potential blood donor is a unique individual, so our efforts should be unique in how we engage them. Perhaps our call to action should be as ubiquitous as our electronic devices that we can't live without. I'm reminded hourly to breathe and stand and walk around by my fitness device, I'm reminded when it's time to start getting ready for bed (as if I need a reminder for that), I'm updated several times a day on how the stock market is performing, and the latest news, and I'm rudely jarred awake each morning by an electronic device. What new and bold actions will it take to jar the public into action?

No matter what, I think we can all agree that the WHO through World Blood Donor Day—whether we celebrate it as a day, a week or a way of life—has created a call to action that captures the essence of what is needed: **What can you do? Give blood. Give now. Give often.** Happy World Blood Donor Day!

Delisa K. English

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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.

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SHARING BUSINESS METRICS (continued from page 1)

ing 70 percent of the employees surveyed were interested in seeing the information.

An executive could share financial information and key performance indicator data with his staff members, but be careful not to include any income or raw data, warned Mr. Bush. However, showing employees how much blood banks are spending on testing supplies and equipment, marketing and communications efforts to donors, as well as error-related costs, can help employees understand and accept changes more easily and willingly.

By sharing data with employees, helping your staff set their own goals, and providing them with opportunities to submit ideas on how to cut operational costs, employee engagement can be driven to new heights. A [study by the National Center for Employee Ownership](#) found that companies that revealed financial information to their employees saw a 1 to 2 percent sales growth over what they expected.

Executive Director of Communications & Employee Engagement with Comcast Cable Tina Davis told *CIO magazine*, “It’s crucial for leaders to speak candidly about challenges, goals, vision, and strategy. Those who prioritize open and ongoing dialog, those who listen to employees, earn their trust and answer tough questions, reap immediate and tangible benefits. In rapidly evolving, disruptive industries, engaged talent and high-performing teams generate huge competitive advantages.”

Opening the books and becoming more transparent can help cultivate a culture of dedication and commitment, said Mr. Bush. “Happier employees equal more productive employees.” And the happier your staff is, the better their interactions with the public will be, which will again help your brand, potentially drive recruitment and collections, and help cut costs for your center in the long term. ♦



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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.

Submit Comments on CMS' Proposed Rule

The Centers for Medicare and Medicaid Services (CMS) is accepting public comments through June 13, 2017 regarding a [proposed rule](#) for the Medicare Hospital Inpatient Prospective Payment Systems and Long-Term Care Hospital Prospective Payment System for Fiscal Year 2018 (CMS-1677-P).

Section XI, Part 2 of the proposed rule would establish a new requirement that “Accrediting Organizations” (AO) with CMS-approved accreditation programs post final accreditation survey reports and acceptable Plans of Correction (PoC) on a public facing website designated by the AO.

As ABC formulates our response to the proposed rule in its entirety, your input is requested and valued regarding this particular section. Please send any thoughts, specifically whether ABC should take a position on this requirement (either for or against), remain neutral or if you have any questions regarding this proposed rule, to [Kate Fry](#) by COB Wednesday, June 14.

Last day to apply for the API Future Leader Scholarship

Today is the last day to apply for the ABC Professional Institute's (API) Future Leader Scholarship. ABC is committed to helping its member blood centers and their staff grow and develop the next generation of leaders. We encourage blood center executive staff to promote internal staff development by nominating an employee for the API's Future Leader Scholarship, which provides three \$1,000 awards to ABC Summer Meeting attendees. Funds received through this scholarship are to be used to cover the cost of the Summer Meeting (must include the Business Forum) registration fee and/or supplement any travel/lodging costs associated with attendance.

Scholarship applicants must be non C-suite level blood center staff nominated by a C-suite level member. The scholarship awardees are eligible to apply every three fiscal years (April 1 to March 31). ABC cancellation policy applies as indicated in event registration.

To submit an application, click [here](#). For questions about the scholarship program, contact [Leslie Maundy](#).

(continued on page 5)

Join the ABC HR Committee June Webinar!

The ABC Human Resources Committee is pleased to announce its June webinar on “Industry Employee Retention & Turnover Report 2017.” The webinar is scheduled for June 22 at 1:30 p.m. EDT. On this webinar, Judy Hunter, chair of HR Metrics sub-committee, will review the results of the ABC 2016 Employee Retention & Turnover Survey with trend analysis for 2013, 2014, 2015 and 2016.

To register now, please click [here](#).



INSIDE ABC (continued from page 4)

ABC Summer Meeting Sessions Help You at the Negotiation Table

The ABC Summer Meeting in Providence, Rhode Island, and brings a number of riveting and informational sessions for participants on the industry's latest and most pressing topics. Explore new techniques, discuss the latest research, and network with industry leaders, innovative experts, and forward-thinking CEOs. This year's business forum will include such in-depth sessions as "Building Relationships through Contract Negotiations," with Andrea Coleman on August 2.

Ms. Coleman is a former CEO of numerous hospital systems and vice president within the health care industry. She is currently a principal and owner of Executive Partner, a Georgia-based boutique consultancy specializing in corporate development and business expansion for small businesses. Ms. Coleman will provide an overview of trends, strategies, and factors affecting contract negotiations with hospital customers. She will share actionable tips and information on how blood centers can improve their contracts with hospitals and health systems.

More information on this session, and many other excellent opportunities to learn and hone your leadership and blood industry skills at the Summer Meeting are available for ABC members on our [Member site](#) including the [Summer Meeting agenda](#). To register for the meeting, click [here](#). ♦



AMERICA'S BLOOD CENTERS'

55TH SUMMER MEETING

August 1-4, 2017 – Providence, RI

HIGHLIGHTS

Common Ground: The Impact of Reimbursement
Jack Berry, American Hospital Association's Regional Executive

Customers & Negotiations: Building Relationships
Andrea Coleman, Former Hospital CEO and VP with VHA West Coast

Pediatric Transfusion Thresholds Update
Steven Sloan, Blood Bank Medical Director, Children's Hospital Boston

Iron Mitigation at Blood Centers
Ralph Vassallo, EVP / Chief Medical & Scientific Officer, Blood Systems

***Members Meeting (ABC Members only)**

Links for Life Golf Tournament (Warwick Country Club)

Hotel Information
Renaissance Providence Downtown
Hotel room rate: \$169 + tax




Registration is now open, visit www.bit.ly/abc_meetings
The Future Leader Scholarship will be available upon registration.

For sponsorship opportunities, please contact Leslie Maundy at lmaundy@americasblood.org.

“ All of us at the Rhode Island Blood Center look forward to hosting our ABC colleagues, family and friends at the ABC Summer Meeting in August. New England, and Rhode Island in particular, are beautiful places to visit in the summer. We hope you have some extra time and can take the opportunity to see what Rhode Island has to offer this August. ”

— Larry Smith, President & CEO,
Rhode Island Blood Center





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RESEARCH IN BRIEF

Platelet-leukocyte interactions may provide a method to interfere with clotting to prevent stroke or heart attacks without an increased risk of bleeding, such as ones seen with available anticoagulants and antiplatelet agents. Approximately 100,000 Americans die from thrombosis every year, according to the Centers for Disease Control and Prevention. The leukocyte integrin, Mac-1 recruits white cells to the endothelium and interacts with platelet glycoproteins in the injury response, but its involvement in thrombosis is not characterized. Researchers used genetically-engineered mice without the leukocyte integrin Mac-1, or with a mutant form in mouse models of thrombosis. Inhibition of the Mac-1 platelet interaction delayed thrombosis without affecting other hemostasis parameters.

Citation: Wang Y., Gao H., Shi C., *et al.* Leukocyte integrin Mac-1 regulates thrombosis via interaction with platelet GPIIb. *Nature Communication*. May 30, 2017 online. DOI: 10.1038/ncomms15559.

Older red blood cell (RBC) units induced accelerated senescence in transfusion recipients with severe sepsis. Fresh, 3 to 8 day, and older, 38 to 42 day, stored RBCs were incubated with plasma samples from severe sepsis patients or from healthy volunteers. Both control and patient plasma triggered the senescence of RBCs, but the effect was larger for older than for fresher RBCs.

Citation: Philippe Chadebech P., Bodivit G., Razazi K., *et al.* Red blood cells for transfusion in patients with sepsis: respective roles of unit age and exposure to recipient plasma. *Transfusion*. May 31, 2017 early view. DOI: 10.1111/trf.14170.

Researchers may have found independent predictors for whether a child undergoing liver transplantation will experience massive bleeding. Pediatric liver transplantation is associated with substantial blood loss and a high rate of massive bleeding. In a retrospective, multivariable logistic regression analysis of data from 68 pediatric liver transplants from 2011 to 2016, independent predictors of massive bleeding were a preoperative hemoglobin level of <8.5 g/dL, platelet count <100 10⁹/L, and surgery duration >600 minutes.

Citation: Kloesel B., Kovatsis P.G., Faraoni D., *et al.* Incidence and predictors of massive bleeding in children undergoing liver transplantation: A single-center retrospective analysis. *Pediatric Anesthesia*. May 30, 2017. DOI: 10.1111/pan.13162. ♦

BRIEFLY NOTED

A commentary in JAMA discusses the need for more genomics studies evaluating its ability to prevent and treat diseases. The Genetic Testing Registry of the National Institutes of Health, has information on 49,521 tests, 492 laboratories for 10,733 disease conditions, involving 16,223 genes. However, two large systematic reviews clearly suggested there is insufficient evidence for large-scale clinical use of genomic test results. A special committee at the National Academies of Science, Engineering, and Medicine has promulgated seven guidelines from which a framework for decision-making regarding the use of genetic tests in clinical care can be derived. The commentary emphasizes there can be no shortcuts when it comes to conducting research studies and gathering a solid base of evidence for use of these tests. The need for clinical validation is urgent given direct-to-consumer genomic testing kits for such diseases as Alzheimer's disease and other serious conditions are now available for purchase.

“While evidence-based medicine (EBM) and precision medicine (PM) seem to be at odds with each other—EBM represents the aggregate, average standard of care, and PM represents individualized treatment and therapy - there is the opportunity for them to coexist,” said David Wellis, PhD, CEO of San Diego Blood Bank.

(continued on page 7)

BRIEFLY NOTED (continued from page 6)

Citation: Khoury M.J. No Shortcuts on the Long Road to Evidence-Based Genomic Medicine. *JAMA*. June 1, 2017 online. DOI: 10.1001/jama.2017.6315.

Committee on the Evidence Base for Genetic Testing, National Academies of Sciences, Engineering, and Medicine. [An evidence framework for genetic testing](#). March 27, 2017.

The American College of Physicians (ACP), along with a number of other health and science-related associations, have announced their opposition to President Trump's withdrawal from the Paris climate agreement. Citing a [paper on climate change and public health](#) in the *Annals of Internal Medicine* published last year, President of the ACP Jack Ende, MD, MACP, discussed the negative effects climate change will have on the public's and individuals' health across the globe. He implored President Trump to reconsider the U.S.' withdrawal and for Congress and all physicians to take matters in their own hands to ensure the country meets our global obligations. For our article on how climate change could affect the blood supply, please see ABC [Newsletter #18](#). (Source: [ACP press release](#), June 1, 2017)

Meghan Delaney, MD, shared seven practical ways to use molecular testing on the Blood Bank Guy's website. Dr. Delaney, Associate Professor in the Department of Laboratory Medicine and Pediatrics at the University of Washington and Medical Director for the Immunohematology and Red Cell Genomics Reference Laboratory at ABC member center Bloodworks Northwest, did an informative podcast for Dr. Chaffin's site on who should be tested using molecular testing and how testing can raise the level of care for those individuals. Joe Chaffin, MD, chief medical officer at ABC member center LifeStream Blood Center, started Blood Bank Guy in 1998 and still produces the site. (Source: [Blood Bank Guy blog](#))

AABB has called for public comments to their proposed draft of Standards for a Patient Blood Management Program, 2nd Edition. The comments should be submitted by July 12. All interested individuals should review the [proposed standards](#) and submit comments. The draft is available on AABB's website, and comments may be submitted through their [online form](#). (Source: [AABB website](#)) ♦

The estimated cost for blood centers to perform individual donor nucleic acid tests (ID-NATs) for Zika virus is approximately \$137 million per year. Researchers from the Centers for Disease Control and Prevention (CDC) presented an analysis of costs for NAT screening strategies and pathogen reduction (PRT) for apheresis platelets and plasma. They suggested that ID-NAT screening of all donations in 50 states and D.C. costs about \$137 million (95 confidence interval [CI], \$109 to \$167) per year. The model used collection data from the 2015 National Blood Collection and Utilization Survey with a cost-per-donor of \$7 to \$13 for ID-NAT. While PRT may eventually reduce the number and expense of pathogen tests, including Zika, the costs associated with PRT are higher than ID-NAT until such testing is discontinued. Allowing donations from states with lower Zika risks to be tested with mini-pool NAT could reduce screening costs by 18 to 25 percent, wrote the authors. Another report discussed in ABC [Newsletter #17](#), noted that the overall U.S. economic burden for Zika (not including blood donor testing expenses) could be anywhere from \$183 million to \$2 billion.

Citation: Ellingson K.D., Sapiano M.R.P., Haass K.A., *et al.* Cost projections for implementation of safety interventions to prevent transfusion-transmitted Zika virus infection in the United States. *Transfusion*. June 7, 2017. DOI: 10.1111/trf.14164. ♦



INFECTIOUS DISEASE UPDATES

Puerto Rico declares its Zika outbreak over. On June 5, Puerto Rico's Ministry of Health (PRMH) declared the outbreak that infected more than 400,000 people on the island had dwindled to 10 cases per month since mid-April. According to the Centers for Disease Control and Prevention (CDC), there have been 460 lab-confirmed cases in Puerto Rico in 2017, up until June 1, with three of them being possible viremic blood donors. Puerto Rico's records show, as of May 26, [35 cases of congenital defects](#) from Zika infections, a number that [CDC officials feel is being severely under-reported](#). For now, the CDC is keeping its advisory for pregnant women to avoid travel to Puerto Rico. (Source: [PRMH press release](#), June 5, 2017)

A phase one human trial of a chikungunya vaccine is underway from Indian pharmaceutical company Bharat Biotech. The placebo-controlled trial is studying 60 healthy volunteers and will test the vaccine's safety, tolerability, and immunogenicity. Chikungunya is endemic to India and is spread through *Aedes aegypti* and *Aedes albopictus* mosquitoes. (Source: *Economic Times*, [Bharat Biotech's Chikungunya vaccine enters phase-1 clinical trials](#), June 5, 2017)

A new test has been developed to test semen for Zika. In a poster presented at the American Society for Microbiology Microbe 2017 meeting, a Zika RNA assay called Aptima ZIKV was tested on 100 semen samples spiked with Zika and processed in Hologic's Aptima Urine Transport medium. The assay was reported to be 100 percent sensitive and specific for Zika RNA in semen with a limit of detection of five viral copies per mL. (Source: *IDSE*, [Test Detects Zika Virus in Semen](#), June 5, 2017) ♦

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?

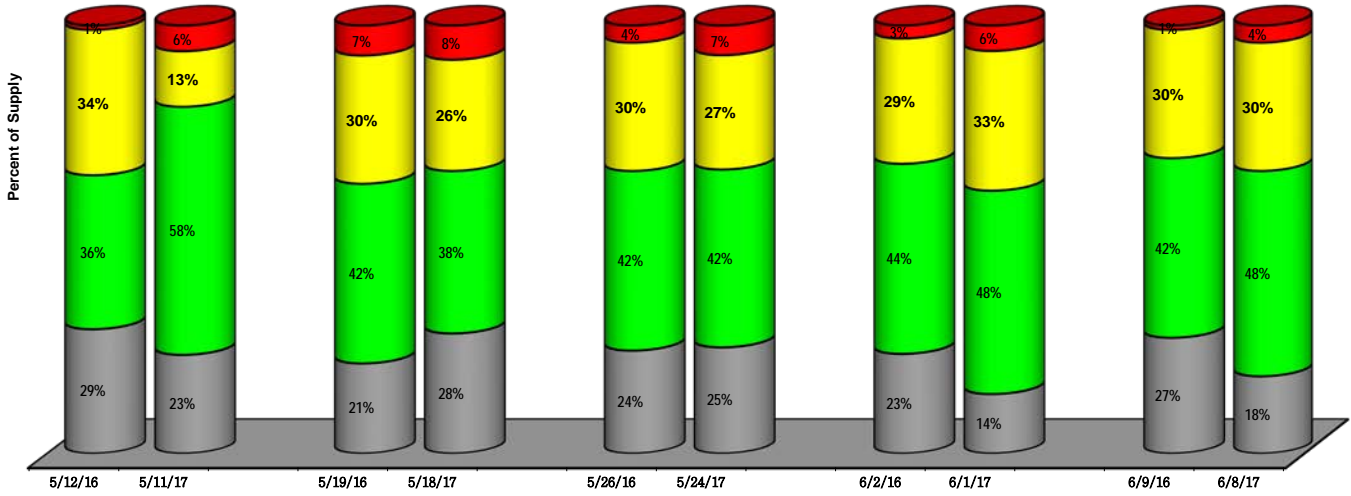


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STOPLIGHT®: Status of the ABC Blood Supply, 2016 vs. 2017



No Response
 Green: 3 or More Days
 Yellow: 2 Days
 Red: 1 Day or Less

The order of the bars is (from top to bottom), red, yellow, green, and no response

7th Annual Links for Life Golf Tournament

Warwick Country Club

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WORD IN WASHINGTON



Eric Hargan, JD, had his hearing on Wednesday for his nomination as the Deputy Secretary for the Department of Health and Human Services (HHS). The hearing was before the Senate Finance Committee, which did not vote to advance his name to the Senate for consideration. However, Republican committee Chairman Sen. Orrin Hatch (R-Utah) did call Mr. Hargan an "excellent pick." Mr. Hargan is a lawyer and a shareholder in Chicago with the law firm Greenberg Traurig in their health division. He was nominated for the position on March 15, 2017. Previously, Mr. Hargan served as Deputy General Counsel of HHS for the George W. Bush administration from 2003 to 2005 and as the HHS Principal Associate Deputy Secretary and Acting Deputy Secretary from 2005 to 2007. Mr. Hargan also worked on Illinois Governor Bruce Rauner's care transition team. (Source: [Chicago Tribune, Chicago attorney faces hearing for top Health and Human Services post](#). June 7, 2017)

The Health Care Industry Cybersecurity Task Force put forth a number of recommendations in their report, "[Report on Improving Cybersecurity in the Health Care Industry](#)," last week. The Task Force is comprised of government and private industry leaders who are leaders in healthcare cybersecurity and technology fields. Many in the cybersecurity industry welcomed the recommendations, even if most of them are not likely to be feasible given the enormous divide between trained cybersecurity professionals in the health care industry and the number of devices and health systems needing added security. The Task Force called for more federal incentives to encourage security investments and the need for a cybersecurity leadership position within the Department of Health and Human Services—a position that's been long discussed. The report also urges Congress to change regulations against kickbacks so larger health care organizations can more easily share cyber resources and information with their partners. (Source: [Report on Improving Cybersecurity in the Health Care Industry](#))

Reauthorization of the Medical Device User Fee Act (MDUFA) unanimously passed the House Energy and Commerce Committee on Wednesday and now awaits approval by the full House of Representatives. The Senate version passed the Health, Education, Labor and Pensions Committee last month. The Trump Administration has indicated a desire to increase the fees paid by industry, however it appears there's very little appetite by either chamber of Congress to implement such a change. Medical device and drug companies pay user fees to have the FDA review their products with a goal of helping to reduce the time it takes to approve a device. The last time the MDUFA was amended was in 2012, which doubled fees from \$295 million over five years to \$595 million. The Advanced Medical Technology Association (AdvaMed) noted praise for the new MDUFA markup. "Today's mark-up is another significant step toward reauthorization of the Medical Device User Fee Act, and AdvaMed commends the Committee for expeditiously moving this important legislation forward," said President and CEO Scott Whittaker. "The negotiated agreement between FDA and industry to reauthorize MDUFA will improve the efficiency, predictability and transparency of the agency's review processes w providing significant additional resources to FDA. (Source: [AdvaMed press release](#), June 7, 2017)

Department of Health and Human Services Secretary Tom Price testified before the House Ways and Means Committee on Thursday. The new secretary fielded questions regarding his backing of the American Health Care Act, which recently passed the House of Representatives. We will report back next week with any pertinent details on the hearing to the blood industry. ♦



PEOPLE



Jed Gorlin, MD. Dr. Gorlin is the medical director and vice president of Medical and Quality Affairs for Innovative Blood Resources (IBR) as well as medical director of both Memorial Blood Centers (MBC) and Nebraska Community Blood Bank. Last week, Dr Gorlin celebrated his 20th Anniversary with a luncheon amongst colleagues and co-workers from IBR.

Over the years, he has started the sickle cell program at Boston Children's and a similar program for MBC; has collaborated on self-learning modules on obstetric hemorrhage; helped MBC expand services and blood collections by over 150 percent from its inception; and been a tireless advocate for donor safety and reducing donation frequency. After gaining funding from the Foundation for America's Blood Centers, he worked diligently to evaluate the impact of iron supplements on donors deferred for low hemoglobin. He also expanded IBR involvement in clinical research and biomedical services.

Dr. Gorlin holds many honors, including being the co-director of Transfusion Medicine at Hennepin County Medical Center and Children's Hospitals and Clinics of Minnesota, the chair of AABB Standards for Blood Bank and Transfusion Service Committee, a consultant to the Minnesota Department of Health, contributor to the Biomedical Excellence for Safer Transfusion (BEST) Collaborative, and has previously served on the boards of AABB and the National Blood Foundation. Dr. Gorlin has also been a consultant to the President's Emergency Plan for AIDS Relief projects in Rwanda and Tanzania and to the Centers for Disease Control and Prevention (CDC) on national blood development programs in Afghanistan, Kazakhstan, and Kyrgyzstan.

What some may not know about Dr. Gorlin is he is an avid rower. He logs more than 300,000 meters each season with a crew that holds early morning practices on the Mississippi River, and he competes locally, regionally, and nationally. He also used to wear tokens from the Massachusetts Bay Transportation Authority in his penny loafers. He also plays a mean air trombone and has an uncanny ability to nap while still actively participating in meetings.

Before joining MBC, Dr. Gorlin was the acting medical director for transfusion services at Children's Hospital in Boston, where he held various positions, and was also at the Dana-Farber Cancer Institute, a principal teaching affiliate of Harvard Medical School. Board-certified in pediatrics, blood banking, and transfusion medicine, he received his undergraduate degree from Stanford University, a doctor of medicine degree from Yale University, and a MBA from the University of Minnesota's Carlson School of Business.

To Dr. Gorlin, we would like to say congratulations and thank you for your 20 years of service.

Francis S. Collins, MD, will continue in his role as director of the National Institutes of Health (NIH). Dr. Collins, a physician and geneticist, has led the NIH since 2009 and is well known for his leadership role in the International Human Genome Project. "I am honored to continue as the director of the National Institutes of Health and consider it a great privilege to serve at a time of unprecedented opportunity to advance health and relieve suffering through biomedical research," Collins said in a statement. (Source: Washington Post, [Francis Collins will stay on as head of NIH](#). June 6, 2017) ♦



Dr. Polesky points out the obvious while Jed and Betsey struggle to follow along.

Drs. Elizabeth Perry, Herb Polesky, and Jed Gorlin, ca. 1997



MEMBER NEWS



LifeShare Blood Centers celebrated its 75th anniversary with an event at its headquarters in Shreveport, La., on June 6. At the event, LifeShare announced its rebranding project with a new logo and mission statement.

With a brief explanation as part of a project to refresh their brand after 20 years, the new LifeShare mission statement is “We connect donors and the lives they impact.” The event included a proclamation from the City of Shreveport Mayor’s office naming June 6, 2017, LifeShare Blood Centers Day. Accepting on behalf of LifeShare was Jerard Martin, MD, the organization’s longest serving board member at 45 years. LifeShare Blood Centers has eight fixed donation sites in Louisiana and Texas and primarily serves medical facilities and donors in 80 parishes and counties in and around the centers.



Memorial Blood Centers (MBC) recognized top supporters and advocates of blood donations at their annual Northland Appreciation Luncheon. Nearly 100 percent of the blood used by hospital patients in the Northland is donated by Northland blood donors with MBC. Sponsors, blood donors, and volunteers were recognized at the luncheon held at Spirit Mountain. A number of local hospital and health systems’ local blood drives were recognized during the luncheon as well as company sponsors. The MBC 100 Club, organizations that collected more than 100 units in 2016 were also acknowledged,

some of which included military units, power companies, local churches, colleges, hospitals, and even casinos. MBC also recognized community partners whose work contributes to MBC’s ability to support hospital patients in the Northland, including Famous Dave’s, which received the Community Partner Award for the donation of food to KBJR-6 blood drives; Life Link III, which received the Lifesaving Partner Award for their dedication to saving lives, and for their commitment to carrying two units of O negative blood—the universal donor type—donated by MBC blood donors on all of their air ambulances; Jan Moore, who received the Coordinator of the Year award for recruiting an average of 55 units of blood at each blood drive she coordinates; Ruthanne Schelinder, who received the Volunteer of the Year Award for her many hours of coordinating blood drives at her local church and transporting the blood to the donor center in Virginia to MBC’s Duluth center—a trip she made 364 times, and logged more than 45,000 miles during her trips. ♦

COMPANY NEWS



Kite Pharma, California-based cell-therapy company, announced plans for a phase two trial of their T-cell therapy for leukemia patients. Kite also reported that 73 percent of their patients achieved complete remission in their phase one trial. In an updated analysis of the Phase 1 ZUMA-3 trial of KTE-C19 in adults with high burden relapsed/refractory acute lymphoblastic leukemia reported via poster at the 2017 American Society of Clinical Oncology (ASCO) Annual Meeting in Chicago, Ill., 11 patients were treated with KTE-C19 at two target dose levels and no dose-limiting toxicities (DLT) occurred. Ongoing complete remissions have been observed at two to seven months. The Phase 2 trial will possibly be started in the fourth quarter of this year and potentially at a lower dose than is currently being tested. (Source: [Kite Pharma press release](#)) ♦



GLOBAL NEWS



The European Blood Alliance (EBA) has released their 2016 Annual Report. In the report, the blood collective that covers 470 million E.U. citizens highlighted their response to Zika. The annual report also covered objectives regarding increased recruitment; improved performance of EBA members through joint activities and projects; providing technical and professional support to national and EU authorities, especially those involved in writing recommendations and regulations; and creating an informal network in which members can exchange information. (Source: [EBA 2016 Annual Report](#)) ♦

CALENDAR

2017

June 13. **Webinar: CFR Part 11 and Annex 11 Compliance; Specifics Needed to Eliminate 483s.** 1:00 p.m. – 2:00 p.m. EDT More information and registration [here](#).

June 17-21. **27th Regional Congress of the ISBT, Copenhagen, Denmark.** Click [here](#) to register for the event.

June 20. **eCast: Babesia: Managing Lookbacks, Recalls, and Coordination with Clinicians.** 2 p.m. – 3:30 p.m. (EDT). More information and registration [here](#).

July 26. **Transfusion Safety Officer & Patient Blood Management Seminars (Advanced Program), Ft. Lauderdale, FL.** If you are interested in taking part in one of these new and engaging programs, please contact: [Cathy Shea](#), Executive Assistant or call (727) 568-1151.

Aug. 1-4. **Summer Meeting, MD Workshop & Golf Tournament, America's Blood Centers, Providence, R.I.** Contact: ABC Meetings Dept. Phone: (202) 654-2901; Register [here](#) or e-mail: meetings@americasblood.org.

Aug. 4. **Board Meeting, America's Blood Centers, Providence, R.I.** Contact: ABC Meetings Dept. Phone: (202) 654-2901; e-mail: meetings@americasblood.org.

Sept. 18-19. **Public Workshop- Advancing the Development of Pediatric Therapeutics (ADEPT): Application of "Big Data" to Pediatric Safety Studies, Silver Spring, MD.** For more information, click [here](#).

Sept. 11-12. **IPFA/BCA 3rd Global Symposium on The Future for Blood and Plasma Donations, Atlanta, Ga.** [Registration is open](#).

Sept. 27-28. **Financial Management & IT Workshops, America's Blood Centers, Houston, Texas.** Contact: ABC Meetings Dept. Phone: (202) 654-2901; e-mail: meetings@americasblood.org.

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

Nov. 7-8. **Transfusion Safety Officer & Patient Blood Management Seminars (Basic & Advanced Programs), Jacksonville, FL.** If you are interested in taking part in one of these new and engaging programs, please contact: [Cathy Shea](#), Executive Assistant or call (727) 568-1151.

Nov. 8-10. **10th World Federation of Hemophilia Global Forum, Montreal, Canada.** For more information and to register, click [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 Lisa Spinelli at the ABC office. Phone: (202) 654-2982; fax: (202) 393-1282; e-mail: lspinelli@americasblood.org.

POSITIONS

More openings available on our [website](#)

Reference Lab Supervisor. OneBlood is currently recruiting for a Lab Supervisor in our Orlando AABB-Accredited Immunohematology Reference Laboratory. This position provides leadership and technical expertise, manages staff, and performs training and quality activities for the staff responsible for performing basic through advanced testing procedures on patient and/or donor samples. Applicants must have a bachelor's degree in medical technology, biological science or related scientific field from an accredited college or university. Three or more years in a clinical laboratory, preferably blood banking environment including one or more years' experience in supervision and management experience or an equivalent combination of education, certification, training and/or experience. Applicants are preferred to have SBB certification. Applicant must also have a valid and current Florida Clinical Laboratory Technologist license, or eligible, in Immunohematology or Blood Banking. To apply and view a complete Job Description of this position, go to www.oneblood.org and click on the careers tab. OneBlood, Inc. is an Equal Opportunity Employer/Vet/Disability.

Chief Executive Officer. The Alliance for Community Transfusion Services (ACTS), a collaborative of 11 self-directed independent blood centers formally organized as a nonprofit LLC in 2012, is seeking qualified candidates for the position of Chief Executive Officer (CEO). Qualifications include a Bachelor's Degree (Master's Degree preferred) in Business Administration or related field; a demonstrated track record of high-level management with progressively increasing responsibilities and at least ten years cumulative experience preferably in blood banking or related health services; experience in health delivery systems or association management also a plus. Proven team leader with demonstrated ability to inspire and guide members to make decisions based on consensus and desired outcomes. The CEO is responsible for day-to-day management of ACTS operations, committees and employees and/or contracted professionals. Responsibilities include planning, administration and coordination of all collaborative activities of ACTS in accordance with the policies, goals and objectives established by the member centers. The CEO also serves as the spokesperson for ACTS ensuring that its values, mission, and objectives are represented in its relationships and communications. Please apply by emailing your CV to chad.douglas@lifeshare.org.

Director, Donor Recruitment. LifeStream (San Bernardino, CA) located 60 miles east of Los Angeles and 50 miles west of Palm Springs seeks qualified applicants for its Director, Donor Recruitment position. This position is responsible for developing and directing the blood center's donor recruitment department/plans to achieve collection goals. Scope of responsibilities includes oversight of all mobile and fixed site recruitment. Requires the ability to oversee the daily operations, as well as strategically work toward the long term goals. Must be able to facilitate all operational activities related to recruitment of donors and management of recruitment staff within the expected budget guidelines. Must be an effective leader and have the ability to adapt to change. Excellent salary (with bonus program) and benefits including relocation package. Bachelor's degree required. Demonstrated experience in sales/territory management skills, strong leadership and team building skills, excellent verbal and written communication and public speaking skills and computer literacy. Prior blood center experience preferred. Minimum three years management experience. Successful candidate must demonstrate ability to work closely with Marketing and Collections Managers/Directors to facilitate efficient and effective blood drives. This position reports to the Vice President/Operations. LifeStream is an Equal Opportunity Employer, M/F/D/V. Apply online at <https://www.lstream.org>.

Associate Medical Director. Michigan Blood is seeking a Transfusion Medicine board certified or eligible physician; fellowship trained in Transfusion Medicine to serve as Associate Medical Director. Michigan Blood is an independent, nonprofit blood bank that provides blood for 75 hospitals throughout Michigan and also offers related services including a stem cell (marrow) program, therapeutic apheresis, DNA tissue-typing, transfusion medicine consultations, immunohematology reference lab and a public cord blood bank. Michigan Blood is part of Versiti, a strategic affiliation of healthcare organizations with expertise in blood collection, transfusion and transplantation medicine, stem cell and cellular therapies, hematology, oncology, genomics and more. Michigan Blood is located in Grand Rapids, Michigan. Grand Rapids is the second largest city in Michigan and the metro

(continued on page 15)

POSITIONS (continued from page 14)

politan area has a population of about 1.3 million. The community fosters a unique blend of big city excitement with a small town feel. For more about the position, please visit the [website](#). Please email CV to [Melissa Manley](#).

Medical Technologists Needed! OneBlood is currently recruiting for Medical Technologists to work in our Reference and Compatibility Laboratories in Florida. These positions 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 bachelor's degree in a biological science or related scientific field from an accredited college or university or an equivalent combination of education, certification, training and/or experience. Applicants must also have a valid and current Florida Clinical Laboratory Technologist license, or eligible, in Immunohematology or Blood Banking. To apply and view a complete Job Description of these positions, go to www.oneblood.org and click on the Careers tab. OneBlood, Inc. is an Equal Opportunity Employer/Vet/Disability. ♦