



**FUTURE OF THE LABORATORY WORK
FORCE: CHALLENGES,
OPPORTUNITIES AND TRAINING**

FOCUS: COLLABORATION

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UNIVERSITY OF TENNESSEE

**GREETINGS FROM THE UNIVERSITY OF
TENNESSEE HEALTH SCIENCE CENTER, MEMPHIS,
TN**





**THE TERM “OneLab” MEANS
THAT WE FUNCTION AS
“ONE
STRENGTHENED
ENTITY”**

ELEMENTS OF COLLABORATION

**WELL-ORGANIZED COMMUNICATION
NETWORK**

**LABORATORY PERSONNEL DEDICATED
TO HIGH LEVEL OF COMMUNICATION**

**COLLABORATION OFTEN AND AT A
HIGH LEVEL....VIRTUAL MEETINGS**

SOME PANDEMIC PROBLEM SOLUTIONS THAT HAVE WORKED



1. CANCEL ELECTIVE SURGERIES
2. DELAY PERSONNEL LEAVES/TIME OFF
3. HIRE TEMPORARY PERSONNEL
4. HELP LAB PERSONNEL WITH SOCIAL ISSUES SUCH AS TRANSPORTATION
5. TRANSFER PATIENTS TO OTHER REGIONAL HOSPITALS
6. RECOGNIZE AND REWARD HARD WORK BY REGULAR STAFF MEMBERS

OTHER POSSIBLE PANDEMIC PROBLEM SOLUTIONS

1. DELETE LAB TESTS WITH LITTLE OR NO CLINICAL UTILITY. HARVARD & BETH ISRAEL DEACONESS FOUND THAT ON AVERAGE, 30% OF ALL TESTS ARE LIKELY UNNECESSARY.
2. PUT BRAKES ON STANDING ORDERS THAT GENERATE TEST REQUESTS & DEplete SUPPLIES WHEN TESTS ARE UNNECESSARY.
- 3. DISCOURAGE PHYSICIANS FROM ORDERING “EVERYTHING BUT KITCHEN SINK”
- 4. HIRE DCLS LAB PROFESSIONALS TO HELP PHYSICIANS TO CHOOSE ESSENTIAL TESTS.
- 5. MAINTAIN CLOSE COMMUNICATION WITH OTHER LABS AND THE CDC TO SHARE PANDEMIC PROBLEMS AND SOLUTIONS



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NEWS WITH
JEOPARD
WITH

MEDICAL LAB PROFESSIONALS IN SHORT SUPPLY AS COVID TESTING SURGES



LAB SIZE AND TESTING VOLUME INFLUENCE SALARY

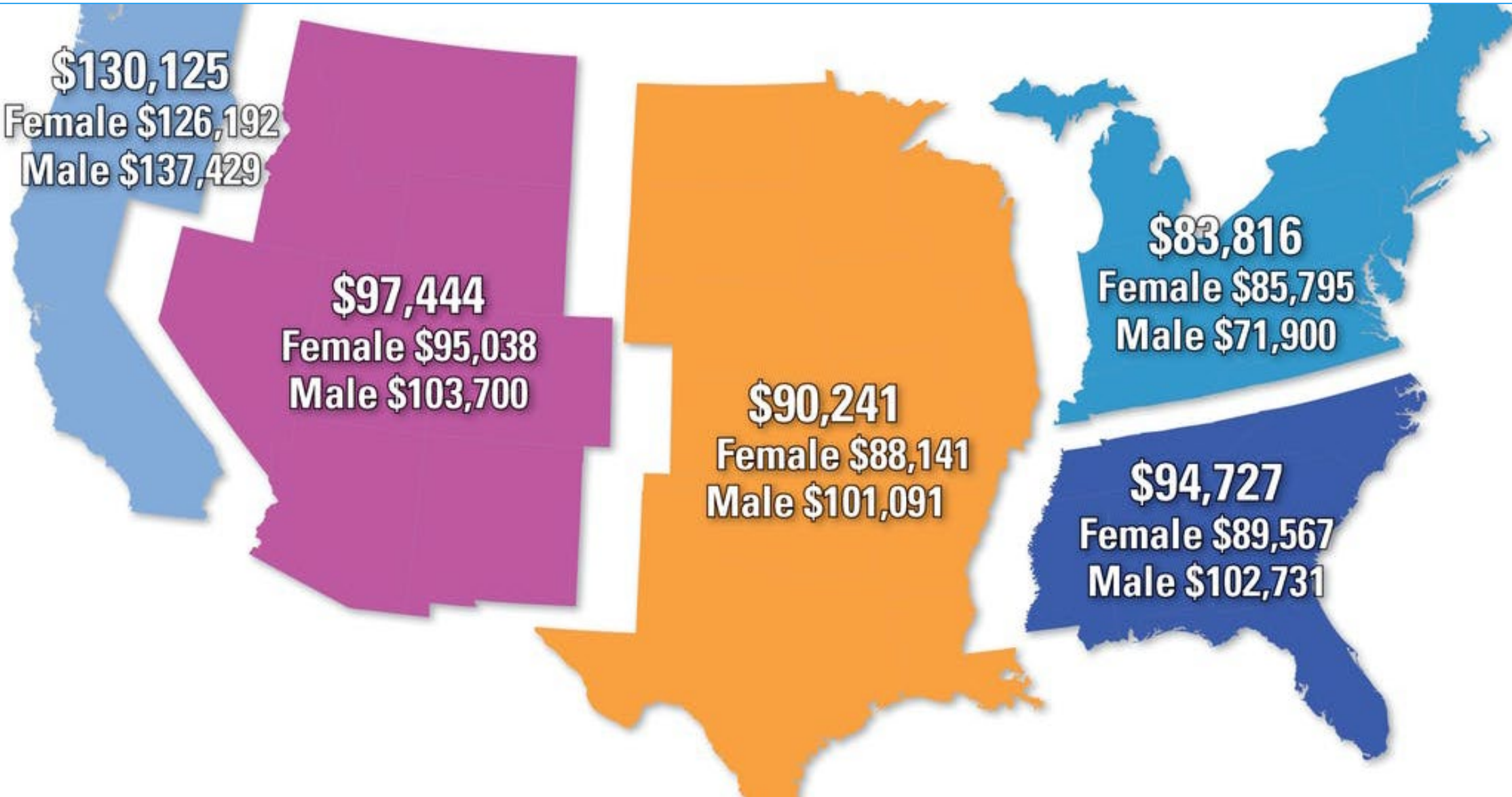
\$130,125
Female \$126,192
Male \$137,429

\$97,444
Female \$95,038
Male \$103,700

\$90,241
Female \$88,141
Male \$101,091

\$83,816
Female \$85,795
Male \$71,900

\$94,727
Female \$89,567
Male \$102,731



AVERAGE ANNUAL BASE SALARY: \$92,146

DID YOUR SALARY CHANGE IN 2021?

73% Yes, it increased
24% It remained the same
3% No, it decreased

PERCENTAGE INCREASE
EXPECTED OVER LAST YEAR
2.6%

AVERAGE PAY BY GENDER



MALE



FEMALE

DID YOU RECIEVE A BONUS IN 2021?

48% Yes
52% No

GENDER OF RESPONDANTS

76% Female
21% Male

3% of survey respondents chose not to disclose their gender



WHAT CAN BE DONE TO BOOST LABORATORY PRO-POWER & COLLABORATION?

1. **ADVOCATE FOR HIGHER SALARIES,**
2. **ENCOURAGE MLS'S & DCLS'S TO INJECT THEMSELVES INTO CLINICAL CONVERSATIONS,**
3. **FOCUS UPON ESSENTIAL TESTS ONLY,**
4. **TRY TO PERSUADE HEALTH RESOURCES AND SERVICES ADMIN. (HRSA) TO OFFER SUPPORT TO LAB PRO PROGRAMS (WE'VE BEEN IGNORED.)**
5. **ESTABLISH COMMUNICATION LINKS BETWEEN PUBLIC HEALTH & DIAGNOSTIC LABS**
6. **ESTABLISH PERIODIC (MONTHLY?) VIRTUAL MEETINGS BETWEEN CLINICAL STAFF PERSONNEL & PUBLIC HEALTH AUTHORITIES AT LOCAL, STATE & NATIONAL (CDC) LEVELS.**



BRANDY GUNSOLUS, DCLS, MLS(ASCP)CM

- Prior to becoming a DCLS, Brandy Gunsolus worked as a medical laboratory scientist.

She noticed that she was getting more and more clinical questions from physicians about lab testing and said,

“Laboratory diagnostics has exploded in the last 20 years,” Gunsolus said, “It is difficult to keep up with, especially for clinicians who also must keep up with the latest in therapeutics and regulations.”

So this represents a major break-through in collaboration and communication.

Promoting DCLS degree may be a good solution to salary, staffing problems, & morale for laboratory

professionals

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**THANK YOU
VERY MUCH!!!**

**QUESTIONS
???**



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2022:	Job Satisfaction	2021:
50.2%	somewhat satisfied	48.4%
3.2%	somewhat dissatisfied	8.3%
4.5%	very dissatisfied	2.6%

SALARY BY JOB FUNCTION (Top 10 by %)

