

# #AABBjc Transcript

Healthcare social media transcript of the [#AABBjc](#) hashtag.

Tue, March 22nd 2022, 8:00PM – Thu, March 24th 2022, 5:10PM

(America/New\_York).

See [#AABBjc Influencers/Analytics](#).

**AABB @AABB**

2 days ago



Only 30 minutes to go! Moderators [@AShmooklerMD](#) and [@chloeirena](#) will facilitate the [#AABBjc](#) discussion at 9 pm ET. Here's a link to the article we'll be discussing today: <https://t.co/SbEEv2nxLW>



**Julia\_D @Jewly\_SBB**

2 days ago



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**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

2 days ago



Docta Shmookla in da HAUS for [#AABBjc](#), just back from a workout [@orangetheory](#) [#wellness](#) -- which is one reason to keep going in any field -- ESPECIALLY [#BB](#) [#TM](#) [#CT](#) given all we've endured throughout [#pandemic](#)



**John Sherbeck MD 🤔 @TeamCaptainJohn**

2 days ago



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**AABB @AABB**

2 days ago




Who is excited for [#AABBjc](#)? We're thrilled to introduce our moderators this evening: [@AShmooklerMD](#) and [@chloeirena](#). Everyone, please introduce yourself and let us know from where you're joining. <https://t.co/zkW409y5bD>




**SYN** **ermelin, MD** 🇧🇷 [@HermelinMD](#) 2 days ago  
 #AABBjc colleagues - Please join us in 3 minutes for the next [#AABBJC!](#)


🗨️ ↻ ❤️

 **Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#) 2 days ago  
 2 MIN. WARNING FOR [#AABBjc](#) to commence, everybody!


🗨️ ↻ ❤️

 **John Sherbeck MD** 🤝 [@TeamCaptainJohn](#) 2 days ago  
 Hey [#AABBjc!](#) John Sherbeck from Ann Arbor/Ypsilanti. Community Hospital BB/TS medical director and [#blooducation](#) enthusiast. Excited for the chat tonight!


🗨️ ↻ ❤️

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🗨️ ↻ ❤️

 **Zach Thompson, MD** [@TZThompsonMD](#) 2 days ago  
[@TeamCaptainJohn](#) Hiya [@TeamCaptainJohn!](#) Glad to get your take on the [#AABBjc](#) tonight :)


🗨️ ↻ ❤️

 **Daniela Hermelin, MD** 🇧🇷 [@HermelinMD](#) 2 days ago  
 RT [@AABB](#): Who is excited for [#AABBjc](#)? We're thrilled to introduce our moderators this evening:  
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[@AABB](#) [@chloeirena](#) Many thanks to the [@AABB](#) community and for this kind introduction. I'm Aaron from [@WVUMedicine](#) [@WVUMedSchool](#) in Morgantown, WV. Honored to be co-moderating with the esteemed [@chloeirena](#) on this VERY IMPORTANT TOPIC this fine [#AABBjc](#) evening.

🗨️ ↻ ❤️

 **Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#) 2 days ago  
[@TZThompsonMD](#) [@AABB](#) [@chloeirena](#) [@MayoClinicPath](#) Hi, Zach, GREAT TO 'SEE' YOU!  
[#AABBjc](#) :)

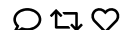
🗨️ ↻ ❤️



**Zach Thompson, MD @TZThompsonMD**

2 days ago

Hi @Jewly\_SBB!! Glad to have you participating tonight. #AABBjc



**AABB @AABB**

2 days ago

@TZThompsonMD @AShmooklerMD @chloeirena @MayoClinicPath Thanks for joining us, Dr. Thompson! #AABBjc



**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

2 days ago

@TeamCaptainJohn @TZThompsonMD @AABB @chloeirena @MayoClinicPath Hello, John, wonderful to hear from you #AABBjc (^,)



**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

2 days ago

@Jewly\_SBB @AABB @chloeirena Yas, more MLS REP-RE-SENT! Welcome, Julia :D #AABBjc



**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

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**AABB @AABB**

2 days ago

@SueTJohnson @AShmooklerMD @chloeirena Welcome, Sue! Glad you are here! #AABBjc



**Zach Thompson, MD @TZThompsonMD**

2 days ago

@AShmooklerMD @AABB @chloeirena @WVUMedicine @WVUMedSchool Hey @AShmooklerMD, thanks for MC'ing for us tonight with @chloeirena and @AABB. We are in capable hands! #AABBjc



**AABB @AABB**

2 days ago

@Jewly\_SBB @AShmooklerMD @chloeirena Welcome, Julia! Thank you for being here! #AABBjc



**Chloe (she/her), MLS(ASCP)cm @chloeirena**

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I could not be happier to have @AShmooklerMD as my co-moderator tonight. Really looking forward to the conversations to come tonight!




**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**


2 days ago

@SueTJohnson @AABB @chloeirena Great evening to you, Sue! It's wonderful you are joining us this evening -- thank YOU :D #AABBjc




 **Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD** 2 days ago  
 @TZThompsonMD @AABB @chloeirena @WVUMedicine @WVUMedSchool I dunno, it's my first opportunity to moderate so I may be relying heavily on someone more experienced \*nudge\*  
 @chloeirena #AABBjc


🗨️ ↻ ❤️

 **Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD** 2 days ago  
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 @AABB @SueTJohnson @AShmooklerMD @chloeirena Have to agree, @AABB! Having @SueTJohnson share her perspective on this #AABBjc is invaluable! Thanks, Sue!


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 **Chloe (she/her), MLS(ASCP)cm @chloeirena** 2 days ago  
 @AShmooklerMD @TZThompsonMD @AABB @WVUMedicine @WVUMedSchool I got your back @AShmooklerMD ! Grateful to have you tweeting with me tonight #AABBjc

🗨️ ↻ ❤️

 **Justin Kreuter, MD @KreuterMD** 2 days ago  
 @AABB @AShmooklerMD @chloeirena Hi #aabbjc— I'm Justin 🙋, a #blooducation pathologist at Mayo Clinic in Rochester, Minnesota. Joining after an awesome faculty development session with @HermelinMD 🙌👏 <https://t.co/OCDPTJfvYI>

🗨️ ↻ ❤️

 **AABB @AABB** 2 days ago  
 Welcome to the #AABBjc, everyone! Tonight, we'll be discussing how the blood community can attract and retain the next generation of BB/TM and laboratory professionals. But first – how did we get here? Please remember to use A1 in your answer. <https://t.co/AsSNI47U52>

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**Justin Kreuter, MD @KreuterMD**

2 days ago



RT @AshmooklerMD: @AABB @chloeirena Many thanks to the @AABB community and for this kind introduction. I'm Aaron from @WVUMedicine @WVUMedSchool in Morgantown, WV. Honored to be co-moderating with the esteemed @chloeirena on this VERY IMPORTANT TOPIC this fine #AABBjc evening.

🗨️ ↻ ❤️

**jaylewis99 @jaylewis\_99**

2 days ago



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**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

2 days ago



@KreuterMD @AABB @chloeirena @HermelinMD YAYAYAYA, 🙌 JUSTIN! @AABBjc, great to have you here #AABBjc

🗨️ ↻ ❤️

**Justin Kreuter, MD @KreuterMD**

2 days ago



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🗨️ ↻ ❤️

**Zach Thompson, MD @TZThompsonMD**

2 days ago



@chloeirena @AABB @AShmooklerMD @MayoClinicPath We have to roll deep for sure! So happy to have you leading us through this important discussion @chloeirena :D #AABBjc

🗨️ ↻ ❤️

**AABB @AABB**

2 days ago



@jvrodriguez\_MD @HermelinMD @AShmooklerMD @chloeirena Welcome, Dr. Rodriguez! Thanks for joining the discussion tonight! #AABBjc

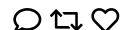
🗨️ ↻ ❤️



**Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

2 days ago

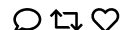
Wow! [@AABB](#) [@HermelinMD](#) [@chloeirena](#) Good evening, Juan, wonderful to have you [#AABBjc](#), thank you so much for joining us this evening.



**Daniela Hermelin, MD 🇧🇷 @HermelinMD**

2 days ago

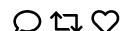
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**AABB @AABB**

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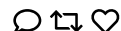
[@HermelinMD](#) [@KreuterMD](#) [@AABB](#) [@chloeirena](#) Hello, Daniela, so glad to have you with us this evening [#AABBjc](#)!



**Zach Thompson, MD @TZThompsonMD**

2 days ago

[@AABB](#) A1. Gosh, this is a toughy to start off with! I would say that early visibility is a huge need for introduction to the workforce. I didn't know an MLS/MLT program existed until I was a resident. How is that possible? [#AABBjc](#)



**John Sherbeck MD 🤔 @TeamCaptainJohn**

2 days ago

[@AABB](#) A1 For MLS/MLT I have long suspected this is due to emphasis in OTHER professional allied health professionals (esp nursing) within the lay population. Everyone knows about nursing (and shortages), etc. [#AABBjc](#)



**Chloe (she/her), MLS(ASCP)cm @chloeirena**

2 days ago

[@AShmooklerMD](#) [@HermelinMD](#) [@KreuterMD](#) [@AABB](#) 110% echo this sentiment! [#AABBjc](#)





**Daniela Hermelin, MD 🇺🇦 @HermelinMD**


2 days ago


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**ermelin, MD** UA [@HermelinMD](#) 2 days ago  
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**Chloe (she/her), MLS(ASCP)cm** [@chloeirena](#) 2 days ago  
 [@TZThompsonMD](#) [@AABB](#) [@AShmooklerMD](#) [@MayoClinicPath](#) Not sure I deserve that much praise, but do appreciate it! [#AABBjc](#)


**Chloe (she/her), MLS(ASCP)cm** [@chloeirena](#) 2 days ago  
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**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#) 2 days ago  
 Question for [@chloeirena](#), Q1 saddens me! Although it's probably very complicated, I was wondering if it's between \$ or professional interest that could be driving this. [#AABBjc](#)


**Francesca** us17 [@feachme](#) 2 days ago  
 Hello, I'm Francesca, currently back work, in Cambridge, Massachusetts! I'll hang out in the background for a bit, while I get back into the swing of things!

**AABB** [@AABB](#) 2 days ago  
 RT [@TeamCaptainJohn](#): [@AABB](#) A1 For MLS/MLT I have long suspected this is due to emphasis in OTHER professional allied health professionals (esp nursing) within the lay population. Everyone knows about nursing (and shortages), etc. [#AABBjc](#)

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**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#) 2 days ago  
 [@TeamCaptainJohn](#) [@AABB](#) I think this is a GREAT POINT, John. I don't hear often in the news about lab staff shortages. Rarely do we encounter any 'success stories' from the lab in the news. [#AABBjc](#) A1

**Iam Thorpe.** [@Edkhine](#) 2 days ago  
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**John Sherbeck MD** 🙏 [@TeamCaptainJohn](#) 2 days ago  
 [@AABB](#) A1 We need to do better letting lay people know that these careers exist, making sure STEM students interested in allied health careers know about it! We also need to advocate for equal footings within health systems. The lab is NOT a black box, despite how most see it [#AABBjc](#)



**e/her), MLS(ASCP)cm @chloeirena**

2 days ago

RT @AABB A1. for MLS programs, lack of exposure. Universities do not give us the same praise or push that they do for nursing, physical therapy, etc. I have grad students who are pursuing a masters in MLS that did not have any idea the major existed as an undergrad #AABBjc



**Justin Kreuter, MD @KreuterMD**

2 days ago

@AABB #aabbjc A1. My sense, from a BBTS fellowship director perspective, is that we have challenges around helping learners to really see/experience our work. For more younger learners, we have challenges around sharing stories of our work.



**Zach Thompson, MD @TZThompsonMD**

2 days ago

@TeamCaptainJohn @AABB I agree! Unless you have a primary connection to the laboratory sciences, how does one come into the field without "stumbling" into it? #AABBjc



**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

2 days ago

@TZThompsonMD @AABB When did others in this evening's #AABBjc discussion (sponsored by @AABB) learn about MLS/MLT programs? I, too, sadly, didn't hear about it until residency. A1



**Zach Thompson, MD @TZThompsonMD**

2 days ago

RT @TeamCaptainJohn: @AABB A1 We need to do better letting lay people know that these careers exist, making sure STEM students interested in allied health careers know about it! We also need to advocate for equal footings within health systems. The lab is NOT a black box, despite how most see it #AABBjc



**Chloe (she/her), MLS(ASCP)cm @chloeirena**

2 days ago

This is absolutely true. Most folks have no idea that me and my counterparts across the country are why they can get the level of medical care and treatment they do! #AABBjc



**John Sherbeck MD 🤔 @TeamCaptainJohn**

2 days ago

@AABB A1 As a pathologist, we NEED to step up to the plate as well, in big ways, both advocating for better pay, appropriate licensure (Michigan is a HUGE issues), and visibilty! #AABBjc



**John Sherbeck MD 🤔 @TeamCaptainJohn**

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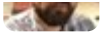


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**SYN****rbeck MD** 🙄 [@TeamCaptainJohn](#)

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**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#)

2 days ago

I wonder how pathologists and MLT/MLS can partner up and get in-the-know about introducing laboratory medicine careers to undergraduates 🙄 [#AABBjc](#) A1

**Daniela Hermelin, MD** [@HermelinMD](#)

2 days ago

[@TJThompsonMD](#) [@KreuterMD](#) [@AABB](#) [@AShmooklerMD](#) [@chloeirena](#) 🙄 Hi my friend. [#AABBjc](#)

**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#)

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**AABB** [@AABB](#)

2 days ago

[@AShmooklerMD](#) [@TeamCaptainJohn](#) The New York Times ran an article about this very issue! [#AABBjc](#) <https://t.co/7CdfpZwpio>

**Chloe (she/her), MLS(ASCP)cm** [@chloeirena](#)

2 days ago

[@jvrodiguez\\_MD](#) [@AShmooklerMD](#) [@AABB](#) [@HermelinMD](#) Vitelio, it's always a pleasure to have you join us! [#AABBjc](#)

**Sue T Johnson** [@SueTJohnson](#)

2 days ago

[@chloeirena](#) [@AABB](#) A1 totally agree! Conversations like this help spread the word [#AABBjc](#)

[AABB](#)

2 days ago



RT [@TeamCaptainJohn](#): [@AABB](#) A1 We need to do better letting lay people know that these careers exist, making sure STEM students interested in allied health careers know about it! We also need to advocate for equal footings within health systems. The lab is NOT a black box, despite how most see it [#AABBjc](#)

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**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#)

2 days ago

What methods could we employ to share our stories? We're doctors and lab staff -- all transfusion ON THE FRONT LINES of medicine! [#AABBjc](#) A1

[AABB](#) [@AABB](#)

2 days ago



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[AABB](#) [@AABB](#)

2 days ago



RT [@TZThompsonMD](#): [@TeamCaptainJohn](#) [@AABB](#) I agree! Unless you have a primary connection to the laboratory sciences, how does one come into the field without "stumbling" into it? [#AABBjc](#)

**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#)

2 days ago

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2 days ago



RT [@AShmooklerMD](#): [@TZThompsonMD](#) [@AABB](#) When did others in this evening's [#AABBjc](#) discussion (sponsored by [@AABB](#)) learn about MLS/MLT programs? I, too, sadly, didn't hear about it until residency. A1

**Lifeandplasma** [@lifeandplasma](#)

2 days ago

[@AABB](#) A1: sadly the field of CLS remains very much behind the scenes. Very little exposure [#aabbjc](#)

**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#)

2 days ago

RT [@chloeirena](#): This is absolutely true. Most folks have no idea that me and my counterparts across the country are why they can get the level of medical care and treatment they do! [#AABBjc](#)

SYN

**John Sherbeck MD** 🙄 @TeamCaptainJohn

2 days ago

RT @TeamCaptainJohn: @AABB A1 Or HS/MS Career days! My mom MT(ASCP) used to come do talks for my classes as far back as elementary school! But it needs to be formalized. I feel we really missed our shot to promote the field as everyone has become an "expert" in laboratory testing... #AABBjc

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**Daniela Hermelin, MD** @HermelinMD

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@AShmooklerMD @AABB @TeamCaptainJohn We need to bring #Labvocates into this conversation to get the full scoop.... Ping: @RodneyRohde @ThatLabChick @odie0222 #AABBjc

**Daniela Hermelin, MD** @HermelinMD

2 days ago

RT @KreuterMD: @AABB #aabbjc A1. My sense, from a BBTS fellowship director perspective, is that we have challenges around helping learners to really see/experience our work. For more younger learners, we have challenges around sharing stories of our work.

**Zach Thompson, MD** @TZThompsonMD

2 days ago

RT @AShmooklerMD: I wonder how pathologists and MLT/MLS can partner up and get in-the-know about introducing laboratory medicine careers to undergraduates 🙄 #AABBjc A1

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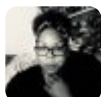
2 days ago

RT @SueTJohnson: @chloeirena @AABB A1 totally agree! Conversations like this help spread the word #AABBjc

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**Nicole R. Jackson, MD, MPH, FASCP (she/her)** @NicoleJacksonMD

2 days ago

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**f Black Pathologists @SBPathologists**

2 days ago

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2 days ago

Time for Q2 – Is your institution experiencing difficulty in retaining both MLS/MLT and MD/DO specialists in blood banking, transfusion medicine or biotherapies? If so, please elaborate/share your experience. Please use A2 and #AABBjc in your answer. <https://t.co/Uptoarxtl5>

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**Daniela Hermelin, MD UA @HermelinMD**

2 days ago

RT @TeamCaptainJohn: @AABB A1 We need to do better letting lay people know that these careers exist, making sure STEM students interested in allied health careers know about it! We also need to advocate for equal footings within health systems. The lab is NOT a black box, despite how most see it #AABBjc

**AABB @AABB**

2 days ago

RT @lifeandplasma: @AABB A1: @AABB A1: sadly the field of CLS remains very much behind the scenes. Very little exposure #aabbjc

**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @ASHmooklerMD**

2 days ago

@lifeandplasma @AABB omg, HELLO LOLA! #AABBjc We are behind the scenes, and like you I do wish we somehow had more exposure in our communities. A1

**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @ASHmooklerMD**

2 days ago

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**Shmookler, MD @KreuterMD**

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2 days ago



[@SueTJohnson](#) [@AABB](#) Absolutely! MLS and their specialty folks are a driving force in modern healthcare. We are part of patient care! [#AABBjc](#)

**AABB @AABB**

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**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @ASHmooklerMD**

2 days ago



[@TeamCaptainJohn](#) I've also wondered if simply going solo would be a worthwhile endeavor. Ask your high school if they have time during an assembly to be introduced to the wonders -- let alone necessity -- of laboratory transfusion medicine? [#AABBjc](#) A1 It takes just one to reach out to just one.

**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @ASHmooklerMD**

2 days ago



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**AABB @AABB** 2 days ago  
 [#AABBjc](#)


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**jaylewis99 @jaylewis\_99** 2 days ago  
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2. I'm so lucky to have relatively stable lab teams. The historic notion of "no one leaves you, they leaves bosses" may still be true, but compensation, hours, emergency/weekend/overnight coverage all become real issues. With so many openings, its easier to walk away #AABBjc



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**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#)

2 days ago

I introduce MLS/MLT in my Med School lecture on transfusion medicine, so at least all my 2nd years [@WVUMedSchool](#) should have heard of this by now! #AABBjc A1



**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#)

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aabb

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**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

2 days ago

@SueTJohnson Science and "scientist" is cool, yo 😎, and I think I like this better than "tech" or "technologist." You really are a scientist! #AABBjc A1

**John Sherbeck MD 🤔 @TeamCaptainJohn**

2 days ago

@AABB A2. Retirement walls are a MAJOR issue for me. Thankfully we've been able to find some motivated, bright, and hard working new grads and young career peeps that im super excited for. But i still worry about retention for better pay, better hours, etc. #AABBjc

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@ThatLabChick @HermelinMD @AShmooklerMD @AABB @TeamCaptainJohn @RodneyRohde @odie0222 Dana, I would love to have you chime in throughout the next day as my fellow MLS educator! #AABBjc



**Justin Kreuter, MD @KreuterMD**

2 days ago

@AShmooklerMD I think we should learn from our colleagues and other fields that are visible. I think solutions should include individuals and institutions. I think success will come from individual, collective, and collaborative actions. #aabbjc



**AABB @AABB**

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**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

2 days ago

A2 #AABBjc. I have seen rare cases where MLS/MLT decide to go to medical school. Has anyone experienced this or know if they end up becoming Pathologists?



**Daniela Hermelin, MD UA @HermelinMD**

2 days ago

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 **rbeck MD** 🙄 @TeamCaptainJohn 2 days ago  
 (what) Dana (@AABB) I've heard this from rotating students..."i wanna do micro, but im honestly surprised now much ive liked blood bank." is a common sentiment. It helps that i have an awesome team that does an amazing job with students so maybe my experience may not broadly apply....#AABBjc


 **Chloe (she/her), MLS(ASCP)cm** @chloeirena 2 days ago  
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 **Zach Thompson, MD** @TZThompsonMD 2 days ago  
 @chloeirena @AABB I'm glad you clarified! I am curious if TM/BB is as feared in MLS/MLT as it is in pathology. Generally, people don't want to take on the call/pressure/responsibility as a subspecialty. I assume there is a similar concern coming out of training. #AABBjc


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 @TeamCaptainJohn @AABB @HermelinMD @AShmoooklerMD @RodneyRohde @ThatLabChick @odie0222 Agreed on every level of laboratory and pathology medicine. Just had dinner with my BFF from high school who is a histotechnologist. She feels pains very similar to ours. #AABBjc

 **Lifeandplasma** @lifeandplasma 2 days ago  
 @AABB A2: yes, efforts are being made to improve pay scales but one must note that staff retention requires more initiatives. Better work life balance is needed. #aabbjc @AABB

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SYN

**inson @SueTJohnson**

2 days ago

2. Absolutely in both MLS and MD/DO positions. The training is constant. We have a SBB program and provide clinicals for MLS students but don't have a TM fellow this year & still have openings, although less than others #AABBjc

**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

2 days ago

We do have every right to be at the table along with clinicians, nurses, PAs. Any opportunity for exposure to these fields should really include our field as well. #AABBjc. I would think some sort of academic council could help incorporate pathologists into events.

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**David N. Alter MPH MD DABCC 🦋 @ClinChemMD**

2 days ago

#aabbjc the problem is the TV; every medical show on TV represents all hospital specialties Physicians Nurses, admins through Facilities YET very few have pathologists and none have MTs- nobody knows that we even exist!!!

**AABB @AABB**

2 days ago

@ThatLabChick Thanks for joining us, Dana. Glad you're here! #AABBjc

**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

2 days ago

I've also definitely heard the difference between a student in blood bank and on-the-job training in blood bank. It seems that the real-world life experience as a blood banker rocks harder. #AABBjc

**John Sherbeck MD 😊 @TeamCaptainJohn**

2 days ago

@TZThompsonMD @chloeirena @AABB I always thought blood bank and micro were similar - massive knowledge sets, lots of hands on work that requires real nuance...very different from "core lab" roles. Its very similar to BB/TM amongst pathologists, and even heme/onc #AABBjc

**Dana Powell Baker (She/Her/Y'all) 🙋❤️ @ThatLabChick**

2 days ago

@chloeirena @HermelinMD @AShmooklerMD @AABB @TeamCaptainJohn @RodneyRohde @odie0222 I will add on I promise...once my phone charges 😊 #AABBjc

[@AABB](#)

2 days ago

RT [@TJohnson](#): [@AABB](#) A2. Absolutely in both MLS and MD/DO positions. The training is constant. We have a SBB program and provide clinicals for MLS students but don't have a TM fellow this year & still have openings, although less than others [#AABBjc](#)



**Chloe (she/her), MLS(ASCP)cm** [@chloeirena](#)

2 days ago

[@ThatLabChick](#) [@AABB](#) True--my coworkers in education have had a difficult time finding clinical placements for our seniors, especially since start of COVID [#AABBjc](#)



**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#)

2 days ago

RT [@AABB](#): [@ThatLabChick](#) Thanks for joining us, Dana. Glad you're here! [#AABBjc](#)



**Daniela Hermelin, MD UA** [@HermelinMD](#)

2 days ago

RT [@TZThompsonMD](#): [@AABB](#) A2. Absolutely. We have is burnout and pay inequity. There is a long lead time in training prior to independence in the lab. We are perpetually training new staff to fill gaps from trained technicians leaving for better pay in other labs/industry. [#AABBjc](#)



**John Sherbeck MD** 🤔 [@TeamCaptainJohn](#)

2 days ago

RT [@ClinChemMD](#): [#aabbjc](#) the problem is the TV; every medical show on TV represents all hospital specialties Physicians Nurses, admins through Facilities YET very few have pathologists and none have MTs- nobody knows that we even exist!!!



**Daniela Hermelin, MD UA** [@HermelinMD](#)

2 days ago

RT [@chloeirena](#): [@AABB](#) While my institution is not one that hosts fellows at my specific division, I do know that we have had a full time MLS posting open on 3rd shift for almost 4 months now. Finding new hires has been difficult. Some reasons below... [#AABBjc](#)



**Daniela Hermelin, MD UA** [@HermelinMD](#)

2 days ago

[@AABB](#) A2 Here's the biggest issue I face, how to we combat the financial competition of retaining our own Blood Bank staff that know the system and hospital culture with agency travelers who get paid more? It is not a fair system... [#AABBjc](#)

**AABB** [@AABB](#)

2 days ago



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**Daniela Hermelin, MD UA** [@HermelinMD](#)

2 days ago


RT [@TeamCaptainJohn](#): [@AABB](#) A2. Im so lucky to have relatively stable lab teams. The historic notion of "no one leaves job, they leaves bosses" may still be true, but compensation, hours, emergency/weekend/overnight coverage all become real issues. With so many openings, its easier to walk away [#AABBjc](#)





**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#)


2 days ago


[@ClinChemMD](#) And so I have mixed feelings about iZombie 🧟 [#liv](#) [#AABBjc](#)


 **Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD** 2 days ago  
 RT @TeamCaptainJohn: @TZThompsonMD @chloeirena @AABB I always thought blood bank and micro were similar -massive knowledge sets, lots of hands on work that requires real nuance...very different from "core lab" roles. Its very similar to BB/TM amongst pathologists, and even heme/onc #AABBjc


 **Sue T Johnson @SueTJohnson** 2 days ago  
 @TZThompsonMD @AABB A2. Are they technicians or medical laboratory scientists... part of the confusion in the lab profession. #AABBjc


 **Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD** 2 days ago  
 @chloeirena @ThatLabChick @AABB So far I haven't seen any mentioning of COVID until now -- half-way through this live event. Interesting! #AABBjc


 **Daniela Hermelin, MD UA @HermelinMD** 2 days ago  
 RT @SueTJohnson: @AABB A2. Absolutely in both MLS and MD/DO positions. The training is constant. We have a SBB program and provide clinicals for MLS students but don't have a TM fellow this year & still have openings, although less than others #AABBjc


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 **Phil Accooe (He/Him/His) @PAccooe** 2 days ago  
 @AABB A2. Recruitment/retention of MLS/MLT has been a challenge. There's a large number of individuals eligible for retirement and a shortage of new grads to replace them. I've only had one resident in the past 6 years interested in pursuing a TM fellowship. #AABBjc

 **Lifeandplasma @lifeandplasma** 2 days ago  
 RT @HermelinMD: @AABB A2 Here's the biggest issue I face, how to we combat the financial competition of retaining our own Blood Bank staff that know the system and hospital culture with agency travelers who get paid more? It is not a fair system... #AABBjc

 **John Sherbeck MD 🤔 @TeamCaptainJohn** 2 days ago  
 @HermelinMD @AABB The traveler issue is not going away, unfortunately. Travelers are filling an incredibly needed role, right now. But in the end from the hospital admin side, its an accounting trick that will eventually put laboratories (and patients) at risk, i fear. #aabbjc

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 **Justin Kreuter, MD @KreuterMD** 2 days ago  
 @AShmooklerMD Yes, often, but not always pathology. #aabbjc



**Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

2 days ago

RT [@TeamCaptainJohn](#): [@AABB](#) OMG, YES, DANIELA! I've certainly heard the issue of long-time MLS earning maybe only slightly more than a traveler. This does not seem fair at all [#AABBjc](#)



**AABB @AABB**

2 days ago

RT [@PAccooe](#): [@AABB](#) A2. Recruitment/retention of MLS/MLT has been a challenge. There's a large number of individuals eligible for retirement and a shortage of new grads to replace them. I've only had one resident in the past 6 years interested in pursuing a TM fellowship. [#AABBjc](#)



**Chloe (she/her), MLS(ASCP)cm @chloeirena**

2 days ago

[@TZThompsonMD](#) [@AABB](#) Honestly I am amazed. We love to tout this stat, but SEVENTY PERCENT of medical decisions are made from lab results. Where do they think all that comes from?? MLS/MLT are quintessential to function of healthcare (& we love the patients too!!!) [#AABBjc](#)



**Lifeandplasma @lifeandplasma**

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**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

2 days ago

OMG, Phil, idea: [@AABB](#), there is a physician core targeting residents and med students for interest into BB/TM/CT, right? And maybe this core also includes MLS/MLT to get the true sense of what [@AABB](#) stands for? [#AABBjc](#)



**Daniela Hermelin, MD ua @HermelinMD**

2 days ago

[@TeamCaptainJohn](#) [@AABB](#) [@TZThompsonMD](#) [@chloeirena](#) What are everyone's thoughts on cross training in the lab? [#AABBjc](#)



**Julia\_D @Jewly\_SBB**

2 days ago

[@AABB](#) A2. Absolutely yes! We are losing great minds for more money, better schedules, and overall more life/work balance. Sometimes it doesn't even matter if great leadership is in place as stakeholders higher up the chain do not understand our value [#AABBjc](#)



**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

2 days ago

RT [@TeamCaptainJohn](#): [@HermelinMD](#) [@AABB](#) The traveler issue is not going away, unfortunately. Travelers are filling an incredibly needed role, right now. But in the end from the hospital admin side, its an accounting trick that will eventually put laboratories (and patients) at risk, i fear. [#aabbjc](#)



**AABB @AABB**

2 days ago

RT [@AShmooklerMD](#): A2 [#AABBjc](#). I have seen rare cases where MLS/MLT decide to go to medical school. Has anyone experienced this or know if they end up becoming Pathologists?



**Sue T Johnson @SueTJohnson**

2 days ago

[@jvrodriquez\\_MD](#) [@AABB](#) Grassroots efforts! Absolutely MLS/MLT profession should be talked about with whoever will listen, especially the middle/high school students. I just went to a H.S. career day & belong to another H.S. healthcare academy. [#AABBjc](#)

SYN

**Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**  
 MD 🤖 #AABBjc

2 days ago



**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

2 days ago

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**Zach Thompson, MD @TZThompsonMD**

2 days ago

@PAccooe @AABB I was discouraged from pursuing a TM/BB fellowship for this reason. Why take a year of training when I could cover a TL without needing it... Glad I didn't listen to the talking heads. #AABBjc



**Chloe (she/her), MLS(ASCP)cm @chloeirena**

2 days ago

@TeamCaptainJohn @AABB I hear this a great deal from my seniors as they work through their MLS rotations. I think it's the mindset of solving a puzzle/problem--so easy to see in micro class, but perhaps not as easily in BB courses? Would love advice/ideas to remedy this! #AABBjc

aabb

**AABB @AABB**

2 days ago

RT @Jewly\_SBB: @AABB A2. Absolutely yes! We are losing great minds for more money, better schedules, and overall more life/work balance. Sometimes it doesn't even matter if great leadership is in place as stakeholders higher up the chain do not understand our value #AABBjc



**Francesca usit @feachme**

2 days ago

This. #AABBjc

aabb

**AABB @AABB**

2 days ago

RT @HermelinMD: @TeamCaptainJohn @AABB @TZThompsonMD @chloeirena What are everyone's thoughts on cross training in the lab? #AABBjc

aabb

**AABB @AABB**

2 days ago

RT @AShmooklerMD: OMG, Phil, idea: OMG, Phil, idea: @AABB, there is a physician core targeting residents and med students for interest into BB/TM/CT, right? And maybe this core also includes MLS/MLT to get the true sense of what @AABB stands for? #AABBjc



**Justin Kreuter, MD @KreuterMD**

2 days ago

@AShmooklerMD I see these as examples where we can work on showing/sharing our work better. Glad to hear that people do enjoy this work! 😊👏 #aabbjc



**Daniela Hermelin, MD ua @HermelinMD**

2 days ago

@TeamCaptainJohn @AABB It's really my biggest challenge I face. We are becoming a 🏠🚗 traveling hospital. #AABBjc





**rbeck MD** 🙄 [@TeamCaptainJohn](#)

2 days ago

RT [@SueTJohnson](#): [@jyrodriguez\\_MD](#) [@AABB](#) Grassroots efforts! Absolutely MLS/MLT profession should be talked about with whoever will listen, especially the middle/high school students. I just went to a H.S. career day & belong to another H.S. healthcare academy. [#AABBjc](#)



**Justin Kreuter, MD** [@KreuterMD](#)

2 days ago

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**AABB** [@AABB](#)

2 days ago

<https://t.co/rDMn3ZSDqY>



**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#)

2 days ago

[@Jewly\\_SBB](#) [@AABB](#) It does seem to me that some institutions can improve in ensuring the labs are simply much more than adequate in staff and functional output. [#AABBjc](#)



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**John Sherbeck MD** 🙄 [@TeamCaptainJohn](#)

2 days ago

[@AShmooklerMD](#) [@KreuterMD](#) haha its ok! Having that knowledge base is incredible for both patient care and system based practice, in any specialty! [#aabbjc](#)



**Lifeandplasma** [@lifeandplasma](#)

2 days ago

RT [@TeamCaptainJohn](#): [@HermelinMD](#) [@AABB](#) The traveler issue is not going away, unfortunately. Travelers are filling an incredibly needed role, right now. But in the end from the hospital admin side, its an accounting trick that will eventually put laboratories (and patients) at risk, i fear. [#aabbjc](#)



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**AABB** [@AABB](#)

2 days ago

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**Daniela Hermelin, MD UA** [@HermelinMD](#)

2 days ago

[@Zodnick11](#) [@AABB](#) [@SueTJohnson](#) ✅ Great point. More strain on the lab, puts more strain on the teachers. I too experience this downstream effect [@zodnik11](#). [#AABBJC](#)

[@AABB](#)

2 days ago



RT [@chloeirena](#): [@TeamCaptainJohn](#) [@AABB](#) I hear this a great deal from my seniors as they work through their MLS rotations. I think it's the mindset of solving a puzzle/problem--so easy to see in micro class, but perhaps not as easily in BB courses? Would love advice/ideas to remedy this! [#AABBjc](#)

**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#)

2 days ago

[@chloeirena](#) [@TeamCaptainJohn](#) [@AABB](#) We got >200 problems. They're called antigens. And they are all logic problems 😊 [#AABBjc](#)

**Daniela Hermelin, MD** [@HermelinMD](#)

2 days ago

RT [@AABB](#): <https://t.co/rDMn3ZSDqY>

**Daniela Hermelin, MD** [@HermelinMD](#)

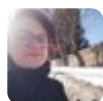
2 days ago

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**John Sherbeck MD** 😊 [@TeamCaptainJohn](#)

2 days ago

[@PAccooe](#) [@AABB](#) There's WAY more transfusion services at even moderate to big sized hospitals, than there are TM board certified docs. It's inevitable. A board certified pathologist can do it...as long as their heart is in it [#AABBjc](#)

**Julia D** [@Jewly\\_SBB](#)

2 days ago

[@AABB](#) A3. I am advocating for recognition (even financially) of those that go above and beyond without having to take on the next "title." [#AABBjc](#)

**John Sherbeck MD** 😊 [@TeamCaptainJohn](#)

2 days ago

[@TZThompsonMD](#) [@PAccooe](#) [@AABB](#) That is literally disgusting to hear. [#AABBjc](#)

**AABB** [@AABB](#)

2 days ago

[#AABBjc](#)**Chloe (she/her), MLS(ASCP)cm** [@chloeirena](#)

2 days ago

[@TeamCaptainJohn](#) [@HermelinMD](#) [@AABB](#) [@TZThompsonMD](#) Fly on the wall here... trauma center status of those hospitals? Have heard mixed info from sites my employer provides product to & am intrigued to see if any correlation. [#AABBjc](#)

**Daniela Hermelin, MD** [@HermelinMD](#)

2 days ago

RT [@Jewly\\_SBB](#): [@AABB](#) A2. Absolutely yes! We are losing great minds for more money, better schedules, and overall more life/work balance. Sometimes it doesn't even matter if great leadership is in place as stakeholders higher up the chain do not understand our value [#AABBjc](#)

**Chloe (she/her), MLS(ASCP)cm** [@chloeirena](#)

2 days ago

[@ThatLabChick](#) [@HermelinMD](#) [@AShmooklerMD](#) [@AABB](#) [@TeamCaptainJohn](#) [@RodneyRohde](#) [@odie0222](#) Take your time queen! Asynchronous discussion through til tomorrow night! [#AABBjc](#)



**Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

2 days ago

👉 na @TeamCaptainJohn @AABB We're trying to determine the shape and the hole it's supposed to go in. Sometimes we have more than one shape and more than one hole. (I'll be honest I've been coming up bupkis on a kick-butt analogy 😊) #AABBjc



**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

2 days ago

@KreuterMD We in the @AABB community inspire each other to enjoy our work. That's why this group ROCKS! #AABBjc



**Justin Kreuter, MD @KreuterMD**

2 days ago

#aabbjc



**AABB @AABB**

2 days ago

RT @Jewly\_SBB: @AABB A3. I am advocating for recognition (even financially) of those that go above and beyond without having to take on the next "title." #AABBjc



**Lifeandplasma @lifeandplasma**

2 days ago

This 👉



**Daniela Hermelin, MD UA @HermelinMD**

2 days ago

@chloeirena @TeamCaptainJohn @AABB @TZThompsonMD Ohhh, good word. Marketability. #AABBjc



**John Sherbeck MD @TeamCaptainJohn**

2 days ago

@AABB A3. As a health system we have made inroads in improved compensation packages. We are increasing the number of rotating MLS students across our system, and have successfully recruited some of them #AABBjc



**Chloe (she/her), MLS(ASCP)cm @chloeirena**

2 days ago

@AShmooklerMD @TeamCaptainJohn @AABB Look, my math teacher retired army dad had me doing logic problems at age 12. Maybe we should have all seen me becoming a blood banker a LONG way off 😊 #AABBjc P.S. thanks to @JT8thMath for my sudoku and logic puzzles as a kid, they serve me well in my career! #thanksdad



**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

2 days ago

@KreuterMD Hate to say that it's boiled down to "critical pay" where, due to short staffing issues, MLS/MLT have increased pay. Sounds like a broken system to me 🙄 #AABBjc #A3



**AABB @AABB**

2 days ago

RT @TeamCaptainJohn: @AABB A3. As a health system we have made inroads in improved compensation packages. We are increasing the number of rotating MLS students across our system, and have successfully recruited some of them #AABBjc



**Lifeandplasma @lifeandplasma**

2 days ago

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**inson @SueTJohnson**

2 days ago

RT @AABB A3. Promote opportunities for education and advancement within organization and of course competitive wages. #AABBjc



**Dana Powell Baker (She/Her/Y'all)** 🙋❤️ **@ThatLabChick**

2 days ago

@AABB A2. Both #recruitment & #retention is an issue across laboratory medicine specialties. Our institution is one of many facing workforce shortage issues before & during COVID. Pair this w/ the national blood shortage crisis & omg...this feels like the worse I've seen it #AABBjc



**Daniela Hermelin, MD** **UA @HermelinMD**

2 days ago

@tahiri\_toufik @AABB Totally right. This has to be fixed. Do we teach this in medical school? #AABBjc.



**Justin Kreuter, MD** **@KreuterMD**

2 days ago

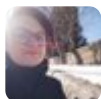
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**AABB @AABB**

2 days ago

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**Julia\_D @Jewly\_SBB**

2 days ago

@AABB A3. Additionally we need to have a conversation about balance of scheduling as some of us have to do "on-call" to cover off hours without proper compensation and crazy expectations. We are loosing staff because they cannot handle the demand (and I don't blame them) #AABBjc



**John Sherbeck MD** 😊 **@TeamCaptainJohn**

2 days ago

@chloeirena @HermelinMD @AABB @TZThompsonMD A number of my team have spent time in core labs, donor centers, etc. prior to joining us. From my perspective, I think its important to emphasize that anyone can learn SOPs, skills, and instrumentation -the basic skills as an MLS translate across all labs #aabbjc



**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** **@AShmooklerMD**

2 days ago

@chloeirena @HermelinMD @TeamCaptainJohn @AABB @TZThompsonMD You raise a great point here. CT is a unique yet very marketable (& very 🔥) skill set nowadays #CART. Blood donor center is AWESOME #donors. Then there's hospital blood bank. There's more out there, and you can easily "travel" in-between b/c the language is beautiful #AABBjc



**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** **@AShmooklerMD**

2 days ago


RT @TeamCaptainJohn: @AABB A3. As a health system we have made inroads in improved compensation packages. We are increasing the number of rotating MLS students across our system, and have successfully recruited some of them #AABBjc





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**John Sherbeck MD 🤔 @TeamCaptainJohn** 2 days ago  
 [@HermelinMD](#) [@tahiri\\_toufik](#) [@AABB](#) Many med schools have multidisciplinary experiences between med students, nursing students, etc. I've never seen one that includes MLS students [#AABBjc](#)


**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD** 2 days ago  
 Certainly worth encouraging undifferentiated med students to blast off into blood cells [#TM](#) [#CT](#) [#AABBjc](#)

**John Sherbeck MD 🤔 @TeamCaptainJohn** 2 days ago  
 RT [@Jewly\\_SBB](#): [@AABB](#) A3. Additionally we need to have a conversation about balance of scheduling as some of us have to do "on-call" to cover off hours without proper compensation and crazy expectations. We are losing staff because they cannot handle the demand (and I don't blame them) [#AABBjc](#)


**Julia\_D @Jewly\_SBB** 2 days ago  
 [@HermelinMD](#) [@AABB](#) [@ChrisBocPro](#) I have plenty of ideas, but most are hard to put in place unfortunately. It requires a fundamental shift in how we approach talent recruitment and retention. [#AABBjc](#)


**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD** 2 days ago  
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**Dana Powell Baker (She/Her/Y'all) 🙋❤️ @ThatLabChick** 2 days ago  
 [@AABB](#) A3. Getting creative in how we promote the profession to our young scholars! Whether we are visiting schools in person or virtually, it's important to introduce the profession to others early & often! Thankful our school hired a recruiter to promote our programs too. 🙋 [#AABBjc](#)


**Justin Kreuter, MD @KreuterMD** 2 days ago  
 RT [@TeamCaptainJohn](#): [@HermelinMD](#) [@tahiri\\_toufik](#) [@AABB](#) Many med schools have multidisciplinary experiences between med students, nursing students, etc. I've never seen one that includes MLS students [#AABBjc](#)





**ermelin, MD** [@HermelinMD](#) 2 days ago  
 **SYM** [@SYM](#) 3: We are working on creating a hybrid program to train and educate college (BA) graduates to sit for the [@ASCP\\_Chicago](#) BB Exam. Pooling in all our resources to retain and elevate the next generation. [#BBApprenticeProgram](#) [@SueTJohnson](#) [#AABBJC](#)


**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#) 2 days ago  
 **Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#) [@Jewly\\_SBB](#) [@AABB](#) I honestly cannot see how some blood bankers work overtime or longer than a usual shift, especially in the event of a you-know-what that doth-not-be said [#AABBjc](#)


**Daniela Hermelin, MD** [@HermelinMD](#) 2 days ago  
 **Daniela Hermelin, MD** [@HermelinMD](#) RT [@SueTJohnson](#): [@AABB](#) A3. Promote opportunities for education and advancement within organization and of course competitive wages. [#AABBjc](#)


**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#) 2 days ago  
 **Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#) RT [@TeamCaptainJohn](#): [@chloeirena](#) [@HermelinMD](#) [@AABB](#) [@TZThompsonMD](#) A number of my team have spent time in core labs, donor centers, etc. prior to joining us. From my perspective, I think its important to emphasize that anyone can learn SOPs, skills, and instrumentation -the basic skills as an MLS translate across all labs [#aabbjc](#)


**AABB** [@AABB](#) 2 days ago  
 **AABB** [@AABB](#) Last one! Q4 – How can AABB help support and encourage the next generation of blood bankers and transfusion medicine specialists to embrace, educate and lead the field? [#AABBjc](#)  
<https://t.co/cgHs1QDcjF>


**AABB** [@AABB](#) 2 days ago  
 **AABB** [@AABB](#) RT [@AShmooklerMD](#): [@Jewly\\_SBB](#) [@AABB](#) I honestly cannot see how some blood bankers work overtime or longer than a usual shift, especially in the event of a you-know-what that doth-not-be said [#AABBjc](#)


**John Sherbeck MD** 🙄 [@TeamCaptainJohn](#) 2 days ago  
 **John Sherbeck MD** 🙄 [@TeamCaptainJohn](#) [@AShmooklerMD](#) [@chloeirena](#) [@HermelinMD](#) [@AABB](#) [@TZThompsonMD](#) CT is only going to expand. And it translates! One of my team members was a CT specialist at our big ivory tower up the road that worked with me as a resident/fellow...skills DEF translate, she brings a unique perspective that has been very helpful to our patients [#AABBjc](#)


**AABB** [@AABB](#) 2 days ago  
 **AABB** [@AABB](#) RT [@HermelinMD](#): [@AABB](#) A3: [@AABB](#) A3: We are working on creating a hybrid program to train and educate college (BA) graduates to sit for the [@ASCP\\_Chicago](#) BB Exam. Pooling in all our resources to retain and elevate the next generation. [#BBApprenticeProgram](#) [@SueTJohnson](#) [#AABBJC](#)


**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#) 2 days ago  
 **Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#) RT [@ThatLabChick](#): [@AABB](#) A3. Getting creative in how we promote the profession to our young scholars! Whether we are visiting schools in person or virtually, it's important to introduce the profession to others early & often! Thankful our school hired a recruiter to promote our programs too. 🙏 [#AABBjc](#)


 **John Sherbeck MD 🤔 @TeamCaptainJohn** 2 days ago  
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 **Chloe (she/her), MLS(ASCP)cm @chloeirena** 2 days ago  
 @TeamCaptainJohn @AShmooklerMD @HermelinMD @AABB @TZThompsonMD Would LOVE to just listen to experiences from the two of you! I have so much to learn and both of you have perspectives that are well worth sharing and boosting. #AABBjc

 **AABB @AABB** 2 days ago  
 RT @Jewly\_SBB: @HermelinMD @AABB @ChrisBocPro I have plenty of ideas, but most are hard to put in place unfortunately. It requires a fundamental shift in how we approach talent recruitment and retention. #AABBjc

 **AABB @AABB** 2 days ago  
 RT @TeamCaptainJohn: @HermelinMD @tahiri\_toufik @AABB Many med schools have multidisciplinary experiences between med students, nursing students, etc. Ive never seen one that includes MLS students #AABBjc

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 **John Sherbeck MD 🤔 @TeamCaptainJohn** 2 days ago  
 @AShmooklerMD @Jewly\_SBB @AABB are you talking about a friday afternoon warm auto or a sunday morning trauma? voldemort. #AABBjc

 **AABB @AABB** 2 days ago  
 RT @AShmooklerMD: @chloeirena @HermelinMD @TeamCaptainJohn @AABB @TZThompsonMD You raise a great point here. CT is a unique yet very marketable (& very 🧑🏻) skill set nowadays #CART. Blood donor center is AWESOME #donors. Then there's hospital blood bank. There's more out there, and you can easily "travel" in-between b/c the language is beautiful #AABBjc

 **Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD** 2 days ago  
 #AABBjc #A4

**AABB**

2 days ago



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2 days ago



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**Sue T Johnson** [@SueTJohnson](#)

2 days ago



[@Jewly\\_SBB](#) [@AABB](#) A3. Yes, work life balance also needs to be front and center to attract and retain. Hiring ahead when you have several great candidates helps. [#AABBjc](#)

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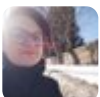
2 days ago



[@chloeirena](#) [@TeamCaptainJohn](#) [@HermelinMD](#) [@AABB](#) [@TZThompsonMD](#) Major props to John. And if I recall correctly [@bloodbankguy](#) -- did you start out practicing surgical pathology? I mean, surgical pathologists who crossover knee-deep into the transfusion world? 🤔 [#AABBjc](#)

**Julia\_D** [@Jewly\\_SBB](#)

2 days ago



[@TeamCaptainJohn](#) [@AShmooklerMD](#) [@AABB](#) Omg...I am still [#traumatized](#) from having 3 warmAuto workups STAT during my nightshifts. On one hand you are being told not to "multitask" due to increased error possibility, yet what do you do when all 3 patients need transfusion?!?!? [#AABBjc](#)

**John Sherbeck MD** 🤔 [@TeamCaptainJohn](#)

2 days ago



[@AABB](#) A4. The biggest thing [@AABB](#) can do is draw from our incredibly talented MLS and BB/TM experts and get them to connect with young people interested in STEM. Work with ASCP, ASCLS to get fliers up in every counselor/advisor office, social media campaigns, etc. [#AABBjc](#)



**Thompson, MD @TZThompsonMD**

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**jaylewis99 @jaylewis\_99**

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2 days ago

[@TeamCaptainJohn](#) [@Jewly\\_SBB](#) [@AABB](#) OH HOW DARE, YOU, JOHN! 😊 [#AABBjc](#) Your words, not mine, and NO JINXING!



**Daniela Hermelin, MD @HermelinMD**

2 days ago

[@TeamCaptainJohn](#) [@tahiri\\_toufik](#) [@AABB](#) Ahhhh. What a magical idea. Integrative learning teams should definitely have MLS students. This is the idea of the [@UTMB\\_Pathology](#) Doctorate of Clinical Sciences - [@lajosata\\_mike](#) [#AABBjc](#)



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**Daniela Hermelin, MD @HermelinMD**

2 days ago


RT [@Jewly\\_SBB](#): [@AABB](#) A3. Additionally we need to have a conversation about balance of scheduling as some of us have to do "on-call" to cover off hours without proper compensation and crazy expectations. We are losing staff because they cannot handle the demand (and I don't blame them) [#AABBjc](#)





**Daniela Hermelin, MD @HermelinMD**


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**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD** 2 days ago  
 [@Jewly\\_SBB](#) [@TeamCaptainJohn](#) [@AABB](#) Probably not nearly as bad, but it's not a great sign when TTP is in the air and all the ABO types are covered...[#AABBjc](#). Thank GAWD we've implemented 1/2-albumin 1/2-plasma in these patients. [#AABBjc](#)

**Justin Kreuter, MD @KreuterMD** 2 days ago  
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SYN

**ermelin, MD UA @HermelinMD**

2 days ago

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**Charlie Murphy @cfmurphy3star**

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RT [@AABB](#): Who is excited for [#AABBjc](#)? We're thrilled to introduce our moderators this evening: Who is excited for [#AABBjc](#)? We're thrilled to introduce our moderators this evening: [@ASHmooklerMD](#) and [@chloeirena](#). Everyone, please introduce yourself and let us know from where you're joining. <https://t.co/zkW409y5bD>

**Chloe (she/her), MLS(ASCP)cm @chloeirena**

2 days ago

I would love to be given time and freedom to go present to local high schools. I love BB/TM, but I'll happily talk up core lab, too! They've saved my life on more than one occasion... like 18 years ago today, where some chem labs and gave me a diagnosis rather than a coma [#AABBjc](#)

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[@TeamCaptainJohn](#) [@AABB](#) +1! Yes, if [@AABB](#) can help connect us to STEM, students, etc. -- just like [@AABB](#) is bringing us together tonight -- then this would be wonderful and I would sign myself up in a ❤️. [#AABBjc](#) [#A4](#)

**AABB @AABB**

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**Phil Accooe (He/Him/His) @PAccooe**

2 days ago

[@ThatLabChick](#) [@AABB](#) It really does start with young students. I didn't have laboratory professionals show up on career day, so I (like many others) just stumbled upon the field. Education of young students (urban, rural, & suburban) about career opportunities in transfusion medicine is key [#AABBjc](#)

**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @ASHmooklerMD**

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**Julia\_D @Jewly\_SBB**

2 days ago

@AShmooklerMD @AABB You do it and cry if you need to FOR THE PATIENT. However, a great technical specialist/medical director who is comfortable having though conversation with the attending physician can make a huge difference. #AABBjc



**Justin Kreuter, MD @KreuterMD**

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**AABB @AABB**

2 days ago

#AABBjc A3



**Chloe (she/her), MLS(ASCP)cm @chloeirena**

2 days ago

yes yes YES! #AABBjc #TeamPatient



**Daniela Hermelin, MD UA @HermelinMD**

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**Daniela Hermelin, MD UA @HermelinMD**

2 days ago

@TeamCaptainJohn @AABB How come you always have the best answers? #AABBjc  
<https://t.co/cXLE4T6GT8>



**Justin Kreuter, MD @KreuterMD**

2 days ago

RT @chloeirena: yes yes YES! #AABBjc #TeamPatient



**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @ASHmooklerMD**

2 days ago

@Jewly\_SBB @AABB I cannot emphasize enough the relationships I have to build and blossom with my laboratory scientists. (Tag: @TracieWVUBB). #AABBjc This is how dreams come true 🧡



**John Sherbeck MD 🙄 @TeamCaptainJohn**

2 days ago

This is truth. #AABBjc



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**AABB**

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2 days ago



[@TeamCaptainJohn](#) [@ASHmooklerMD](#) [@chloeirena](#) [@HermelinMD](#) [@AABB](#) [@TZThompsonMD](#) Absolutely! My ONE path resident interested in a TM fellowship was only interested in programs that included CT in the curriculum. It was a struggle for us to identify programs that provided the exposure he wanted [#AABBjc](#)

**Daniela Hermelin, MD @HermelinMD**

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**Aaron Odegard MS (He/Him) @odie0222**

2 days ago



RT [@HermelinMD](#): [@ASHmooklerMD](#) [@AABB](#) [@TeamCaptainJohn](#) We need to bring [#Labvocates](#) into this conversation to get the full scoop.... Ping: [@ASHmooklerMD](#) [@AABB](#) [@TeamCaptainJohn](#) We need to bring [#Labvocates](#) into this conversation to get the full scoop.... Ping: [@RodneyRohde](#) [@ThatLabChick](#) [@odie0222](#) [#AABBjc](#)

**Aaron Odegard MS (He/Him) @odie0222**

2 days ago



RT [@chloeirena](#): [@ThatLabChick](#) [@HermelinMD](#) [@ASHmooklerMD](#) [@AABB](#) [@TeamCaptainJohn](#) [@RodneyRohde](#) [@odie0222](#) Dana, I would love to have you chime in throughout the next day as my fellow MLS educator! [#AABBjc](#)

**Chloe (she/her), MLS(ASCP)cm @chloeirena**

2 days ago



See y'all in 12 hours! I know we all have more to say and plenty to think on. Thank you for everything [@AABB](#) and [#AABBjc](#). The chat keeps going asynchronously until tomorrow night as well! I'm reading all of these, so please keep chiming in! [#AABBjc](#)

**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @ASHmooklerMD**

2 days ago



[@AABB](#) [@chloeirena](#) Wait what? Already? [#AABBjc](#) NYO! We'll definitely keep this going asynchronously, and I \*plan\* to be moderating again tomorrow during the day. What an exchange of ideas and support for the transfusion community! ;,) I enjoy you all!

**John Sherbeck MD 🤔 @TeamCaptainJohn**

2 days ago



[@AABB](#) [@ASHmooklerMD](#) [@chloeirena](#) [#AABBjc](#) is the fastest 60 minutes you can imagine. Thank you so much to [@AABB](#) and our AMAZING moderators [@chloeirena](#) and [@ASHmooklerMD](#) Lets keep the convo going, and the official chat continues tomorrow AM!

**Justin Kreuter, MD @KreuterMD**

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**John Sherbeck MD 🤔 @TeamCaptainJohn**

2 days ago



@PAccooe @AShmooklerMD @chloeirena @HermelinMD @AABB @TZThompsonMD The one good thing is that since our field is so small, someone always know someone who can help connect you! #AABBjc

**John Sherbeck MD 🤔 @TeamCaptainJohn**

2 days ago



RT @chloeirena: See y'all in 12 hours! I know we all have more to say and plenty to think on. Thank you for everything @AABB and #AABBjc. The chat keeps going asynchronously until tomorrow night as well! I'm reading all of these, so please keep chiming in! #AABBjc

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2 days ago



RT @AShmooklerMD: @AABB @chloeirena Wait what? Already? #AABBjc NYO! We'll definitely keep this going asynchronously, and I \*plan\* to be moderating again tomorrow during the day. What an exchange of ideas and support for the transfusion community! :,) I enjoy you all!

**Justin Kreuter, MD @KreuterMD**

2 days ago



RT @PAccooe: @TeamCaptainJohn @AShmooklerMD @chloeirena @HermelinMD @AABB @TZThompsonMD Absolutely! My ONE path resident interested in a TM fellowship was only interested in programs that included CT in the curriculum. It was a struggle for us to identify programs that provided the exposure he wanted #AABBjc

**Sue T Johnson @SueTJohnson**

2 days ago



@chloeirena Thank goodness for those lab scientists who did that testing. We are so grateful you are here and leading our #AABBjc!! 🥰



[AABB](#)

2 days ago



RT @TZThompsonMD: [@TeamCaptainJohn](#) [@ASHmooklerMD](#) [@chloeirena](#) [@HermelinMD](#) [@AABB](#) [@TZThompsonMD](#) Absolutely! My ONE path resident interested in a TM fellowship was only interested in programs that included CT in the curriculum. It was a struggle for us to identify programs that provided the exposure he wanted [#AABBjc](#)



**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@ASHmooklerMD](#) [@TeamCaptainJohn](#) [@AABB](#) [@chloeirena](#) Thank YOU John! [#AABBjc](#)

2 days ago



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**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@ASHmooklerMD](#)

2 days ago

RT [@TeamCaptainJohn](#): [@PAccooe](#) [@ASHmooklerMD](#) [@chloeirena](#) [@HermelinMD](#) [@AABB](#) [@TZThompsonMD](#) The one good thing is that since our field is so small, someone always know someone who can help connect you! [#AABBjc](#)



**Julia D** [@Jewly\\_SBB](#)

2 days ago

[@AABB](#) A4. Uphold the highest standards for working in a blood bank/IRL while recruiting great minds. I currently see how even more underpaid the field is becoming due to labs combating the workforce shortage with employing non-licensed staff. [#AABBjc](#)



**Daniela Hermelin, MD** [@HermelinMD](#)

2 days ago

[@AABB](#) 🌍 Offer FREE professional development 📖 Develop [#Labvocation](#) materials 🩸 Encourage hybrid learning opportunities for students to get involved and retained in Lab/Blood Banking [#AABBjc](#)



**John Sherbeck MD** 😊 [@TeamCaptainJohn](#)

2 days ago

RT [@TZThompsonMD](#): [@TeamCaptainJohn](#) [@ASHmooklerMD](#) [@chloeirena](#) [@HermelinMD](#) [@AABB](#) As CART takes off, use of traditional bag skills seen in the BB/TL is more aligned than culture flasks. There is definitely overlap there. Also - dedication to quality translates horizontally here so well. [#AABBjc](#)



**Aaron Odegard MS (He/Him)** [@odie0222](#)

2 days ago

[@HermelinMD](#) [@ASHmooklerMD](#) [@AABB](#) [@TeamCaptainJohn](#) [@RodneyRohde](#) [@ThatLabChick](#) Definitely more of investment and awareness of these opportunities as professionals. Modern medicine wouldn't be possible with our transfusion services. [#AABBjc](#) More STEM education



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2 days ago

[@Jewly\\_SBB](#) [@AABB](#) I just attended our curriculum summit for our medical school. We have a learning specialist for our students. I learned a few reasons as to why students seem to be different now compared to previous generations: [#technology](#) [#communication](#) Et tu, MLT/MLS? [#AABBjc](#)



**Shmookler, MD, QIA^CM (he/him/his) @ASHmooklerMD**

2 days ago

RT @TeamCaptainJohn: @AABB 🌍 Offer FREE professional development 📄 Develop #L\_advocation materials 🩸 Encourage hybrid learning opportunities for students to get involved and retained in Lab/Blood Banking #AABBjc



**AABB @AABB**

2 days ago

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**Justin Kreuter, MD @KreuterMD**

2 days ago

@PAccooe @TeamCaptainJohn @ASHmooklerMD @chloeirena @HermelinMD @AABB @TZThompsonMD We have great cellular therapy in our fellowship: <https://t.co/xNJUZIBMkv> I'm the fellowship director and welcome questions anytime 😊👍 And @TZThompsonMD is one of our graduates 🎓 #aabbjc



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**ermelin, MD** [@HermelinMD](#)

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RT [@PACcooe](#): [@PACcooe](#) [@TeamCaptainJohn](#) [@ASHmooklerMD](#) [@chloeirena](#) [@HermelinMD](#) [@AABB](#) [@TZThompsonMD](#) We have great cellular therapy in our fellowship: <https://t.co/xNJUZIBMkv> I'm the fellowship director and welcome questions anytime 😊👍 And [@TZThompsonMD](#) is one of our graduates 🎓 [#aabbjc](#)

**John Sherbeck MD** 😊 [@TeamCaptainJohn](#)

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**AABB** [@AABB](#)

2 days ago



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**Chloe (she/her), MLS(ASCP)cm** [@chloeirena](#)

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SYN

rbeck MD 🙄 @TeamCaptainJohn

2 days ago

#AABBjc



Aaron Odegard MS (He/Him) @odie0222

2 days ago

@HermelinMD @AShmooklerMD @AABB @TeamCaptainJohn @RodneyRohde @ThatLabChick I would love for #AABBjc and @ASCP\_Chicago Career Ambassador to partner on more outreach. I toured a group of hospital leaders through our blood bank. They were amazed! Maybe work funded scholarships

aabb

AABB @AABB

2 days ago

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Daniela Hermelin, MD 🇺🇦 @HermelinMD

2 days ago

@ShawnaGofABPoli @AABB @AShmooklerMD @chloeirena @TeamCaptainJohn 🤗 Oh I love this explanation. It is so true! #AABBjc <https://t.co/1jwf6KIXuV>



Daniela Hermelin, MD 🇺🇦 @HermelinMD

2 days ago

RT @AABB: That's a wrap on part one of our #AABBjc discussion! Thanks to everyone who has participated so far and to our moderators @AShmooklerMD and @chloeirena. Please continue contributing to the conversation. The second live discussion starts at 10 am tomorrow! <https://t.co/S77zdAt1lu>



Daniela Hermelin, MD 🇺🇦 @HermelinMD

2 days ago

RT @TeamCaptainJohn: @AABB @AShmooklerMD @chloeirena #AABBjc is the fastest 60 minutes you can imagine. Thank you so much to @AABB and our AMAZING moderators @chloeirena and @AShmooklerMD Lets keep the convo going, and the official chat continues tomorrow AM!

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@HermelinMD @AABB @ASCP\_Chicago A3: We are doing the same. This provides general science degree, non MLS degree/certified individuals opportunities to become certified by providing clinical experience along with education to meet the eligibility requirements for BB certification #AABBjc



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Dr.DownesMLS @MtdownesM

2 days ago



@AABB A2. I'm watching my MLS students getting picked up in Feb. for jobs they won't start until May with sign-on bonuses at \$10K and higher, even the VA is offering full tuition repayment upto \$30K. This is a symptom of how desperate institutions are to get them in the door. #aabbjc

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2 days ago



@AShmooklerMD @AABB @chloeirena Thank you @AShmooklerMD and @chloeirena! You were great leading #AABBjc!! I'm exhausted but there's nothing I'd rather be doing than promoting the transfusion community 🙄 All passionate blood bankers have experienced this at least once 🙄 <https://t.co/VNgk4m5WOW>

Prem Charles @premcharles

2 days ago



RT @HermelinMD: #Blooducation colleagues - Please join us in 3 minutes for the next #AABBjc!

Prem Charles @premcharles

2 days ago



RT @KreuterMD: @AABB @AShmooklerMD @chloeirena Hi #aabbjc— I'm Justin 🙄, a #blooducation pathologist at Mayo Clinic in Rochester, Minnesota. Joining after an awesome faculty development session with @HermelinMD 🙄🙄 <https://t.co/OCDPTJfvYI>

Dr.DownesMLS @MtdownesM

2 days ago



@chloeirena One hospital I worked at had every 2nd grade class in the area tour the hospital. We had a "station" for lab where I got to show them cells under a microscope and micro cultures along with other tests. Very rewarding. #aabbjc @aabb

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2 days ago



🔗 #Labvocation + 🩸 #Blooducation = 🙄🙄🙄 @AABB we need to partner with @ASCP\_Chicago Who will be our Career Ambassador? #AABBjc



Dana Powell Baker (She/Her/Y'all) 🙄❤️ @ThatLabChick


2 days ago





@SueTJohnson @AABB @ASCP\_Chicago @ASCLS What @SueTJohnson said #AABBjc <https://t.co/OIMKkG3gZK>





  [@Jewly\\_SBB](#) 2 days ago  
 @ASHmooklerMD @chloeirena What an awesome exchange of ideas and thank you so much!!! for hosting @chloeirena and @ASHmooklerMD. You guys (and everyone participating in #AABBjc) rock ❤️


 **Chloe (she/her), MLS(ASCP)cm** [@chloeirena](#) 2 days ago  
 If this isn't the dang truth! I've danced in the hallway after figuring out a workup at 2AM more than once before... #AABBjc 😊


 **Dr.DownesMLS** [@MtdownesM](#) 2 days ago  
[@Jewly\\_SBB](#) [@AABB](#) I was speaking with a IRL manager a few months back who told my students they would be willing to consider hiring new grads if they were really well-versed in blood bank. IME this is relatively new as 1-3 years exp was a requirement for most of these jobs 18 yrs ago. #aabbjc


 **Julia\_D** [@Jewly\\_SBB](#) 2 days ago  
 But could it be made more balanced? I keep hearing: "If institutions have the \$ to pay travelers, why can they not recognize current employees with enough pay to at least compensate for inflation." #FoodForThought


 **Julia\_D** [@Jewly\\_SBB](#) 2 days ago  
 This sentence should be the motto that drives change: "with so many openings, it is easier to walk away" - but we are doing xyc to not loose you! #AABBjc

 **Julia\_D** [@Jewly\\_SBB](#) 2 days ago  
 And even though a frequent comment is that: "medical lab technicians (Associate degree) can do the same great job than medical lab scientists (bachelor degree)," its differentiation is important, esp in high complex testing like #BloodBank/#TransfusionMedicine. #AABBjc

 **Julia\_D** [@Jewly\\_SBB](#) 2 days ago  
 I am a firm believer in #TeamWorkMakesDreamWork ❤️ #AABBjc

 **AABB** [@AABB](#) 2 days ago  
 RT [@SueTJohnson](#): [@ASHmooklerMD](#) [@AABB](#) [@chloeirena](#) Thank you [@ASHmooklerMD](#) and [@chloeirena](#)! You were great leading #AABBjc!! I'm exhausted but there's nothing I'd rather be doing than promoting the transfusion community 😊 All passionate blood bankers have experienced this at least once 🙌 <https://t.co/VNngk4m5WOW>

 **Julia\_D** [@Jewly\\_SBB](#) 2 days ago  
 I would be right with [@chloeirena](#), but are busy with our small #IRL right now. Nevertheless, I make sure that #MLT/#MLS students get a good overview of who we are, what we do, and how great our work is. Maybe one day I can help share our love with #TransfusionMedicine MDs/Dos too

 **Daniela Hermelin, MD** [@HermelinMD](#) 2 days ago  
 RT [@chloeirena](#): I would love to be given time and freedom to go present to local high schools. I love BB/TM, but I'll happily talk up core lab, too! They've saved my life on more than one occasion... like 18 years ago today, where some chem labs and gave me a diagnosis rather than a coma #AABBjc

SYN

**sM.L.S @MtdownesM**

2 days ago

empowerment and voice is also important to engage in scholarly conversations, produce and disseminate research, as well as tools to support it. I'm just starting to learn what @AABB has to offer in mentoring and connections but most BS are not trained writers #AABBjc

**Dan Smith @Dan1763**

2 days ago

RT @AABB: @AShmooklerMD @TeamCaptainJohn The New York Times ran an article about this very issue! #AABBjc <https://t.co/7CdfpZwpio>

**Aine McCartney/ O'Kane @ainemcc1**

2 days ago

RT @AABB: Welcome to the #AABBjc, everyone! Tonight, we'll be discussing how the blood community can attract and retain the next generation of BB/TM and laboratory professionals. But first – how did we get here? Please remember to use A1 in your answer. <https://t.co/AsSNI47U52>

**#HarveysGang 1169181 Founder. @Laird\_Admiral**

2 days ago

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**Zach Thompson, MD @TZThompsonMD**

a day ago

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**Sue T Johnson @SueTJohnson**

a day ago

@AShmooklerMD @HermelinMD @AABB Travelers don't receive benefits like health/life insurance, disability, tuition reimbursement, etc. Using HR speak, all part of the compensation package. Plus they generally have to pay more out of pocket for living expenses. #AABBjc

**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

a day ago

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a day ago

#AABBjc

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**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD** a day ago  
 @SueTJohnson @AABB @chloeirena MANY THANKS FOR JOINING, SUE! #AABBjc :D

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**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD** a day ago  
 @ASCP\_Chicago @ASCLS please take note! 🙌 #AABBjc @AABB

**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD** a day ago  
 @Jewly\_SBB @AABB @chloeirena Thank you, Julia ☺ #AABBjc

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**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD** a day ago  
 @MtdownesM @AABB Forgive my ignorance: is science writing taught in MLS/MLT programs? #AABBjc

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SYN

**Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

a day ago

Looking forward to another mod in just a couple more hours, [@chloeirena](#) ❤️

#AABBjc

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a day ago



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a day ago



RT [@AABB](#): [@AShmooklerMD](#) [@TeamCaptainJohn](#) The New York Times ran an article about this very issue! #AABBjc <https://t.co/7CdfpZwpio>

**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

a day ago



[@MtdownesM](#) It was very personal when I decided to go into Pathology: my mother, gawd bless her, flipped her sch\$te! Incredibly fortunate to have found my niche in MED-I-CINE. It's one thing to be "pushed" to go into medicine, but not even acknowledge let alone understand pathology 😞 #AABBjc

**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

a day ago



RT [@chloeirena](#): [@AShmooklerMD](#) [@TeamCaptainJohn](#) [@AABB](#) Look, my math teacher retired army dad had me doing logic problems at age 12. Maybe we should have all seen me becoming a blood banker a LONG way off 😂 #AABBjc P.S. thanks to [@JT8thMath](#) for my sudoku and logic puzzles as a kid, they serve me well in my career! #thanksdad

**Rodney E. Rohde, PhD "Doc R" @RodneyRohde**

a day ago



[@WOliveira\\_uva](#) [@odie0222](#) [@HermelinMD](#) [@AShmooklerMD](#) [@AABB](#) [@TeamCaptainJohn](#) [@ThatLabChick](#) [@ASCP\\_Chicago](#) A1 - #AABBjc This is a CRITICAL & COMPLEX problem including salary, consolidation of bloodbank / microbiology for clinicals, healthcare "appreciation" of our work, limited clinical sites for programs, recruitment / awareness and retention to name a few issues! #staffing

**Rodney E. Rohde, PhD "Doc R" @RodneyRohde**

a day ago



[@AABB](#) A1: #AABBjc Listen in to learn more! <https://t.co/4uLj79ionL>

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**Rodney E. Rohde, PhD "Doc R" @RodneyRohde**

a day ago



RT [@HermelinMD](#): [@AShmooklerMD](#) [@AABB](#) [@TeamCaptainJohn](#) We need to bring #Labvocates into this conversation to get the full scoop.... Ping: [@AShmooklerMD](#) [@AABB](#) [@TeamCaptainJohn](#) We need to bring #Labvocates into this conversation to get the full scoop.... Ping: [@RodneyRohde](#) [@ThatLabChick](#) [@odie0222](#) #AABBjc



**. Rohde, PhD "Doc R" @RodneyRohde** a day ago  
 @AshmooklerMD @AABB @TeamCaptainJohn @ThatLabChick @odie0222 Thank you! Such a national issue! We ALL must work together to solve it! #MedicalLaboratory #staffing #shortages! #AABBjc <https://t.co/jDCDXGMe8h>



**Dr.DownesMLS @MtdownesM** a day ago  
 @ASHmooklerMD @AABB It's highly variable. At #JAM you can find some really top notch student research posters but not all programs emphasize it the same. In MLT especially there just isn't room in the curriculum. I really didn't learn it effectively until graduate school. #AABBjc



**Dr.DownesMLS @MtdownesM** a day ago  
 @ASHmooklerMD @AABB I'm also unsure how many workplaces emphasize or even allow the time and space for hourly employees to do this. As mentioned elsewhere, if your lead techs are covering benches and doing overtime due to shortages, is there time for professional development or writing? #AABBjc



**Dr.DownesMLS @MtdownesM** a day ago  
 @ASHmooklerMD There's a parallel conversation in #MedTwitter regarding gatekeepers to medical school. The high school and college advisors who tell young people they won't make it. I wonder if those with talents for pathology are being weeded out and how early? #AABBjc



**Dr.DownesMLS @MtdownesM** a day ago  
 We're certainly glad to have you here @ASHmooklerMD! Thanks for forwarding the conversation! #AABBjc



**Daniela Hermelin, MD uA @HermelinMD** a day ago  
 RT @RodneyRohde: @WOLiveira\_uva @odie0222 @HermelinMD @ASHmooklerMD @AABB @TeamCaptainJohn @ThatLabChick @ASCP\_Chicago A1 - #AABBjc This is a CRITICAL & COMPLEX problem including salary, consolidation of bloodbank / microbiology for clinicals, healthcare "appreciation" of our work, limited clinical sites for programs, recruitment / awareness and retention to name a few issues! #staffing



**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @ASHmooklerMD** a day ago  
 RT @RodneyRohde: @AABB A1: @AABB A1: #AABBjc Listen in to learn more! <https://t.co/4uLj79ionL>



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**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @ASHmooklerMD** a day ago  
 @MtdownesM @AABB Should physicians be spending time OUTSIDE OF CLINICAL DUTIES AND RESPONSIBILITIES writing papers? (This happens a lot...) Should we have more protected time during the day? If so, who covers? #AABBjc



**AABB**

a day ago

Good morning, everyone! And welcome to part two of the [#AABBjc](#) discussion on workforce issues in the blood community with our moderators [@AShmooklerMD](#) and [@chloeirena](#). Everyone, please introduce yourself! <https://t.co/E9g6dnlpls>

**jaylewis99** [@jaylewis\\_99](#)

a day ago



RT [@AABB](#): Good morning, everyone! And welcome to part two of the [#AABBjc](#) discussion on workforce issues in the blood community with our moderators [@AShmooklerMD](#) and [@chloeirena](#). Everyone, please introduce yourself! <https://t.co/E9g6dnlpls>

**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#)

a day ago



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**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#)

a day ago



Greetings from Morgantown, WV, where it is currently dreary outside -- but inspirational on the inside 😊 [#AABBjc](#)

**Susan Leppke** [@SNLHealthPolicy](#)

a day ago



RT [@RodneyRohde](#): [@AABB](#) A1: [@AABB](#) A1: [#AABBjc](#) Listen in to learn more!  
<https://t.co/4uLj79ionL>

**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#)

a day ago



[@TracieWVUBB](#) [@AABB](#) [@chloeirena](#) Hellooooooo, Tracie! Lovely to meet up with you again :D [#AABBjc](#)

**Chloe (she/her), MLS(ASCP)cm** [@chloeirena](#)

a day ago



Gooooood morning, I'm Chloe, an MLS gone quality/regulatory who also teaches blood bank labs in the Philly region, thrives on chaos, and I'll be one of your moderators this morning. Questions call for great discussion and friendly discourse with a wrap up time around 11am 😊☀️  
<https://t.co/O4QNBoSzTZ>

**AABB** [@AABB](#)

a day ago



[@TracieWVUBB](#) [@AShmooklerMD](#) [@chloeirena](#) Good morning! Thanks for joining us, Tracie!  
[#AABBjc](#)

**AABB** [@AABB](#)

a day ago



RT [@AShmooklerMD](#): Greetings from Morgantown, WV, where it is currently dreary outside -- but inspirational on the inside 😊 [#AABBjc](#)

**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#)

a day ago



[@ATayaIMD](#) [@AABB](#) [@chloeirena](#) Good morning, Amit. So happy to have you on board for this live session of [#AABBjc](#)!

**Chloe (she/her), MLS(ASCP)cm** [@chloeirena](#)

a day ago



[@AShmooklerMD](#) [@ATayaIMD](#) [@AABB](#) Yes, welcome! So glad to have you join our discussion [#AABBjc](#)



**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

a day ago

RT @AABB: [@AShmooklerMD @chloeirena](#) Good morning everybody! I am a "would be" Transfusion medicine physician at the UTMB, TX. Very excited to be a part of this wonderful discussion. #AABBjc



**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

a day ago

RT @chloeirena: Gooooood morning, I'm Chloe, an MLS gone quality/regulatory who also teaches blood bank labs in the Philly region, thrives on chaos, and I'll be one of your moderators this morning. Questions call for great discussion and friendly discourse with a wrap up time around 11am 😊☀️ <https://t.co/O4QNBoSzTZ>



**Danielle Maracaja, MD @MaracajaDLV**

a day ago

RT @HermelinMD: [@AABB A2](#) Here's the biggest issue I face, how to we combat the financial competition of retaining our own Blood Bank staff that know the system and hospital culture with agency travelers who get paid more? It is not a fair system... #AABBJC



**AABB @AABB**

a day ago

Welcome to the #AABBjc, everyone! This morning we'll be discussing how the blood community can attract and retain the next generation of BB/TM and laboratory professionals. But first – how did we get here? Please remember to use A1 in your answer. <https://t.co/nhrpTzpeFz>



**Chloe (she/her), MLS(ASCP)cm @chloeirena**

a day ago

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**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

a day ago

I may have to take this opportunity to think positively and hopeful: shout out to [@WVUMedicine @WVUMedSchool](#) for our MLS (and histotech) program <https://t.co/Fa4U7cwWG7> Maybe someone will think about applying or simply ask to learn more?! #aabbjc LET'S NAME SOME PROGRAMS!



**AABB @AABB**

a day ago

#AABBjc A1



**Chloe (she/her), MLS(ASCP)cm @chloeirena**

a day ago

[@AABB A1](#). My favorite way to explain this is that MLS tends to be the red-headed step child of the health sciences in higher ed. Our programs aren't promoted as much as nursing, etc. Most folks don't know what we do, or that we exist! They aren't aware that MLS is an option. #AABBjc



**Chloe (she/her), MLS(ASCP)cm @chloeirena**

a day ago


RT @AABB: #AABBjc A1





**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**


a day ago


[@WVUMedicine @WVUMedSchool](#) (A1. #aabbjc)


 **AABB** [@AABB](#) a day ago  
 RT [@neyRonde](#): [@AABB](#) A1: [@AABB](#) A1: [#AABBjc](#) Listen in to learn more!  
<https://t.co/4uLj79ionL>


 **Chloe (she/her), MLS(ASCP)cm** [@chloeirena](#) a day ago  
 How do we expect people outside of healthcare to know about the MLS profession if clinicians themselves had no idea our programs existed. 🤔 [#AABBjc](#)


 **AABB** [@AABB](#) a day ago  
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 **Chloe (she/her), MLS(ASCP)cm** [@chloeirena](#) a day ago  
 Laboratory Staffing Shortages by the [@ASCP\\_Chicago](#) Inside the Lab podcast! I don't usually podcast, but I may give this a listen today 🎧 [#AABBjc](#) A1


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 RT [@chloeirena](#): [@AABB](#) A1. My favorite way to explain this is that MLS tends to be the red-headed step child of the health sciences in higher ed. Our programs aren't promoted as much as nursing, etc. Most folks don't know what we do, or that we exist! They aren't aware that MLS is an option. [#AABBjc](#)

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 **Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@ASHmooklerMD](#) a day ago  
 A1. From the MD/DO perspective, Pathologists typically get the most calls from Blood Bank. It's challenging to be a private practice CP person; usually, you're AP in academic or private -- with a more minor role in CP. [#AABBjc](#) But BB/TM is totally worth rounding out training!

 **AABB** [@AABB](#) a day ago  
 RT [@chloeirena](#): Laboratory Staffing Shortages by the [@ASCP\\_Chicago](#) Inside the Lab podcast! I don't usually podcast, but I may give this a listen today 🎧 [#AABBjc](#) A1

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 **Amit Tayal, MD** [@ATayalMD](#) a day ago  
[@AABB](#) A1: Great question! I think that we are not able effectively expose/introduce/sell the bewildering field of Transfusion Medicine to future aspirants particularly residents, med students and college students to enable them make an informed decision based on their interests. [#AABBjc](#)

[@AABB](#)

a day ago



RT [@TeyRonde](#): [@WOLiveira\\_uva](#) [@odie0222](#) [@HermelinMD](#) [@AShmooklerMD](#) [@AABB](#) [@TeamCaptainJohn](#) [@ThatLabChick](#) [@ASCP\\_Chicago](#) A1 - [#AABBjc](#) This is a CRITICAL & COMPLEX problem including salary, consolidation of bloodbank / microbiology for clinicals, healthcare "appreciation" of our work, limited clinical sites for programs, recruitment / awareness and retention to name a few issues! [#staffing](#)

**Chloe (she/her), MLS(ASCP)cm** [@chloeirena](#)

a day ago

RT [@AShmooklerMD](#): I wonder how pathologists and MLT/MLS can partner up and get in-the-know about introducing laboratory medicine careers to undergraduates 🙄 [#AABBjc](#) A1

**Chloe (she/her), MLS(ASCP)cm** [@chloeirena](#)

a day ago

RT [@TeamCaptainJohn](#): [@AABB](#) A1 As a pathologist, we NEED to step up to the plate as well, in big ways, both advocating for better pay, appropriate licensure (Michigan is a HUGE issues), and visibilty! [#AABBjc](#)

**AABB** [@AABB](#)

a day ago

Time for Q2 – Is your institution experiencing difficulty in retaining both MLS/MLT and MD/DO specialists in blood banking, transfusion medicine or biotherapies? If so, please elaborate/share your experience. Please use A2 and [#AABBjc](#) in your answer. <https://t.co/ztUlaJBSv7>

**Chloe (she/her), MLS(ASCP)cm** [@chloeirena](#)

a day ago

RT [@AABB](#): Time for Q2 – Is your institution experiencing difficulty in retaining both MLS/MLT and MD/DO specialists in blood banking, transfusion medicine or biotherapies? If so, please elaborate/share your experience. Please use A2 and [#AABBjc](#) in your answer. <https://t.co/ztUlaJBSv7>

**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@AShmooklerMD](#)

a day ago

[#AABBjc](#) [#MLS](#) [#MLT](#) [@ASCLS](#) [@ASCP\\_Chicago](#) We have to keep these programs going strong!

**AABB** [@AABB](#)

a day ago

RT [@ATayalMD](#): [@AABB](#) A1: [@AABB](#) A1: Great question! I think that we are not able effectively expose/introduce/sell the bewildering field of Transfusion Medicine to future aspirants particularly residents, med students and college students to enable them make an informed decision based on their interests. [#AABBjc](#)

**Chloe (she/her), MLS(ASCP)cm** [@chloeirena](#)

a day ago

RT [@TZThompsonMD](#): [@AABB](#) A2. Absolutely. We have is burnout and pay inequity. There is a long lead time in training prior to independence in the lab. We are perpetually training new staff to fill gaps from trained technicians leaving for better pay in other labs/industry. [#AABBjc](#)

**Amit Tayal, MD** [@ATayalMD](#)


a day ago


[@AABB](#) Agree strongly. [#AABBjc](#)


**Chloe (she/her), MLS(ASCP)cm** [@chloeirena](#)


a day ago


RT [@KreuterMD](#): I think partnering up is key! [#aabbjc](#)


 **e/her), MLS(ASCP)cm @chloeirena** a day ago  
 RT [@TeamCaptainJohn](#): [@AABB](#) A2. Im so lucky to have relatively stable lab teams. The historic motto of "no one leaves job, they leaves bosses" may still be true, but compensation, hours, emergency/weekend/overnight coverage all become real issues. With so many openings, its easier to walk away [#AABBjc](#)


 **Amit Tayal, MD @ATayalMD** a day ago  
[@chloeirena](#) [@AABB](#) Yep. We need to learn advertising skills for sure :) [#AABBjc](#)


 **AABB @AABB** a day ago  
 RT [@HermelinMD](#): [@AABB](#) A2 Here's the biggest issue I face, how to we combat the financial competition of retaining our own Blood Bank staff that know the system and hospital culture with agency travelers who get paid more? It is not a fair system... [#AABBjc](#)


 **Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD** a day ago  
[@chloeirena](#) And even if they do know they exist, can they get a little respect and treat MLS as a knowing and vital contribution to patient care? I defend the Scientists when there is even a hint of abuse or simply being rood to them -- they're working hecka hard, dang it! [#AABBjc](#)


 **Chloe (she/her), MLS(ASCP)cm @chloeirena** a day ago  
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 **Dan Smith @Dan1763** a day ago  
 RT [@chloeirena](#): Laboratory Staffing Shortages by the [@ASCP\\_Chicago](#) Inside the Lab podcast! I don't usually podcast, but I may give this a listen today 🎧 [#AABBjc](#) A1

 **Chloe (she/her), MLS(ASCP)cm @chloeirena** a day ago  
[@TeamCaptainJohn](#) [@AABB](#) 100% true. I stayed through rough lab schedules for the amazing supervisors I work for and with. Willing to sacrifice some compensation for that, but when a MLS is paid a barely-livable wage for the area when combined with the cost of their own healthcare, it's not good. [#AABBjc](#)

 **Chloe (she/her), MLS(ASCP)cm @chloeirena** a day ago  
 RT [@AShmooklerMD](#): I introduce MLS/MLT in my Med School lecture on transfusion medicine, so at least all my 2nd years [@WVUMedSchool](#) should have heard of this by now! [#AABBjc](#) A1

 **AABB @AABB** a day ago  
 AABB community, how has travel health care affected the full-time workforce at your institution? [#AABBjc](#)

 **AABB @AABB** a day ago  
 RT [@SueTJohnson](#): [@AShmooklerMD](#) [@HermelinMD](#) [@AABB](#) Travelers don't receive benefits like health/life insurance, disability, tuition reimbursement, etc. Using HR speak, all part of the compensation package. Plus they generally have to pay more out of pocket for living expenses. [#AABBjc](#)



AABB

a day ago



RT @LabChick: @AABB A2. Both #recruitment & #retention is an issue across laboratory medicine specialties. Our institution is one of many facing workforce shortage issues before & during COVID. Pair this w/ the national blood shortage crisis & omg...this feels like the worse I've seen it #AABBjc

**AABB** @AABB

a day ago



RT @MtdownesM: @AABB A2. I'm watching my MLS students getting picked up in Feb. for jobs they won't start until May with sign-on bonuses at \$10K and higher, even the VA is offering full tuition repayment upto \$30K. This is a symptom of how desperate institutions are to get them in the door. #aabbjc

**Rodney E. Rohde, PhD "Doc R"** @RodneyRohde

a day ago

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**Chloe (she/her), MLS(ASCP)cm** @chloeirena

a day ago

@AShmooklerMD Having you in our corner is a gift and a treat. Much love, from all of us MLSs to you! 💙 #AABBjc (A1)

**Amit Tayal, MD** @ATayalMD

a day ago

@chloeirena Agree. I guess the most important part is to start with the people who choose TM as a profession. So starting with residents and college students interested in medicine may help to give the initial boost needed! #AABBjc

**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** @AShmooklerMD

a day ago

I wonder if there's an opportunity to incorporate this with @acsSTOPTHEBLEED @acsTrauma tourniquet programs -- even if only a little bit of an intro to transfusion medicine -- if it's not out there already: "If a tourniquet comes on, here's what could happen next..." #AABBjc

**Chloe (she/her), MLS(ASCP)cm** @chloeirena

a day ago

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a day ago

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SYN

**Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

a day ago

RT @AABB: AABB community, how has travel health care affected the full-time workforce at your institution? #AABBjc

**Chloe (she/her), MLS(ASCP)cm @chloeirena**

a day ago

I have seen several MLS/MLT head to med school or PA school. Not sure how many end up in pathology, but a good many seem to like emergency medicine... A2 #AABBjc

**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

a day ago

@chloeirena Oh, you raise an important ATTRACTIVE opportunity which I'm \*certain\* you can pour your ❤️ out: quality and coordination with ED to provide transfusion support #MTP. (We have meetings between Lab and ED.) Great stuff to explore, here. #aabbjc

**Daniela Hermelin, MD UA @HermelinMD**

a day ago

@AShmooklerMD 🙌 @CEKanakisMD, could you share your experience with us? #AABBJC

**Dan Smith @Dan1763**

a day ago

RT @MtdownesM: @AABB A2. I'm watching my MLS students getting picked up in Feb. for jobs they won't start until May with sign-on bonuses at \$10K and higher, even the VA is offering full tuition repayment upto \$30K. This is a symptom of how desperate institutions are to get them in the door. #aabbjc

**WallStreetSignalsS @BillyGains01**

a day ago

RT @AABB: AABB community, how has travel health care affected the full-time workforce at your institution? #AABBjc

**AABB @AABB**

a day ago

@AShmooklerMD @WVUMedicine @WVUMedSchool AABB has no loyalty to any university BUT I DO. Let's go, @KUPathology! #AABBjc

**Daniela Hermelin, MD UA @HermelinMD**

a day ago

RT @AABB: AABB community, how has travel health care affected the full-time workforce at your institution? #AABBjc

**Daniela Hermelin, MD UA @HermelinMD**

a day ago

RT @RodneyRohde: @HermelinMD @AShmooklerMD @AABB @TeamCaptainJohn @ThatLabChick @odie0222 Thank you! Such a national issue! We ALL must work together to solve it! #MedicalLaboratory #staffing #shortages! #AABBjc <https://t.co/jDCDXGMe8h>

**AABB @AABB**

a day ago

Time for Q3 – What strategies is your institution employing to improve recruitment for BB/TM fellowships, MLS programs and/or your workforce? Please use A3 in your answer. #AABBjc <https://t.co/LQtQUbnDyO>

**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

a day ago

#A2 #AABBjc. Definitely a challenge to keep MLS/MLT. Anyone offering 💰 due to staffing shortages?

**AABB**

a day ago



RT [LabChick](#): [@AABB](#) A3. Getting creative in how we promote the profession to our young scientists! Whether we are visiting schools in person or virtually, it's important to introduce the profession to others early & often! Thankful our school hired a recruiter to promote our programs too. [#AABBjc](#)

**AABB @AABB**

a day ago



RT [@SueTJohnson](#): [@HermelinMD](#) [@AABB](#) [@ASCP\\_Chicago](#) A3: [@HermelinMD](#) [@AABB](#) [@ASCP\\_Chicago](#) A3: We are doing the same. This provides general science degree, non MLS degree/certified individuals opportunities to become certified by providing clinical experience along with education to meet the eligibility requirements for BB certification [#AABBjc](#)

**Chloe (she/her), MLS(ASCP)cm @chloeirena**

a day ago



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**AABB @AABB**

a day ago



RT [@Jewly\\_SBB](#): [@AABB](#) A3. Additionally we need to have a conversation about balance of scheduling as some of us have to do "on-call" to cover off hours without proper compensation and crazy expectations. We are losing staff because they cannot handle the demand (and I don't blame them) [#AABBjc](#)

**Chloe (she/her), MLS(ASCP)cm @chloeirena**

a day ago



RT [@AShmooklerMD](#): [@KreuterMD](#) Hate to say that it's boiled down to "critical pay" where, due to short staffing issues, MLS/MLT have increased pay. Sounds like a broken system to me 😞 [#AABBjc](#) [#A3](#)

**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

a day ago



Question for [@AABB](#) and [@TracieWVUBB](#) [#AABBjc](#): is there by chance any correlation between becoming an assessor/inspector and the job market? Have you seen an increase or decrease in exam takers?

**Chloe (she/her), MLS(ASCP)cm @chloeirena**

a day ago



[@AABB](#) A3. We try and highlight that we have a good work/life balance and every 6th weekend instead of every 2nd or 3rd. Sometimes works, sometimes not. [#AABBjc](#)

**Chloe (she/her), MLS(ASCP)cm @chloeirena**

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**AABB @AABB**

a day ago



Mentorship matters at every stage of your career! AABB's PEP mentoring program can help you connect with experienced members of the blood community. Learn more: <https://t.co/krC1yPK5gL> [#AABBjc](#)



**Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

a day ago

RT @TracieWVUBB: Mentorship matters at every stage of your career! AABB's PEP mentoring program can help you connect with experienced members of the blood community. Learn more: <https://t.co/krC1yPK5gL> #AABBjc



**AABB @AABB**

a day ago

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**Rodney E. Rohde, PhD "Doc R" @RodneyRohde**

a day ago

A2: #AABBjc In TX & nationally, we have seen an increase in not only salary BUT also in Bonus pay for moving to another employee. This is double edged sword for the #MedicalLaboratory #staffing #shortages. I've coined it - #FreeAgency While nice, it leaves an experience vacuum.



**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

a day ago

@TracieWVUBB @AABB Maybe becoming an assessor has somewhat of an opposite effect: there is more stress to inspect yet the work at home still needs to get done? #AABBjc



**Rodney E. Rohde, PhD "Doc R" @RodneyRohde**

a day ago

RT @AABB: Welcome to the #AABBjc, everyone! Tonight, we'll be discussing how the blood community can attract and retain the next generation of BB/TM and laboratory professionals. But first – how did we get here? Please remember to use A1 in your answer. <https://t.co/AsSNI47U52>



**Amit Tayal, MD @ATayalMD**

a day ago

@AABB #AABBjc. Very strongly agree with Juan. I myself had a similar experience. The ability of the mentor/attending/blood bank manager to make things interesting, fun and a pleasurable learning experience goes a long way in attracting and shaping people's inclination for TM.



**Rodney E. Rohde, PhD "Doc R" @RodneyRohde**

a day ago

RT @chloeirena: I have seen several MLS/MLT head to med school or PA school. Not sure how many end up in pathology, but a good many seem to like emergency medicine... A2 #AABBjc



**Chloe (she/her), MLS(ASCP)cm @chloeirena**

a day ago

RT @MtdownesM: @AShmooklerMD There's a parallel conversation in #MedTwitter regarding gatekeepers to medical school. The high school and college advisors who tell young people they won't make it. I wonder if those with talents for pathology are being weeded out and how early? #AABBjc



**Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

a day ago

🗨️ Rohde i think this raises a good point, perhaps similar with travelers: gotta adapt to a new system and learn a TON on the job #XP #AABBjc It seems so much more stressful to learn all these new SOPs well. It's hard enough to keep track in a single institution!



**Rodney E. Rohde, PhD "Doc R" @RodneyRohde**

a day ago

RT @AShmooklerMD: I may have to take this opportunity to think positively and hopeful: I may have to take this opportunity to think positively and hopeful: shout out to @WVUMedicine @WVUMedSchool for our MLS (and histotech) program <https://t.co/Fa4U7cwWG7> Maybe someone will think about applying or simply ask to learn more?! #aabbjc LET'S NAME SOME PROGRAMS!



**AABB @AABB**

a day ago

RT @ATayalMD: @AABB #AABBjc. Very strongly agree with Juan. I myself had a similar experience. The ability of the mentor/attending/blood bank manager to make things interesting, fun and a pleasurable learning experience goes a long way in attracting and shaping people's inclination for TM.



**Dan Smith @Dan1763**

a day ago

@rcsloggett @Davewwest I'm on 2 threads and this from the American one about we can not get staff in healthcare. NHS is going to face same issues



**AABB @AABB**

a day ago

Last one! Q4 – How can AABB help support and encourage the next generation of blood bankers and transfusion medicine specialists to embrace, educate and lead the field? Please use A4 in your answer. #AABBjc <https://t.co/phT4voi5sx>



**Chloe (she/her), MLS(ASCP)cm @chloeirena**

a day ago

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**Rodney E. Rohde, PhD "Doc R" @RodneyRohde**

a day ago

Check out our @txst @txst\_CLS program in lovely #SanMarvelous San Marcos, TX! Hands down the most B E A utiful campus around! #MedicalLaboratory #MedLabTwitter #AABBjc <https://t.co/6cHESc0C95>



**Amit Tayal, MD @ATayalMD**

a day ago

@AABB #AABBjc. We need people to associate TM training with the dopamine pathways in the brain. Really works! :)



**Chloe (she/her), MLS(ASCP)cm @chloeirena**

a day ago

RT @AShmooklerMD: @TeamCaptainJohn @AABB +1! Yes, if @AABB can help connect us to STEM, students, etc. -- just like @AABB is bringing us together tonight -- then this would be wonderful and I would sign myself up in a ❤️. #AABBjc #A4



[@AABB](#)

a day ago



RT [@RodneyRohde](#): A2: A2: [#AABBjc](#) In TX & nationally, we have seen an increase in not only salary but also in Bonus pay for moving to another employee. This is double edged sword for the [#MedicalLaboratory](#) [#staffing](#) [#shortages](#). I've coined it - [#FreeAgency](#). While nice, it leaves an experience vacuum.

**Chloe (she/her), MLS(ASCP)cm** [@chloeirena](#)

a day ago



RT [@TeamCaptainJohn](#): [@AABB](#) A4. The biggest thing [@AABB](#) can do is draw from our incredibly talented MLS and BB/TM experts and get them to connect with young people interested in STEM. Work with ASCP, ASCLS to get fliers up in every counselor/advisor office, social media campaigns, etc. [#AABBjc](#)

**AABB** [@AABB](#)

a day ago



RT [@ASHmooklerMD](#): [@RodneyRohde](#) I think this raises a good point, perhaps similar with travelers: [@RodneyRohde](#) I think this raises a good point, perhaps similar with travelers: gotta adapt to a new system and learn a TON on the job [#XP](#) [#AABBjc](#) It seems so much more stressful to learn all these new SOPs well. It's hard enough to keep track in a single institution!

**AABB** [@AABB](#)

a day ago



RT [@ASHmooklerMD](#): What methods could we employ to share our stories? We're doctors and lab staff -- all transfusion ON THE FRONT LINES of medicine! [#AABBjc](#) A1

**Gloria Campos** [@GloriaCampos](#)

a day ago



RT [@RodneyRohde](#): Check out our [@txst](#) [@txst\\_CLS](#) program in lovely [#SanMarvelous](#) San Marcos, TX! Hands down the most B E A utiful campus around! [#MedicalLaboratory](#) [#MedLabTwitter](#) [#AABBjc](#) <https://t.co/6cHESc0C95>

**AABB** [@AABB](#)

a day ago



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**Rodney E. Rohde, PhD "Doc R"** [@RodneyRohde](#)

a day ago



[#AABBjc](#) HOLA from San Marcos, TX [#SanMarvelous](#) I am a Regents' Professor & Chair of the [@txst\\_CLS](#) Program as well as Associate Director of the [#txst\\_THR](#) [@txst\\_THR](#) [#research](#) center! <https://t.co/bIMHcDMFZ2>

**AABB** [@AABB](#)

a day ago



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**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@ASHmooklerMD](#)

a day ago



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**AABB**

a day ago



RT @AshmooklerMD: I wonder if there's an opportunity to incorporate this with @aabbjcpTHEBLEED @acsTrauma tourniquet programs -- even if only a little bit of an intro to transfusion medicine -- if it's not out there already: "If a tourniquet comes on, here's what could happen next..." #AABBjc

**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

a day ago



RT @AABB: Last one! Q4 – How can AABB help support and encourage the next generation of blood bankers and transfusion medicine specialists to embrace, educate and lead the field? Please use A4 in your answer. #AABBjc <https://t.co/phT4voi5sx>

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a day ago



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**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

a day ago



@Dan1763 I must say, it is fascinating how there are career changes within BB/TM, within Pathology practice, within medicine and/or laboratory sciences. Suppose this underscores many opportunities to at least recognize the work if not support it in some manner. #AABBjc

**AABB @AABB**

a day ago



RT @RodneyRohde: #AABBjc HOLA from San Marcos, TX #SanMarvelous I am a Regents' Professor & Chair of the @txst\_CLS Program as well as Associate Director of the #txst\_THR @txst\_THR #research center! <https://t.co/bIMHcDMFZ2>

**Amit Tayal, MD @ATayalMD**

a day ago



@AABB #AABBjc. Q4. I guess the PEP is one of the best part of AABB's effort to embrace the field of TM particularly for people who are passionate about the field and are searching for an avenue to get involved.

**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

a day ago



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**AABB @AABB**

a day ago



Thanks, everyone! That's a wrap on our live chats, but you can still contribute to the discussion using the #AABBjc hashtag. Thank you for joining us and to our fabulous moderators @chloeirena and @AShmooklerMD! <https://t.co/863Uuo9PQo>

**AABB @AABB**

a day ago



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**AABB**

a day ago

RT @ASHmooklerMD: @TeamCaptainJohn @AABB +1! Yes, if @AABB can help connect us to students, etc. -- just like @AABB is bringing us together tonight -- then this would be wonderful and I would sign myself up in a ❤️. #AABBjc #A4

**AABB @AABB**

a day ago



RT @MtdownesM: @AABB Q4: @AABB Q4: empowerment and voice is also important to engage in scholarly conversations, produce and disseminate research, as well as tools to support it. I'm just starting to learn what @AABB has to offer in mentoring and connections but most BS are not trained writers #AABBjc

**Rodney E. Rohde, PhD "Doc R" @RodneyRohde**

a day ago

RT @AABB: AABB community, how has travel health care affected the full-time workforce at your institution? #AABBjc

**AABB @AABB**

a day ago



RT @SueTJohnson: @MtdownesM @AABB A.4 True statement, the struggle is real for BS/MLS/SBB trained individuals, including myself 😞 On top of working so many hours... but if you make the time, have mentors and start writing it gets easier! Speaking from personal experience & being a mentor. #AABBjc

**Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD**

a day ago

RT @AABB: Thanks, everyone! That's a wrap on our live chats, but you can still contribute to the discussion using the #AABBjc hashtag. Thank you for joining us and to our fabulous moderators @chloeirena and @AShmooklerMD! <https://t.co/863Uuo9PQo>

**Rodney E. Rohde, PhD "Doc R" @RodneyRohde**

a day ago

RT @HermelinMD: @TeamCaptainJohn @tahiri\_toufik @AABB Ahhhh. What a magical idea. Integrative learning teams should definitely have MLS students. This is the idea of the @UTMB\_Pathology Doctorate of Clinical Sciences - @lajosata\_mike #AABBjc

**AABB @AABB**

a day ago

#AABBjc

**Amit Tayal, MD @ATayalMD**


a day ago


@AABB @chloeirena @AShmooklerMD #AABBjc. Thank you @AABB, @chloeirena and @AShmooklerMD. It was great to be a part of this awesome discussion. Already looking forward to the next session.


**Chloe (she/her), MLS(ASCP)cm @chloeirena**


a day ago


And we've reached the end of our live chat this morning. Some overcast weather in the US today, perfect for a cup of tea or coffee & a good book. Thank you for hanging with us today folks, we hope you had a wonderful time in our #AABBjc chats. Please join us again in the future! <https://t.co/XoQYLJrWYR>


 **Rodney E. Rohde, PhD "Doc R" @RodneyRohde** a day ago  
 @HermelinMD @TeamCaptainJohn @tahiri\_toufik @AABB @UTMB\_Pathology. @lajosata\_mike #AABBjc ABSOLUTELY critical. I had the honor & privilege to publish articles w Dr. @lajosata\_mike, & @BnrDG on the topic of Diagnostic Management Teams & our new #DCLS - Doctorate in CLS. See: <https://t.co/6RXZKeWUzL>


 **Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD** a day ago  
 @AABB @chloeirena What an exhilarating #AABBjc! Thank you again for the opportunity to moderate alongside @chloeirena :D 🙏 Hopefully @AABB will be able to take something from this #AABBjc and run with it.


 **Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD** a day ago  
 @ATayalMD @AABB @chloeirena Thank you so much for contributing, Amit! #AABBjc

 **Amit Tayal, MD @ATayalMD** a day ago  
 @AABB #AABBjc. Great idea! I know there were high school folks interested in blood education during the blood drives I was a part of in my fellowship.

 **Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD** a day ago  
 RT @chloeirena: And we've reached the end of our live chat this morning. Some overcast weather in the US today, perfect for a cup of tea or coffee & a good book. Thank you for hanging with us today folks, we hope you had a wonderful time in our #AABBjc chats. Please join us again in the future! <https://t.co/XoQYLJrWYR>

 **AABB @AABB** a day ago  
 RT @ATayalMD: @AABB @chloeirena @AShmooklerMD #AABBjc. Thank you @AABB, @chloeirena and @AShmooklerMD. It was great to be a part of this awesome discussion. Already looking forward to the next session.

 **Chloe (she/her), MLS(ASCP)cm @chloeirena** a day ago  
 A hearty thank you to my co-pilot this morning, @AShmooklerMD. It's always a fun time working with you and this #AABBjc was no different! Looking forward to our next #AABBjc 🙏

 **AABB @AABB** a day ago  
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 **Rodney E. Rohde, PhD "Doc R" @RodneyRohde** a day ago  
 @HermelinMD @TeamCaptainJohn @tahiri\_toufik @AABB @UTMB\_Pathology. @lajosata\_mike @BnrDG As well as this current @ASM microbiology article that I published with Angela Tomei Robinson! #AABBjc #MedLabTwitter #MedTwitter @AshleyLHagen <https://t.co/RyqxQiDU2h>

**ermelin, MD** [@HermelinMD](#)

a day ago



RT [@RodneyRohde](#): [@HermelinMD](#) [@TeamCaptainJohn](#) [@tahiri\\_toufik](#) [@AABB](#) [@UTMB\\_Pathology](#) [@laposata\\_mike](#) [@BnrdG](#) As well as this current [@ASM](#) article that I published with Angela Tomei Robinson! [#AABBjc](#) [#MedLabTwitter](#) [#MedTwitter](#) [@AshleyLHagen](#) <https://t.co/RyqxQiDU2h>

**Rodney E. Rohde, PhD "Doc R"** [@RodneyRohde](#)

a day ago



RT [@ASHmooklerMD](#): [@RodneyRohde](#) I think this raises a good point, perhaps similar with travelers: [@RodneyRohde](#) I think this raises a good point, perhaps similar with travelers: gotta adapt to a new system and learn a TON on the job [#XP](#) [#AABBjc](#) It seems so much more stressful to learn all these new SOPs well. It's hard enough to keep track in a single institution!

**Rodney E. Rohde, PhD "Doc R"** [@RodneyRohde](#)

a day ago



[@HermelinMD](#) [@ASHmooklerMD](#) [@AABB](#) [@TeamCaptainJohn](#) [@ThatLabChick](#) [@odie0222](#) [#AABBjc](#) Here, I and Dr. Peter Gilligan published an [@ASM](#) article regarding one possible helpful solution to attract more [#MedicalLaboratory](#) & [#ClinMicro](#) majors! See: <https://t.co/7jtAWYHj4v>

**Aaron D. Shmookler, MD, QIA^CM (he/him/his)** [@ASHmooklerMD](#)

a day ago



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**Rodney E. Rohde, PhD "Doc R"** [@RodneyRohde](#)

a day ago



[@AABB](#) [@chloeirena](#) [@ASHmooklerMD](#) THANK YOU all for this critically important [#TwitterChat](#) [#MedLabTwitter](#) [#BloodMatters](#) [#MedTwitter](#) [#AABBjc](#)

**Rodney E. Rohde, PhD "Doc R"** [@RodneyRohde](#)

a day ago



RT [@AABB](#): Last one! Q4 – How can AABB help support and encourage the next generation of blood bankers and transfusion medicine specialists to embrace, educate and lead the field? [#AABBjc](#) <https://t.co/cgHs1QDcjF>

**AABB** [@AABB](#)

a day ago



RT [@RodneyRohde](#): [@HermelinMD](#) [@TeamCaptainJohn](#) [@tahiri\\_toufik](#) [@AABB](#) [@UTMB\\_Pathology](#) [@laposata\\_mike](#) [#AABBjc](#) ABSOLUTELY critical. I had the honor & privilege to publish articles w Dr. [@laposata\\_mike](#), & [@BnrdG](#) on the topic of Diagnostic Management Teams & our new [#DCLS](#) - Doctorate in CLS. See: <https://t.co/6RXZKeWUZL>

**AABB** [@AABB](#)

a day ago



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a day ago





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 **Rodney E. Rohde, PhD "Doc R" @RodneyRohde** a day ago  
 RT @TeamCaptainJohn @AABB A4: I couldn't agree more Doc! Also, get INVOLVED in these professional orgs @ASCLS @AABB @ASCP\_Chicago @ASMmicrobiology @APHL & so many others! BE THE SOLUTION! #WeSaveLivesEveryday in the #MedicalLaboratory #AABBjc #MedLabTwitter #PathTwitter @PathPod @HassanLabDoc @Jim


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 **Rodney E. Rohde, PhD "Doc R" @RodneyRohde** a day ago  
 RT @chloeirena: I would love to be given time and freedom to go present to local high schools. I love BB/TM, but I'll happily talk up core lab, too! They've saved my life on more than one occasion... like 18 years ago today, where some chem labs and gave me a diagnosis rather than a coma #AABBjc

 **AABB @AABB** a day ago  
 RT @RodneyRohde: @TeamCaptainJohn @AABB A4: @TeamCaptainJohn @AABB A4: I couldn't agree more Doc! Also, get INVOLVED in these professional orgs @ASCLS @AABB @ASCP\_Chicago @ASMmicrobiology @APHL & so many others! BE THE SOLUTION! #WeSaveLivesEveryday in the #MedicalLaboratory #AABBjc #MedLabTwitter #PathTwitter @PathPod @HassanLabDoc @Jim

 **Rodney E. Rohde, PhD "Doc R" @RodneyRohde** a day ago  
 @AABB A4: #AABBjc Beyond membership in professional orgs, WE MUST ALL write, speak, be interviewed, become subject matter experts. #FindYourVoice #MedLabTwitter #MedicalLaboratory Listen in via my 2019 interview with @bactiman63 on #OutbreakNews: <https://t.co/WgebFGHh2u>

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**rriman @bactiman63**

a day ago



RT @RodneyRohde: @AABB A4: @AABB A4: #AABBjc Beyond membership in professional orgs, we must ALL write, speak, be interviewed, become subject matter experts. #FindYourVoice #MedLabTwitter #MedicalLaboratory Listen in via my 2019 interview with @bactiman63 on #OutbreakNews: <https://t.co/WgebFGHh2u>

**Manoj Reddie** 📍 @ManojReddie

a day ago



RT @RodneyRohde: @AABB @chloeirena @AShmooklerMD THANK YOU all for this critically important #TwitterChat #MedLabTwitter #BloodMatters #MedTwitter #AABBjc

**Phil Accooe (He/Him/His) @PAccooe**

a day ago



@SueTJohnson @AShmooklerMD @HermelinMD @AABB You'd be surprised. Some of these travel companies offer EXCELLENT benefits (including insurance, tuition reimbursement, competitive pay, car payments, housing allowance, etc.). On the flip side, you may be given an undesirable assignment. #AABBjc

**Rodney E. Rohde, PhD "Doc R" @RodneyRohde**

a day ago



@NolenScuba @chloeirena A4: #AABBjc Same here. I visited with BOTH my son / daughter's schools and did "hands-on" things with simple microscopy (think large parasites for the ewww factor), plates to grow germs, & other things....started in elementary and continued to junior high. Later, in high school..

**Rodney E. Rohde, PhD "Doc R" @RodneyRohde**

a day ago



RT @ThatLabChick: @AABB A2. Both #recruitment & #retention is an issue across laboratory medicine specialties. Our institution is one of many facing workforce shortage issues before & during COVID. Pair this w/ the national blood shortage crisis & omg...this feels like the worse I've seen it #AABBjc

**John Sherbeck MD** 🤔 @TeamCaptainJohn

a day ago



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**Aaron Odegard MS (He/Him) @odie0222**

a day ago




RT @AABB: Who is excited for #AABBjc? We're thrilled to introduce our moderators this evening: Who is excited for #AABBjc? We're thrilled to introduce our moderators this evening: @AShmooklerMD and @chloeirena. Everyone, please introduce yourself and let us know from where you're joining. <https://t.co/zkW409y5bD>


**Dana Powell Baker (She/Her/Y'all)** 🙌❤️ @ThatLabChick


a day ago




@ATayaMD @AABB Agreed! I have participated w/ PEP for the last few years & have thoroughly enjoyed serving as a #mentor. Each #mentee has their own unique needs & the experience has helped me to grow so much! #Mentorship is a crucial piece of the puzzle. It is essential for our pipeline #AABBjc


**re!! Baker (She/Her/Y'all)** 🙋❤️ [@ThatLabChick](#) a day ago  
 [@ASHmooklerMD](#) [@chloeirena](#) I missed out on participating this morning but have enjoyed reading back through the [#AABBjc](#) tweets! Oh introduction, right? Dana Baker, [#MedicalLaboratoryScientist](#) | Asst Professor for both undergraduate & graduate (go [#DCLS](#)) CLS programs [@KUMedCenter](#) in [#KansasCity](#) [#Labucate](#) <https://t.co/yQCSisA1cC>


**Rodney E. Rohde, PhD "Doc R"** [@RodneyRohde](#) a day ago  
 RT [@RodneyRohde](#): [@HermelinMD](#) [@ASHmooklerMD](#) [@AABB](#) [@TeamCaptainJohn](#) [@ThatLabChick](#) [@odie0222](#) Thank you! Such a national issue! We ALL must work together to solve it! [#MedicalLaboratory](#) [#staffing](#) [#shortages!](#) [#AABBjc](#) <https://t.co/jDCDXGMe8h>


**Rodney E. Rohde, PhD "Doc R"** [@RodneyRohde](#) a day ago  
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**Dana Powell Baker (She/Her/Y'all)** 🙋❤️ [@ThatLabChick](#) a day ago  
 [@TeamCaptainJohn](#) [@AABB](#) Collaboration is key! Operating in silos is not going to help us reach our collective goal. I'm active w/ all the organizations listed & we are striving toward the same things ➡️ inclusivity, increased pay ➕ visibility, advancement for the profession, etc. This is spot on 🎯 [#AABBjc](#)

**Texas State CLS Program** [@TXST\\_CLS](#) a day ago  
 RT [@RodneyRohde](#): [#AABBjc](#) HOLA from San Marcos, TX [#SanMarvelous](#) I am a Regents' Professor & Chair of the [@txst\\_CLS](#) Program as well as Associate Director of the [#txst\\_THR](#) [@txst\\_THR](#) [#research](#) center! <https://t.co/bIMHcDMFZ2>

**Matthew Pettengill** [@Microetry](#) 21 hours ago  
 RT [@RodneyRohde](#): [@HermelinMD](#) [@ASHmooklerMD](#) [@AABB](#) [@TeamCaptainJohn](#) [@ThatLabChick](#) [@odie0222](#) [#AABBjc](#) Here, I and Dr. Peter Gilligan published an [@ASM](#) [#Microbiology](#) article regarding one possible helpful solution to attract more [#MedicalLaboratory](#) & [#ClinMicro](#) majors! See: <https://t.co/7jtAWYHj4v>

**Lifeandplasma** [@lifeandplasma](#) 20 hours ago  
 RT [@ASHmooklerMD](#): What methods could we employ to share our stories? We're doctors and lab staff -- all transfusion ON THE FRONT LINES of medicine! [#AABBjc](#) A1

**Rebecca Coward** [@rebacoward](#) 19 hours ago  
 I'm definitely biased but [@UNCCLS](#) is the best! [#goheels](#)

**Sue T Johnson** [@SueTJohnson](#) 19 hours ago  
 [@ASHmooklerMD](#) [@WVUMedicine](#) [@WVUMedSchool](#) I will add [@MarquetteU](#) MLS program & [@UWM](#) MLS program! Both great programs in MKE. [#AABBjc](#)



**Asa Bapat (she/her) @AsawariBapat**

14 hours ago

RT @AABB: @ASHmooklerMD @chloeirena Hello everyone missed this lively conversation! But reading through these now. I am a clinical path with 20+ years of Biotherapies. Currently based in #Dubai #AABBjc #AsaTweets



**Asawari #Asa Bapat (she/her) @AsawariBapat**

14 hours ago

@AABB we currently don't have shortfall of staff, retaining has been an issue. In this part of the world trained staff is an expensive asset. Employers use unethical ways such as putting staff on black list for 2 yrs so that it's difficult to find jobs elsewhere. #AABBjc



**Asawari #Asa Bapat (she/her) @AsawariBapat**

13 hours ago

A1- In my experience it's all about creating awareness, such as reaching out to the colleges, providing support and career counseling earlier on, through platforms such as @AABB and engaging in a dialogue #AABBjc #AsaTweets



**Asawari #Asa Bapat (she/her) @AsawariBapat**

13 hours ago

A1- Promote role models that students can look upto & aspire to be. Many people choose professions based on their personal experiences & lives @AABB @SueTJohnson @HermelinMD @bloodbankguy @TeamCaptainJohn are stalwarts and icons of TM, CT who we look upto. #AABBjc #AsaTweets



**Asawari #Asa Bapat (she/her) @AsawariBapat**

13 hours ago

A2- An excellent thread to read through and insightful stories of cross over from MLS/MT to med school. @AABB #AABBjc #AsaTweets



**Asawari #Asa Bapat (she/her) @AsawariBapat**

13 hours ago

A4- Create awareness early on in schools & colleges, provide platform through @AABB #PEP, think of promoting icons that youngsters can look up-to, provide support through educational opportunities #AABBjc #AsaTweets



**Asawari #Asa Bapat (she/her) @AsawariBapat**

13 hours ago

RT @HermelinMD: @AABB A2 Here's the biggest issue I face, how to we combat the financial competition of retaining our own Blood Bank staff that know the system and hospital culture with agency travelers who get paid more? It is not a fair system... #AABBJC



**Asawari #Asa Bapat (she/her) @AsawariBapat**

12 hours ago

There are now some great options & labor laws that the local government #UAE has adopted to deter such employers and promote fair practices and safe guard employees/ talent #AABBjc @AABB #AsaTweets



**Asawari #Asa Bapat (she/her) @AsawariBapat**

12 hours ago

RT @chloeirena: See y'all in 12 hours! I know we all have more to say and plenty to think on. Thank you for everything @AABB and #AABBjc. The chat keeps going asynchronously until tomorrow night as well! I'm reading all of these, so please keep chiming in! #AABBjc

**Asa Bapat (she/her) @AsawariBapat**

12 hours ago



RT [@TeamCaptainJohn](#): [@ASHmooklerMD](#) Or HS/MS Career days! My mom MT(ASCP) used to come to talks for my classes as far back as elementary school! But it needs to be formalized. I feel we really missed our shot to promote the field as everyone has become an "expert" in laboratory testing... [#AABBjc](#)

**Asawari #Asa Bapat (she/her) @AsawariBapat**

12 hours ago



RT [@chloeirena](#): Look, every time I moderate [#AABBjc](#), [@TeamCaptainJohn](#) is too kind. Everyone who participates is who creates the AMAZING discussion that I gratefully get to weave in and out of. [@AABB](#) is truly made up of all of its members, and it is an organization I'm proud to be a part of.

**Asawari #Asa Bapat (she/her) @AsawariBapat**

12 hours ago



[@TeamCaptainJohn](#) [@AABB](#) [@ASHmooklerMD](#) [@chloeirena](#) Agree with you John 👍 Late to the party but you guys have reached a new spot excellent Q&A [@ASHmooklerMD](#) [@chloeirena](#) [@TeamCaptainJohn](#) [@HermelinMD](#) [@SueTJohnson](#) [@AABB](#) [@ThatLabChick](#) [@KreuterMD](#) [@TZThompsonMD](#) [@NourAlmozain](#) and everyone who participated [#AABBjc](#) [#AsaTweets](#)

**Daniela Hermelin, MD MA @HermelinMD**

9 hours ago



RT [@AsawariBapat](#): A1- Promote role models that students can look upto & aspire to be. Many people choose professions based on their personal experiences & lives [@AABB](#) [@SueTJohnson](#) [@HermelinMD](#) [@bloodbankguy](#) [@TeamCaptainJohn](#) are stalwarts and icons of TM, CT who we look upto. [#AABBjc](#) [#AsaTweets](#)

**AABB @AABB**

5 hours ago



[@AsawariBapat](#) [@ASHmooklerMD](#) [@chloeirena](#) Thanks for joining in, Dr. Bapat. There's a lot to read here! AABB is putting together a summary to share as well. [#AABBjc](#)

**AABB @AABB**

5 hours ago



RT [@AsawariBapat](#): [@AABB](#) we currently don't have shortfall of staff, retaining has been an issue. In this part of the world trained staff is an expensive asset. Employers use unethical ways such as putting staff on black list for 2 yrs so that it's difficult to find jobs elsewhere. [#AABBjc](#)

**AABB @AABB**

5 hours ago



RT [@AsawariBapat](#): A4- Create awareness early on in schools & colleges, provide platform through [@AABB](#) [#PEP](#), think of promoting icons that youngsters can look up-to, provide support through educational opportunities [#AABBjc](#) [#AsaTweets](#)

**AABB @AABB**

5 hours ago



RT [@AsawariBapat](#): A1- Promote role models that students can look upto & aspire to be. Many people choose professions based on their personal experiences & lives [@AABB](#) [@SueTJohnson](#) [@HermelinMD](#) [@bloodbankguy](#) [@TeamCaptainJohn](#) are stalwarts and icons of TM, CT who we look upto. [#AABBjc](#) [#AsaTweets](#)

**AABB @AABB**

5 hours ago



We can't sum it up any better than [@ThatLabChick](#)! Whether you're a seasoned professional or just entering the field, AABB's PEP Mentoring Program can help you connect, learn and grow. Join today 📍 <https://t.co/krC1yPK5gL>





[AABB](#)  
A safe and available blood supply affects us all! [#AABBjc](#) Q4

5 hours ago



**Manoj Reddie** [@ManojReddiee](#)

4 hours ago

RT [@RodneyRohde](#): [@AABB](#) [@chloeirena](#) [@AShmooklerMD](#) THANK YOU all for this critically important [#TwitterChat](#) [#MedLabTwitter](#) [#BloodMatters](#) [#MedTwitter](#) [#AABBjc](#)

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