#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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RT @AShmooklerMD: 2 MIN. WARNING FOR #AABBjc to commence, everybody!

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Hey #AABBjc! John Sherbeck from Ann Arbor/Ypsilanti. Community Hospital BB/TS medical director and #blooducation enthusiast. Excited for the chat toight!

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

Zach Thompson, MD @TZThompsonMD
@TeamCaptainJohn Hiya @TeamCaptainJohn! Glad to get your take on the #AABBjc tonight ;)

Daniela Hermelin, MD 🇬🇧 @HermelinMD
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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
@TZThompsonMD @AABB @chloeirena @MayoClinicPath Hi, Zach, GREAT TO ’SEE’ YOU! #AABBjc :)
Zach Thompson, MD @TZThompsonMD
@AABB @AShmooklerMD @chloeirena Hi @Jewly_SBB!! Glad to have you participating tonight. #AABBjc

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

Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD
@TeamCaptainJohn @TZThompsonMD @AABB @chloeirena @MayoClinicPath Hello, John, wonderful to hear from you #AABBjc (^^,)

Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD
@Jewly_SBB @AABB @chloeirena Yas, more MLS REP-RE-SENT! Welcome, Julia :D #AABBjc

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

Zach Thompson, MD @TZThompsonMD
@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
@Jewly_SBB @AShmooklerMD @chloeirena Welcome, Julia! Thank you for being here! #AABBjc

Chloe (she/her), MLS(ASCP)ᴄᴍ @chloeirena
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
@SueTJohnson @AABB @chloeirena Great evening to you, Sue! It's wonderful you are joining us this evening -- thank YOU :D #AABBjc
Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD
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Zach Thompson, MD @TZThompsonMD
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@AShmooklerMD @TZThompsonMD @AABB @WVUMedicine @WVUMedSchool I got your back @AShmooklerMD ! Grateful to have you tweeting with me tonight #AABBjc

Justin Kreuter, MD @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

AABB @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/AsSN47U52
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Aaron D. Shmookler, MD, QIA^CM (he/him/his) @ASHmooklerMD
@KreuterMD @AABB @chloeirena @HermelinMD YAYAYAYA, 👉 JUSTIN! @AABBjc, great to have you here #AABBjc

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Zach Thompson, MD @TZThompsonMD
@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
@jvrodriguez_MD @HermelinMD @ASHmooklerMD @chloeirena Welcome, Dr. Rodriguez! Thanks for joining the discussion tonight! #AABBjc
Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD

Good evening, Juan, wonderful to have you @AABBjc, thank you so much for joining us this evening.

Daniela Hermelin, MD 🇺🇦 @HermelinMD

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John Sherbeck MD @TeamCaptainJohn

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

110% echo this sentiment! #AABBjc

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@TZThompsonMD @AABB @AShmooklerMD @MayoClinicPath Not sure I deserve that much praise, but do appreciate it! #AABBjc

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Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD
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 🇺🇸🇮🇹 @feachme
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!

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Daniela Hermelin, MD .ua @HermelinMD
@TZThompsonMD @KreuterMD @AABB @AShmooklerMD @chloeirena 📤Hi my friend. #AABBjc

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@jvrodriguez_MD @AShmooklerMD @AABB @HermelinMD Vitelio, it's always a pleasure to have you join us! #AABBjc

Sue T Johnson @SueTJohnson
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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

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Lifeandplasma @lifeandplasma 2 days ago
@AABB A1: sadly the field of CLS remains very much behind the scenes. Very little exposure #aabbjc

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John Sherbeck MD  @TeamCaptainJohn

😷 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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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 visibility! #AABBjc

Zach Thompson, MD  @TZThompsonMD

@TeamCaptainJohn @AABB Absolutely, John! I agree. We just had this discussion in our CT group on how to demonstrate the specialized skill sets our technical staff have to HR. A line in a spreadsheet doesn't equate to what an appropriate salary is. It requires demonstration. #AABBjc

John Sherbeck MD  @TeamCaptainJohn

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

Daniela Hermelin, MD  @HermelinMD

@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

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

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f Black Pathologists @SBPathologists

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AABB @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/Uptoarxtl5

John Sherbeck MD @TeamCaptainJohn

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

RT @TeamCaptainJohn: @AShmooklerMD 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

AABB @AABB

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 visibility! #AABBjc

John Sherbeck MD @TeamCaptainJohn

@HermelinMD @AShmooklerMD @AABB @RodneyRohde @ThatLabChick @odie0222 While it may not be looking in all the right places, all too often I feel laboratory professional advocacy ends up being an echo chamber. I dont know how to take that next step, but its getting to be desperate times #AABBjc
Justin Kreuter, MD @KreuterMD
@AShmooklerMD @TZThompsonMD @AABB
Same - not aware until residency. Because of this I often include a slide about what a pathologist and medical laboratory scientist do, when speaking to outside teams. Hope to build better interprofessional collaboration via better understanding how individuals contribute #aabbjc

Chloe (she/her), MLS(ASCP)ᴄᴍ @chloeirena
@SueTJohnson @AABB
Absolutely! MLS and their specialty folks are a driving force in modern healthcare. We are part of patient care! #AABBjc

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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

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Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD @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
RT @lifeandplasma: @AABB A1: @AABB A1: sadly the field of CLS remains very much behind the scenes. Very little exposure #aabbjc

Zach Thompson, MD @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

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RT @TZThompsonMD: @TeamCaptainJohn @AABB Absolutely, John! I agree. We just had this discussion in our CT group on how to demonstrate the specialized skill sets our technical staff have to HR. A line in a spreadsheet doesn't equate to what an appropriate salary is. It requires demonstration. #AABBJc

Daniela Hermelin, MD ua @HermelinMD @TeamCaptainJohn @AABB A1 This is the starting point. Getting high school students (especially #STEM) exposed to the Laboratory and developing internships (shadowing experiences) to recruit and sustain the next generation. #AABBJC

https://www.symplur.com/healthcare-hashtags/AABBJc/transcript/?hashtag=AABBJc&fdate=3%2F22%2F2022&shour=17&smin=0&tdate=3%2F24%7B2022...
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@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

jaylewis99 @jaylewis_99

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Lifeandplasma @lifeandplasma

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Justin Kreuter, MD @KreuterMD

I think partnering up is key! #aabbjc

Sue T Johnson @SueTJohnson

@AShmooklerMD A1 All speaking the same language around MLT/MLS will also help. MT is being phased out along with the term med tech. We are medical laboratory scientists 😁 #AABBjc

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

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John Sherbeck MD 😷 > @TeamCaptainJohn @AABB

A2. I'm so lucky to have relatively stable lab teams. The historic notion of "no one leaves job, they leave bosses" may still be true, but compensation, hours, emergency/weekend/overnight coverage all become real issues. With so many openings, it's easier to walk away #AABBjc

Zach Thompson, MD @TZThompsonMD @TeamCaptainJohn @HermelinMD @AShmooklerMD @AABB @RodneyRohde @ThatLabChick @odie0222 Ughh, this hits too close to home. I'm glad you have said it. What initiatives do we have to breakout from our circles? #AABBjc

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

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

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Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD
RT @chloeirena: @AABB - pay is not super super competitive. Philly is so close that their MLS salaries impact what is considered competitive where I am about an hour away. - new grads are scared of getting "stuck" in blood banking / want to be generalists before they pick an area #AABBjc

Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD
RT @chloeirena: @AABB - blood bank in school is very different from the real world--many of my now-seniors are telling me that they like BB so much more in the field! #AABBjc

AABB @AABB
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

Chloe (she/her), MLS(ASCP)ᴄᴍ @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

Justin Kreuter, MD @KreuterMD @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
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
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 ᲈ @HermelinMD 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/Uptoarxtl5

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John Sherbeck MD 🩺 @TeamCaptainJohn

Ive heard this from rotating students... "I wanna do micro, but honestly how much I've 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

RT @TeamCaptainJohn: @HermelinMD @ASHmooklerMD @AABB @RodneyRohde @ThatLabChick @odie0222 While I may not be looking in all the right places, all too often I feel laboratory professional advocacy ends up being an echo chamber. I don't know how to take that next step, but it's getting to be desperate times #AABBjc

Zach Thompson, MD @TZThompsonMD

@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

Justin Kreuter, MD @KreuterMD

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

@TeamCaptainJohn @AABB @HermelinMD @ASHmooklerMD @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

@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

AABB @AABB

RT @TeamCaptainJohn: @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 I'm super excited for. But I still worry about retention for better pay, better hours, etc. #AABBjc

AABB @AABB

RT @HermelinMD: @TeamCaptainJohn @ASHmooklerMD @AABB @RodneyRohde @ThatLabChick @odie0222 That is such a good point. As you mentioned earlier, it's seems like nursing has a strong voice, but lab doesn't always get heard. 🏛️ The real question is: are we even in the ring? #AABBjC
@SueTJohnson 2 days ago

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.

Justin Kreuter, MD @KreuterMD 2 days ago

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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
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

Chloe (she/her), MLS(ASCP)cm @chloeirena
@ThatLabChick @AABB True--my coworkers in education have had a difficult time finding clinical placements for our seniors, especially since start of COVID #AABBjc

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

Daniela Hermelin, MD ua @HermelinMD
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

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Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD
@ClinChemMD And so I have mixed feelings about iZombie. #liv #AABBjc
Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD

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Sue T Johnson @SueTJohnson

@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

@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

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Phil Accooe (He/Him/His) @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

Lifeandplasma @lifeandplasma

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John Sherbeck MD @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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Justin Kreuter, MD @KreuterMD

@AShmooklerMD Yes, often, but not always pathology. #aabbjc
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

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

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

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

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

What are everyone's thoughts on cross training in the lab? #AABBJC

Absolutely yes! We are loosing 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 out value #AABBjc

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

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

Zach Thompson, MD @TZThompsonMD
@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
@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
RT @Jewly_SBB: @AABB A2. Absolutely yes! We are loosing 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 out value #AABBjc

Francesca uștr @feachme
This. #AABBjc

AABB @AABB
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Justin Kreuter, MD @KreuterMD
@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! 😊🕺 #aabbcjc

Daniela Hermelin, MD ua @HermelinMD
@TeamCaptainJohn @AABB It's really my biggest challenge I face. We are becoming a 🏥💼 traveling hospital. #AABBJC
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AABB @AABB
https://t.co/rDMn3ZSDqY

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

Daniela Hermelin, MD uA @HermelinMD @Zodnick11 @AABB @SueTJohnson ✅ Great point. More strain on the lab, puts more strain on the teachers. I too experience this downstream effect @zodnik11. #AABBJC
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
@chloeirena @TeamCaptainJohn @AABB We got >200 problems. They’re called antigens. And they are all logic problems 😏 #AABBjc

Daniela Hermelin, MD uA @HermelinMD
RT @AABB: https://t.co/rDMn3ZSDqY

Daniela Hermelin, MD uA @HermelinMD
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

John Sherbeck MD @TeamCaptainJohn
@PAccooe @AABB Theres WAY more transfusion services at even moderate to big sized hospitals, than there are TM board certified docs. Its inevitable. A board certified pathologist can do it...as long as their heart is in it #AABBjc

Julia_D @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

John Sherbeck MD @TeamCaptainJohn
@TZThompsonMD @PAccooe @AABB That is literally disgusting to hear. #AABBjc

Chloe (she/her), MLS(ASCP)cm @chloeirena
@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 uA @HermelinMD
RT @Jewly_SBB: @AABB A2. Absolutely yes! We are loosing 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 out value #AABBjc

Chloe (she/her), MLS(ASCP)cm @chloeirena
@ThatLabChick @HermelinMD @AShmooklerMD @AABB @TeamCaptainJohn @RodneyRohde @odie0222 Take your time queen! Asynchronous discussion through til tomorrow night! #AABBjc
Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD
@KreuterMD We in the @AABB community inspire each other to enjoy our work. That's why this group ROCKS! #AABBjc

Justin Kreuter, MD @KreuterMD
#aabbjc

AABB @AABB
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Lifeandplasma @lifeandplasma
This 😊

Daniela Hermelin, MD uA @HermelinMD
@chloeirena @TeamCaptainJohn @AABB @TZThompsonMD Ohhh, good word. Marketability. #AABBjc

John Sherbeck MD 🫱 @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

Chloe (she/her), MLS(ASCP)cm @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 sudoko and logic puzzles as a kid, they serve me well in my career! #thanksdad

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

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Sue T Johnson @SueTJohnson
3. Promote opportunities for education and advancement within organization and of course competitive wages. #AABBjc

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

Daniela Hermelin, MD 🐘 @HermelinMD
@tahiri toufik @AABB Totally right. This has to be fixed. Do we teach this in medical school? #AABBJC.

Justin Kreuter, MD @KreuterMD
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@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

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

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

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Daniela Hermelin, MD 🇺🇦 @HermelinMD

@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

@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

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@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

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

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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

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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

John Sherbeck MD 🩺 @TeamCaptainJohn
@AShmooklerMD @Jewly_SBB @AABB are you talking about a friday afternoon warm auto or a sunday morning trauma? voldemort. #AABBjc

Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD
#AABBjc #A4
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Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmoooklerMD @chloirena @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
@TeamCaptainJohn @AShmoooklerMD @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
@aabb @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
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

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3/24/22, 5:16 PM
#AABBjc Healthcare Social Media Transcript March 22nd 2022

Zach Thompson, MD @TZThompsonMD

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John Sherbeck MD @TeamCaptainJohn

@ASHmooklerMD @chloeirena @HermelinMD @AABB @TZThompsonMD @bloodbankguy Yea i think Joe started off doing surg path and blood banking. I love my job, i'm literally the luckiest person in the world. #AABBjc

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

@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

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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 - @laposata_mike #AABBJC

Daniela Hermelin, MD uA @HermelinMD

Versatility in our profession. #AABBJC

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CaptainJohn: @AShmooklerMD @chloeirena @HermelinMD @AABB

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Charlie Murphy @cfmurphy3star

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

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

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

RT @HermelinMD: Versatility in our profession. #AABBjc

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Phil Accoe (He/Him/His) @PAaccoe

@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

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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

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AABB @AABB #AABBjc A3

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yes yes YES! #AABBjc #TeamPatient

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Daniela Hermelin, MD uA @HermelinMD
@TeamCaptainJohn @AABB How come you always have the best answers? #AABBJC https://t.co/cXLE4T6GT8

Justin Kreuter, MD @KreuterMD
RT @chloeirena: yes yes YES! #AABBjc #TeamPatient

Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD
@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
This is truth. #AABBjc

Julia_D @Jewly_SBB
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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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/S77zdAt1Iu

Phil Accooe (He/Him/His) @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

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Aaron Odegard MS (He/Him) @odie0222
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

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

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

John Sherbeck MD @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. Let’s keep the convo going, and the official chat continues tomorrow AM!

Justin Kreuter, MD @KreuterMD
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jaylewis99 @jaylewis_99
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/S77zdAt1Iu

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

John Sherbeck MD 😷 @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

John Sherbeck MD 😷 @TeamCaptainJohn 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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Justin Kreuter, MD @KreuterMD 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 @chloeirena Thank goodness for those lab scientists who did that testing. We are so grateful you are here and leading our #AABBjc!! 😊
Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD @TeamCaptainJohn @AABB @chloeirena Thank YOU John! #AABBjc

Sue T Johnson @SueTJohnson
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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Julia_D @Jewly_SBB @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 ua @HermelinMD @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 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 @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

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

→ Offer FREE professional development ✍️ Develop 🔧 #Labvocation

Encourage hybrid learning opportunities for students to get involved and retained in Lab/Blood Banking #AABBjC

AABB @AABB

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. Let's keep the convo going, and the official chat continues tomorrow AM!

AABB @AABB

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

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

AABB @AABB

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John Sherbeck MD  @TeamCaptainJohn
2 days ago

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3/22/22, 5:16 PM

John Sherbeck MD @TeamCaptainJohn

RT @HermelinMD: @ShawnaGofABPoli @AABB @ASHmooklerMD @chloeirena @TeamCaptainJohn 😍 Oh I love this explanation. It is so true! #AABBJC https://t.co/1jwf6KIXuV

Daniela Hermelin, MD uA @HermelinMD

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

Dr.DownesMLS @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

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Sue T Johnson @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/VNgk4m5WOW

Prem Charles @premcharles

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

Prem Charles @premcharles

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

@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

Daniela Hermelin, MD uA @HermelinMD

💚#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

@SueTJohnson @AABB @ASCP_Chicago @ASCLS What @SueTJohnson said #AABBjc https://t.co/OlMKkG3gZK
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)㎝ @chloeirena
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
@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

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

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 lose you! #AABBjc

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

I am a firm believer in #TeamWorkMakesDreamWork ❤️ #AABBjc

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/VNgk4m5WOW

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 uA @HermelinMD
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
3/22/22, 5:16 PM

Dr. Downes MLS @MtdownesM
2 days ago

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

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/7CdfzpZwpio

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

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

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

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.

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

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

@SueTJohnson @AABB @chloeirena MANY THANKS FOR JOINING, SUE! #AABBjc :D

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

@ASCP_Chicago @ASCLS please take note! 🗃 #AABBjc @AABB

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

@Jewly_SBB @AABB @chloeirena Thank you, Julia ☺ #AABBjc

Sue T Johnson @SueTJohnson

@MtdownesM @AABB A4 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

@MtdownesM @AABB Forgive my ignorance: is science writing taught in MLS/MLT programs? #AABBjc

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

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

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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
@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
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
@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
@AABB A1: #AABBjc Listen in to learn more! https://t.co/4uLj79ionL

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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

@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

@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

@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

We're certainly glad to have you here @AShmooklerMD! Thanks for forwarding the conversation! #AABBjc

Daniela Hermelin, MD uA @HermelinMD

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

@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
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

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

Greetings from Morgantown, WV, where it is currently dreary outside -- but inspirational on the inside 😇 #AABBjc

Good morning! Thanks for joining us, Tracie! 😊

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 ☀️

Good morning! Thanks for joining us, Tracie! 😊

Greetings from Morgantown, WV, where it is currently dreary outside -- but inspirational on the inside 😇 #AABBjc

Good morning, Amit. So happy to have you on board for this live session of #AABBjc!

Yes, welcome! So glad to have you join our discussion #AABBjc
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

Good 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

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

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

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

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

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!

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

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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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Chloe (she/her), MLS(ASCP) cm @chloeirena
AABB @AABB
RT @chloeirena: How do we expect people outside of healthcare to know about the MLS profession if clinicians themselves had no idea our programs existed. 😞 #AABBjc

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

Amit Tayal, MD @ATayalMD
@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
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

Chloe (she/her), MLS(ASCP)cmc @chloeirena
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)cmc @chloeirena
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 visibility! #AABBjc

AABB @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/ztUIaJBSv7

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Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD
#AABBjc #MLS #MLT @ASCLS @ASCP_Chicago We have to keep these programs going strong!

AABB @AABB
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)cmc @chloeirena
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
@AABB Agree strongly. #AABBjc

Chloe (she/her), MLS(ASCP)cmc @chloeirena
RT @KreuterMD: I think partnering up is key! #aabbjc
Chloe (she/her), MLS(ASCP)cm @chloeirena

RT @TeamCaptainJohn: @AABB A2. I’m 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

Amit Tayal, MD @ATayalMD
@chloeirena @AABB Yep. We need to learn advertising skills for sure :) #AABBjc

AABB @AABB
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
@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

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

AABB @AABB
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 @AABB
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. #aabjc

Rodney E. Rohde, PhD "Doc R" @RodneyRohde
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Chloe (she/her), MLS(ASCP)cm @chloeirena
@ASHmooklerMD Having you in our corner is a gift and a treat. Much love, from all of us MLSs to you! 💙 #aabjc (A1)

Amit Tayal, MD @ATayalMD
@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! #aabjc

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

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

Aaron D. Shmookler, MD, QIA^CM (he/him/his) @AShmooklerMD
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Daniela Hermelin, MD uA @HermelinMD @AShmooklerMD 📞@CEKanakisMD, could you share your experience with us? #AABBJC

Dan Smith @Dan1763

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WallStreetSignalsS 🎯@BillyGains01

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

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

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

Daniela Hermelin, MD uA @HermelinMD 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

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 #A2 #AABBjc. Definitely a challenge to keep MLS/MLT. Anyone offering ⬆️ $ due to staffing shortages?
AABB @AABB
RT @SueTJohnson: @HermelinMD @AABB @ASCP_Chicago
A3: We are doing the same. This provides a 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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AABB @AABB
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)см @chloeirena
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
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)см @chloeirena
@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

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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

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

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

@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

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

@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

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

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

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

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Dan Smith @Dan1763

@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

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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Rodney E. Rohde, PhD "Doc R" @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

Amit Tayal, MD @ATayalMD

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

Chloe (she/her), MLS(ASCP)ᴄᴍ @chloeirena

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
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
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
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AABB @AABB
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
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#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

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

Amit Tayal, MD @ATayalMD
@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.

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AABB @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

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

AABB @AABB
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
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Rodney E. Rohde, PhD "Doc R" @RodneyRohde
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 - @laposata_mike #AABBJC

Amit Tayal, MD @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)см @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

Rodney E. Rohde, PhD "Doc R" @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

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

Amit Tayal, MD @ATayalMD
@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) @AShmoooklerMD
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
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@chloeirena and @AShmoooklerMD. 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 hearty thank you to my co-pilot this morning, @AShmoooklerMD. It’s always a fun time working
with you and this #AABBjc was no different! Looking forward to our next #AABBjc 🤩

AABB @AABB
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
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Rodney E. Rohde, PhD "Doc R" @RodneyRohde
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@BnrdG As well as this current @ASMmicrobiology article that I published with Angela Tomei
Robinson! #AABBjc #MedLabTwitter #MedTwitter @AshleyLHagen https://t.co/RyqxQiDU2h
Daniela Hermelin, MD
🇺🇦 @HermelinMD
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Rodney E. Rohde, PhD "Doc R" @RodneyRohde
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
@HermelinMD @AShmooklerMD @AABB @TeamCaptainJohn @ThatLabChick @odie0222 #AABBjc Here, I and Dr. Peter Gilligan published an @ASMicrobiology 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
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Rodney E. Rohde, PhD "Doc R" @RodneyRohde
@AABB @chloeirena @AShmooklerMD THANK YOU all for this critically important #TwitterChat #MedLabTwitter #BloodMatters #MedTwitter #AABBjc

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

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AABB @AABB
RT @RodneyRohde: @HermelinMD @TeamCaptainJohn @tahiri_toufik @AABB @UTMB_Pathology @laposata_mike @BnrdG As well as this current @ASMicrobiology article that I published with Angela Tomei Robinson! #AABBjc #MedLabTwitter #MedTwitter @AshleyLHagen https://t.co/RyqxQiDU2h

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

A4: I couldn't agree moreDoc! Also, get INVOLVED in these professional orgs @ASCLS @AABB @ASCP_Chicago @ASMicrobiology @APHL & so many others! BE THE SOLUTION! #WeSaveLivesEveryday in the #MedicalLaboratory #AABBjc
#MedLabTwitter #PathTwitter @PathPod @HassanLabDoc @Jim

AABB @AABB
RT @RodneyRohde: @HermelinMD @AShmooklerMD @AABB @TeamCaptainJohn @ThatLabChick @odie0222 #AABBjc Here, I and Dr. Peter Gilligan published an @ASMicrobiology article regarding one possible helpful solution to attract more #MedicalLaboratory & #ClinMicro majors! See: https://t.co/7jtA2YW4j4

Rodney E. Rohde, PhD "Doc R" @RodneyRohde
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
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 @ASMicrobiology @APHL & so many others! BE THE SOLUTION! #WeSaveLivesEveryday in the #MedicalLaboratory #AABBjc
#MedLabTwitter #PathTwitter @PathPod @HassanLabDoc @Jim

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

Dan Smith @Dan1763
RT @RodneyRohde: @HermelinMD @AShmooklerMD @AABB @TeamCaptainJohn @ThatLabChick @odie0222 #AABBjc Here, I and Dr. Peter Gilligan published an @ASMicrobiology article regarding one possible helpful solution to attract more #MedicalLaboratory & #ClinMicro majors! See: https://t.co/7jtA2YW4j4

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Robert Herriman @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 @ManojReddiee
a day ago
RT @RodneyRohde: @AABB @chloireena @ASHmooklerMD THANK YOU all for this critically important #TwitterChat #MedLabTwitter #BloodMatters #MedTwitter #AABBjc

Phil Acccoe (He/Him/His) @PAcccoe
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 @chloireena 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 @chloireena. 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
@ATayalMD @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
A day ago

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

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

A day ago

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

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

A day ago

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

RT @RodneyRohde: @HermelinMD @AShmooklerMD @AABB @TeamCaptainJohn @ThatLabChick @odie0222 #AABBjc Here, I and Dr. Peter Gilligan published an @ASMicrobiology article regarding one possible helpful solution to attract more #MedicalLaboratory & #ClinMicro majors! See: https://t.co/7jtAWYHj4v

A day ago

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

@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

A day ago

Texas State CLS Program @TXST_CLS

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/blMHcDMFZ2

21 hours ago

Matthew Pettengill @Microetry

RT @RodneyRohde: @HermelinMD @AShmooklerMD @AABB @TeamCaptainJohn @ThatLabChick @odie0222 #AABBjc Here, I and Dr. Peter Gilligan published an @ASMicrobiology article regarding one possible helpful solution to attract more #MedicalLaboratory & #ClinMicro majors! See: https://t.co/7jtAWYHj4v

20 hours ago

Lifeandplasma @lifeandplasma

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

19 hours ago

Rebecca Coward @rebacoward

I'm definitely biased but @UNCCLS is the best! #goheels

19 hours ago

Sue T Johnson @SueTJohnson

@AShmooklerMD @WVUMedicine @WVUMedSchool I will add @MarquetteU MLS program & @UWM MLS program! Both great programs in MKE. #AABBjc
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
@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
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
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
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
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
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
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
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
Asawari #Asa Bapat (she/her) @AsawariBapat
RT @TeamCaptainJohn: @AShmooklerMD 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

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

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AABB @AABB
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
A safe and available blood supply affects us all! #AABBjc Q4

@AABB

Well said! A safe and available blood supply affects us all! #AABBjc

@ManojReddie

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

Showing 1 to 645 of 645 entries

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5,000 Tweets

Symplur has over 5,000 #AABBjc tweets going back to July 2020. Get unrestricted access to all conversations with Symplur Signals.