

2017 #34

September 22, 2017

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U.K. Pragmatic Randomized Trial of Interdonation Intervals Published Online

An eagerly awaited study of the impacts of different interdonation intervals for whole blood donors has been published in [The Lancet](#) (open access link). Investigators in the INTERVAL study recruited and randomized 45,263 donors to varying interdonation intervals (eight, twelve, or sixteen-weeks for males and twelve, fourteen, or sixteen-weeks for females) and followed them for two years. Data for 45,042 are reported.

The primary outcome was the number of units of blood collected in that timeframe. As expected, shorter interdonation intervals were associated with increases in donations. Among men, collections increased by 1.69 units (95 percent CI, 1.59–1.80) in the eight-week group and 0.79 units (0.69–0.88) in the 10-week group compared to the 12-week cohort ($p < 0.0001$ for both). Among females, the increases were 0.84 units (95% CI, 0.76–0.91) and 0.46 units (0.39–0.53) in the 12 and 14-week groups respectively compared to the 16-week ($p < 0.0001$ for both).

For secondary outcomes including quality of life, physical activity, and cognitive function, no significant changes across the interval cohorts were observed for either gender. For plausibly donation-related symptoms (fatigue, dyspnea, feeling faint and dizziness, and restless legs) more frequent donation was associated with increased levels, especially among male donors. Hemoglobin and ferritin levels, as expected, fell with shorter interdonation intervals, and hemoglobin deferrals increased.

The authors conclude that blood collection agencies can safely use shorter donation intervals (eight weeks in males or 12 weeks in females) to address shortages and spikes in demand. The “cost” will be more iron depletion and anemia (hemoglobin deferrals): one quarter of males and females at the shortest intervals had low ferritin, and one third at least one deferral for low hemoglobin.

In a [comment](#) (open access link)., Alan Mast, MD, PhD of ABC member Blood-Center of Wisconsin (Versiti) and the Medical College of Wisconsin, and Ed Murphy at the Blood Systems Research Institute and the University of California, San Francisco, after maintaining that the U.S. “blood supply is adequate or in surplus” say “blood centres now have the necessary tools to monitor their donors and adjust interdonation intervals or provide iron supplementation”.



OUR SPACE

John Donnelly, PhD; President, Global Healing

Be a Part of the Solution

In March 2017, over 90 global experts in blood safety and development from blood centers, industry, government, and international non-governmental organizations (NGOs) gathered in Arlington, Virginia for the Third International Blood Safety Forum, co-sponsored by America's Blood Centers and Global Healing. The meeting explored ways to increase access to affordable, safe blood for low- and lower-middle income countries (LMIC) in an era when funding from the U.S. President's Emergency Plan for AIDS Relief (PEPFAR) and the Global Fund has been redirected from preventing the spread of HIV to diagnosing and treating the estimated 25 million people living with HIV in LMIC. Accessible safe blood is an unfortunate casualty of this shift.

Proposals to resolve healthcare inequities between LMIC and high-income countries (HIC) include helping LMIC to define sustainable, fit-for-purpose national policies and practices for blood accessibility and utilization to suit their context. Blood systems development should build quality programs that target hospitals, clinics and rural healthcare providers to ensure proper and safe use of blood. Our blood safety lexicon must be revised to include availability, ACCESSIBILITY and affordability of blood and blood components as the goal of all blood safety initiatives in LMICs. Systems for better cost recovery through effective management must be developed. Above all, investment is essential to keep blood systems operating while they evolve to more sustainable states. Public-private partnerships and non-government investment must now supplement (probably replace) the traditional model of large grants from bilateral and multilateral donors and HIC governments.

As individual blood bankers, can we help? Sharing knowledge with counterparts in developing countries makes you part of the solution, and shows new funding organizations that if they are willing to invest, the expertise is available to support their efforts. The use of distance learning offers a way to make transfer of knowledge cost efficient for both funders and experts. Today, online lectures can reach almost anywhere in the world in real time.

Safe Blood for Africa, ABC members and Global Healing have joined forces to bring current knowledge to blood services in selected countries of sub-Saharan Africa through a combination of onsite instruction and webinars. The use of webinars in this setting opens up new possibilities for highly qualified instructors to reach and interact directly with emerging blood safety professionals around the world. This model provides a missing key piece in the complex web of sponsors, standards organizations, professional societies, industry foundations and NGOs that must be connected in order to make progress. Please reach out to me to volunteer as faculty in your area of interest and expertise. Your contributions of expertise (and funding) are welcome! To get involved, please email me. ♦

john@globalhealing.org

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ABC is an association of not-for-profit, independent community blood centers that helps its members provide excellence in transfusion medicine and related health services. ABC provides leadership in donor advocacy, education, national policy, quality, and safety; and in finding efficiencies for the benefit of donors, patients, and healthcare facilities by encouraging collaboration among blood organizations and by acting as a forum for sharing information and best practices.

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U.K. Interdonation Intervals (continued from page 1)

Citation: DiAngelantonio E., Thompson SG., Kaptoge S., et al. Efficiency and safety of varying the frequency of whole blood donation (INTERVAL): a randomised trial of 45,000 donors. *Lancet* (open access online) at DOI: [http://dx.doi.org/10.1016/S0140-6736\(17\)31928-1](http://dx.doi.org/10.1016/S0140-6736(17)31928-1). Accessed 22 Sept. 2017.

Mast A. and Murphy E. The price of blood is measured in iron. *Lancet* (open access online) at DOI: [http://dx.doi.org/10.1016/S0140-6736\(17\)32156-6](http://dx.doi.org/10.1016/S0140-6736(17)32156-6). Accessed 21 Sept. 2017. ♠

Proposed Bylaw Changes Approved: Special Membership Category Created and New ABC Board Seated

Members of America's Blood Centers (ABC) voted overwhelmingly in favor of amending the ABC Bylaws last week (September 13) during a member meeting in Atlanta, Ga. The amended bylaws created a new category of membership, "special members" that "shall be a group purchasing organization which represents active members" of ABC passed with a 97 percent affirmative vote.



Approval of the bylaws changes altered the structure of the ABC Board of Directors to "consist of seven Directors, all of whom shall be appointed by the special members." The special members are [Blood Centers of America, Inc.](#) (BCA) and [HemeXcel](#) after a vote of 95 percent in favor. The newly appointed ABC Board includes John Armitage, MD (Oklahoma Blood Institute), Jim AuBuchon, MD (Bloodworks Northwest), Delisa English, MBA (The Blood Connection, Inc.), Martin Grable (Community Blood Centers of the Carolinas), David Green (Blood Systems, Inc.), Mike Parejko (Mississippi Valley Regional Blood Center), and Bud Scholl (OneBlood).

These changes allow ABC, BCA, and HemeXcel to align and focus their strengths moving forward in a coordinated fashion that supports the membership of all three organizations, while avoiding duplicative efforts. BCA and HemeXcel will continue to operate with their current governance models. ABC will remain a 501(c)6 trade association delivering advocacy and providing scientific, medical, and technical expertise. Shared services will be identified as part of an effort to reduce costs to the members of the organizations.



The vote marked the culmination of efforts that began in October 2016 when a special working group convened to explore how ABC, BCA, and HemeXcel could realign moving forward to more efficiently meet the needs of their collective memberships. The working group included Don Doddridge, Delisa English, MBA, Martin Grable, David Green, John Murphy, Mike Parejko, Larry Smith and David Wellis, PhD. The new ABC Board will hold their first meeting later this month to examine and adjust ABC's strategic plan as outlined in last week's [Our Space](#) column authored by ABC Chief Medical Officer and Interim CEO Louis Katz, MD and ABC Board Member Martin Grable. ♠



America's Blood Centers®
It's About *Life.*

INSIDE ABC

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

Executive Compensation Survey Report Available

ABC's annual Executive Compensation Survey report was published this week. The survey is a benchmarking tool for executive leadership and human resources professionals at ABC member blood centers that features aggregate data on salaries and benefits for C-suite members—including chief executive officers, chief operating officers, chief financial officers and medical directors. Blood centers are grouped by center size, budgets and, as with all ABC surveys, data is strictly confidential and anonymized. With this information, ABC can provide a strategic overview of the industry and where blood organizations need to position themselves to compete in the future. Members who participated in the survey should have received the report link via email this week. If you have not received your copy, contact [Sameer Ughade](#).

SAVE THE DATE

SMT Journal Club Webinar

November 28, 2017 at 1 PM EST

Additional details coming soon!

Participate in BARDA Blood Supply Sustainability Modeling

ABC members are urged to take part in the Biodefense Advanced Research and Development Authority (BARDA) efforts that aim to provide sustainability/resiliency modeling estimates that the RAND report lacked. This will be part of the larger effort being spearheaded by the Advisory Committee on Blood and Tissue Safety and Availability and the Blood, Organ and Tissue Senior Executive Council (BOTSEC) to ensure appropriate responses to the issue of sustainability moving forward. Additional details are available in [MCN 17-067](#) and the modeling spreadsheets can be found [here](#). At this time, we are only collecting RBC data—no platelet, plasma or other components. ABC will ensure that all data provided is anonymized. Please contact ABC Chief Medical Officer and Interim CEO [Louis Katz](#) with any questions or to express your willingness to participate.

Newsletter Editor Announced

Kate Fry and Louis Katz, ABC Chief Administrative and Chief Medical Officer respectively, want to thank Mack Benton for accepting editorial responsibility for the *ABC Newsletter* and other duties with the departure of Lisa Spinelli. With more than a decade of experience in communications and public relations, Mack currently serves as the Manager of Communications and Marketing for ABC. Prior to that, he worked for the Foundation for America's Blood Centers and as a freelance reporter. Mack holds a bachelor's degree in English from The University of the South (Sewanee), a master's degree in journalism from the University of Maryland, and is working towards a master's degree in business administration at the University of Maryland's Robert H. Smith School of Business. Mack can be contacted at mbenton@americasblood.org. ♦





AMERICA'S BLOOD CENTERS
**FINANCIAL
 MANAGEMENT
 & IT WORKSHOPS**

Houston, Texas
 September 27-28, 2017



Gulf Coast Regional Blood Center is pleased to host these workshops in Houston. Attendees will benefit from the shared knowledge of fellow finance and IT professionals with lively discussions on cyber security, financial and operational metrics, and the blood banking industry. This will be an excellent opportunity to network with your peers and share your expertise on good financial and data management practices and similar topics. We look forward to seeing you!

- Brian G. Gannon, President & CEO
 Gulf Coast Regional Blood Center

Registration Information

http://bit.ly/abc_fmit17

Sponsorship Opportunities

Contact: LMaundy@americasblood.org

Hotel Information:

Hotel Derek

Hotel room rate: \$169/night + tax

http://bit.ly/abc17_derek

*Book room(s) by September 1st for discounted rate



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RESEARCH IN BRIEF

Apheresis instrumentation associated with different rates of bacterial contamination and septic transfusion reactions. A five-year study evaluating plateletpheresis using Amicus (Fenwal, a Fresenius Kabi Company) or Trima (Trima Accel, TerumoBCT) compared rates of bacterial contamination and septic reactions to platelets collected in the American Red Cross (ARC) system on each device between 2010 and 2014 (1,486,888 collections on Amicus vs 671,955 on Trima). With consistent standard operating procedures for skin disinfection and culture sampling in five ARC regions, those facilities using Trima had lower rates of confirmed positive culture results compared to those using Amicus (112 vs 252 per 10⁶ donations). Additionally, the regions using both technologies had intermediate rates of positive culture results. Furthermore, the rate of septic reactions to platelets was significantly higher from platelets collected on Amicus compared to those collected on Trima (16.8 vs 4.5 per 10⁶ donations), despite all of the implicated units having negative QC culture results at the time of transfusion. Definite or probable septic reactions were caused by 29 apheresis platelet units from 24 contaminated Amicus procedures and one apheresis platelet unit from one contaminated Trima procedure. Most septic reactions were caused by Staphylococcus or Streptococcus species. While the rates of contamination were low, the investigators in this large-scale study concluded that apheresis technology is a factor in the risk of bacterial contamination of apheresis platelets. The technical basis for the observed differences is not known; however, the device specific rates of confirmed positive bacterial culture results correlated with the higher reported rates of reported septic transfusion reactions. Given that the implicated units in the septic transfusion reactions had negative QC results, these findings also support additional culture-based testing approaches to improve detection of bacterially contaminated platelets. Further prospective studies were suggested to confirm whether one technology has a lower rate of septic outcomes. Draft guidance from the Food and Drug Administration

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RESEARCH IN BRIEF (continued from page 5)

has not recognized differences between these platforms in the alternatives proposed to mitigate the risk of clinical sepsis attendant on platelet transfusion.

Citation: Eder AF, Dy BA, DeMerse B, *et al.* Apheresis technology correlates with bacterial contamination of platelets and reported septic transfusion reactions. *Transfusion*, [doi:10.1111/trf.14308](https://doi.org/10.1111/trf.14308)

Contributed by Nancy Van Buren, MD; Associate Medical Director at Innovative Blood Resources. 💧

RECENT REVIEWS

Blood conservation in cardiac surgery. Anesthesiologists/intensivists from the United Kingdom have completed a review of 106 studies to formulate recommendations. They emphasize detection and treatment of preoperative anemia, intraoperative antifibrinolytics and minimization of hemodilution due to priming the bypass circuit, cell salvage, point of care assessment of coagulation and avoidance of iatrogenic blood loss postoperatively.

Citation: Blaudszun G., Butchart A., Klein AA. Blood conservation in cardiac surgery. *Transfusion Medicine* (early online). [doi:10.1111/tme.12475](https://doi.org/10.1111/tme.12475) 💧



THE DIFFERENCE OF **SIMPLIFIED FLOW CYTOMETRY**

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

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



We Welcome Your Letters

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



REGULATORY NEWS

The Food and Drug Administration (FDA) released a new “[Guidance for Industry - Requalification of Donors Previously Deferred for a History of Viral Hepatitis after the 11th Birthday](#)” that applies to blood, source plasma, and source leukocytes. This guidance provides a reentry process for donors previously deferred for history of viral hepatitis after the 11th birthday who are not reactive for screening tests for hepatitis B or C. The deferral of such donors was eliminated in the final rule published in May 2015 that updated 21 CFR 600. Testing the donor for hepatitis is not required prior to donation, however, if a center chooses to include testing as part of their reentry process, it must be done separately from a donation.

(Source: FDA Guidance, September 2017) 💧

INFECTIOUS DISEASE UPDATES

Autochthonous Chikungunya infections in Rome, Italy result in suspension of collections. More than 1 million potential donors in Rome and Anzio, Italy are being told not to donate due to mosquito-borne Chikungunya in localized areas. The alphavirus, that caused an explosive epidemic in the Americas from late 2013, has infected 17 people in Rome to date. Potential donors who live in or have visited the affected part of the metropolitan area are being asked to wait 28 days from leaving the area before presenting to donate. A five-day quarantine of collected components to allow for ill donors to call back has been instituted in the affected areas, although this can be avoided for components (plasma and platelets) that have undergone pathogen inactivation. Chikungunya is not known to be transfusion transmitted, but does cause an asymptomatic viremia, so these interventions can be considered precautionary.

Please note: The case count is changing rapidly, so number provided above may already be outdated.

Citation: Reuters, [Outbreak of Disease Carried by Mosquitoes Halts Blood Donation in Rome](#), 9/14/17

Personal communication: Giancarlo Liembruno, Italian National Blood Centre. 💧

WORD IN WASHINGTON

With Senator John McCain (R-AZ) announcing his opposition to the latest healthcare reform effort today, the prospects of repealing and replacing the Affordable Care Act prior to September 30 are becoming increasingly slim. After that date, Republicans would have to use a different pathway than budget reconciliation to consider and pass a bill, an impediment that would significantly decrease the likelihood of success on broad-scale legislation. The package under consideration, drafted by Senators Lindsey Graham (R-SC) and Bill Cassidy, MD (R-LA), has also met resistance from industry groups, citing a lack of guaranteed coverage and other benefits currently included in the Affordable Care Act and predicting increased costs to patients with decreased reimbursement to providers. The legislation does include a repeal of the Medical Device Tax. The American Hospital Association and American Medical Association both announced their opposition to the proposal this week. Various insurers, patient groups, and Republican governors have also criticized the bill. The Senate Finance Committee will examine the proposal on Monday and Senate Majority Leader Mitch McConnell (R-KY) has indicated that a vote could occur on the Senate floor next week if it has the votes to pass. House Speaker Paul Ryan (R-WI) has indicated the House will vote on the legislation if it passes the Senate.

(**Citation:** AXIOS, [McCain a no on healthcare bill, likely killing it](#), 9/22/17) 💧

The Hill, [AMA Urges Senators Not to Abandon Bipartisan Stabilization talks](#), 9/9/17) 💧



Learn ♦ Grow ♦ Lead Shed Light on Your Future



This Month's Featured API Resources

1. Jerry Haarmann Leadership Program

Six courses on leading teams

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

- API pilot participant

2. Strategic Leadership Program

Six courses on change management and communication challenges

Effective Leadership: How Do You Rate?

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

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



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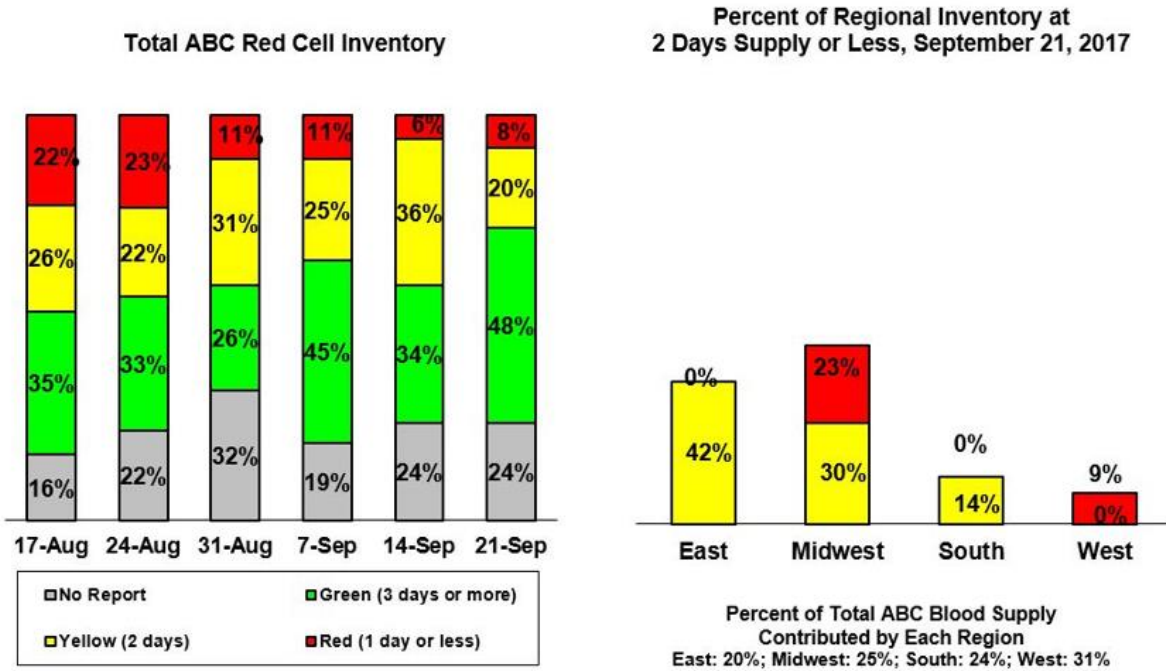
Log on at: www.americasblood.org/education

ABC Calendar of Events

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



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



Daily updates are available at:
www.AmericasBlood.org

MEMBER NEWS

Oklahoma Blood Institute recently announced a partnership with Saint Francis Health System for a new program that connects blood recipients and blood donors, allowing the former send a note or photos to “their actual blood donor using their smart phones, tablets or computers to visit the ThankTheDonor.org,” according to a recent news release. “Not many patients ever get the chance to meet and thank their blood donors face-to-face,” said John Armitage, MD, president and CEO of Oklahoma Blood Institute. “Thank-The-Donor breaks the communication barriers and offers a new and different way to share a ‘thank you!’ We know this personal connection will inspire our wonderful donors to keep saving lives through their irreplaceable gift of themselves.” Other local hospitals are in the process of implementing the program. It will “preserve important privacy protections,” and feature a “patient-pending process that maintains anonymity for both blood donors and recipients,” according to the release.

Thank-The-Donor

Thank-The-Donor is a new tool that allows patients receiving blood or their loved ones to send anonymous thank-you notes to their blood donors through email.

When patients or their loved ones visit ThankTheDonor.org, they will find step-by-step instructions showing how to send their messages.

HOW IT WORKS:

- Using a smart phone, tablet or computer, visit ThankTheDonor.org
- From there you will find step-by-step instructions showing how to get started.
- After you enter your message of thanks, the donor will receive an email with the message attached.

Oklahoma Blood Institute | Saint Francis Health System

Please note: No personal or identifying patient information will be shared with the blood donor.

(Source: Oklahoma Blood Institute News Release, 9/19/17)

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MEMBER NEWS (continued from page 9)

Community Blood Center of Greater Kansas City recently celebrated the 700th donation by Johnnie Matz on Friday, September 15, 2017.

He has been a loyal donor for decades and credits his father Mr. John Matz, Sr. for teaching him the importance of donating when he started in the 1970's. As an active donor at age 92, Mr. Matz, Sr. is still a role model for Johnnie and others. He donated whole blood, while his son reached his milestone donating platelets.



(Source: Community Blood Center of Greater Kansas City Email, 9/15/17) 💧

COMPANY NEWS

Macopharma USA and Calimex USA announced a recent partnership to leverage their medical software and hardware expertise. Calimex specializes in medical device software and has been providing consulting and IT-related services for more than 30 years. According to the news release, Macopharma “will globally distribute several of Calimex’s FDA 510(k) cleared software medical devices and copyrighted and patented donor recruitment accelerator HaemoCONNECT, while increasing blood banking, hospitals and lab effectiveness and efficiencies.”

(Source: Macopharma & Calimex News Release, 8/10/17) 💧

CALENDAR

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

2017

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

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

Sept. 27. **7th Annual Symposium Red Cell Genotyping 2017: Patient Safety, Bethesda, Md.** The Department of Transfusion Medicine, NIH Clinical Center, National Institutes of Health, and the BloodCenter of Wisconsin are co-hosting this symposium on the NIH campus. For information, registration fee and advance registration contact [Phyllis Kirchner](#).

Sept. 28. **36th Annual Immunohematology and Blood Transfusion Symposium, Bethesda, Md.** No registration fee. Advance registration is encouraged. Contact [Karen Byrne](#) or visit the [website](#).

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

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

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

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

(continued on page 11)

CALENDAR (continued from page 10)

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

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

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

2018

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

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

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

CLASSIFIED ADVERTISING

Classified advertisements, including notices of positions available and wanted, are published free of charge for a maximum of three weeks per position per calendar year for ABC institutional members. There are charges for non-members: \$139 per placement for *ABC Newsletter* subscribers and \$279 for non-subscribers. A six (6) percent processing fee will be applied to all credit card payments. Notices ordinarily are limited to 150 words. To place an ad, contact Leslie Maundy at the ABC office. Phone: (202) 654-2917; fax: (202) 393-1282; e-mail: lmaundy@americasblood.org.

POSITIONS

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

Assistant Director of Donor Recruitment & Marketing. The Central California Blood Center (CCBC) seeks qualified candidates for the position of assistant director of Donor Recruitment and Marketing. Reporting to the

director of Donor Recruitment and Marketing. This position will be responsible to champion the CCBC strategic and marketing plans to achieve annual blood collection goals in both fixed site/automated collection locations as well as mobile/field drives. Requires an effective leader with the ability to adapt to change. Accomplished in sales/territory management, staff development, and team building, with excellent verbal and written communication and public speaking skills and computer literacy required. In addition to the oversight of all mobile/fixed site marketing and recruitment, the scope of responsibilities will require a best fit candidate to possess the ability to assist the director to oversee the implementation of a branding campaign, and work with media and other community stakeholders to advance the reputation of CCBC in the community. Advancement opportunity. Bachelor's degree or higher in communications, marketing, public relations, business administration, health care administration, political science, marketing, or related field and 10 years progressive management experience in blood banking or a health-related field is preferred. Competitive salary and benefit package offered. EOE/M/F/Vet/Disability. Apply online [here](#).

Immunohematology Reference Laboratory Specialist. The Central California Blood Center located in Fresno is seeking a Immunohematology Reference Laboratory Clinical Laboratory expert. Full-time, Mon-Fri, day-shift and on call. This job includes but not limited to providing

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POSITIONS (continued from page 11)

exceptional customer service to our hospitals by resolving intermediate to complex red cell antibody problems, finding compatible blood through local donor screening or networking with other blood centers IRBs and training and assessing other CLS to perform IRL testing. Additionally this job requires performance of other donor laboratory and component manufacturing tasks. The ideal candidate shall possess advanced IRL experience, great

written and verbal communication skills, work expeditiously and utilize resources optimally to solve the complex patient cases. Strong working knowledge of pertinent safety, FDA regulations, and AABB standards is desired to insure regulatory compliance at all times. Qualified Bachelor's Degree and licensed in the state of CA as a Clinical Lab Scientist, an SBB a plus. Signing bonus upon the completion of 90 days and one year. Please click [here](#) to apply.

Donor Services Operations Director (Ardmore, Okla.). The Oklahoma Blood Institute seeks a Donor Services Operations Director who will provide leadership and direction over all aspects of the Donor Services collection team for both mobile and fixed site operations. The position is responsible for assessing, developing, and implementing strategic plans to achieve donor services objectives and goals; creating a friendly competitive environment to motivate staff to achieve high system wide standings on all key performance metrics (loss rates, errors, double red blood cell conversion, Global Blood Fund, etc.); conducting routine meetings to communicate organizational vision, updates, and changes and recognize outstanding staff performance keeping morale high; maintaining adequate staffing levels; making frequent visits to both fixed and mobile collection sites; actively participating in internal and external assessments/inspections including corrective action plans and effectiveness checks as needed; track and monitor inventory and collection goals, which include whole blood, automation rates, and whole blood conversion data; analyze data and make adjustments to increase productivity—this includes working closely with recruitment to ensure projections are met; and prepare and manage department annual budgets. The candidate must have a bachelor's degree in management or medical field with a minimum of five years' leadership/management experience, and a valid driver's license. Competitive salary and excellent benefits package are offered. To apply, click [here](#).

Business Support Analyst. LifeServe is seeking a new business support analyst. This position is responsible for functional business support through data analytics and oversight as well as application technical support and

then presents data analytics and reports to operational areas. As an internal consultant you'll resolve functional and technical problems for assigned software programs and may also support the design, configuration, testing, implementation, and general administration of assigned software systems, recommending improvements to vendor strategy, application usage and/or processes; as well as develop and design queries and reports, collaborate with stakeholders, serve as a subject matter expert for applications, create and analyze metrics to determine operational progress, develop, review, and edit requirements and processes for software programs and ensures security roles are evolving as business and regulatory requirements change; interface with vendors; deliver presentations and work with other staff to ensure projects are complete. Requirements include a bachelor's degree and three years of experience with business, process and/or data analysis; business processes; sales; business administration; strategic planning and execution; and/or consulting. The right person will also have the ability to analyze, interpret and manage financial resources, multi-task and set priorities, be motivated, and possess leadership skills. Personal qualities of integrity, credibility, and commitment to the organization's mission are required for this position. Demonstrating professional behavior at all times is required. LifeServe is now offering a \$1,000 sign-on bonus for new full-time hires until the end of the year. Ask the recruiter when applying for the position. EOE Interested applicants should apply at [here](#).

Director of Recruitment. LifeServe is seeking a new Director of Recruitment. This position will be responsible for operational oversight of the Recruitment Department, including blood donor recruitment functions via mobile blood drives and donor center environments. Direct or delegated oversight ensures financial viability, operational feasibility and desirability of business decisions. Creates and fosters a collaborative environment in the organization allowing all employees to work together to further the mission of the organization, ensuring that the organization is increasing customer value, growing in a smart/efficient manner, and driving operational efficiency. The employee will be responsible for planning, directing, staffing, and controlling the Recruitment Department to meet blood donor recruitment goals; overseeing, administering, and delegating activities within the department, including creating and/or maintaining recruitment practices and policies to ensure recruitment activities reach organizational weekly, monthly, and yearly blood collection goals; ensuring appropriate resources are used effectively and efficiently throughout the recruitment department by creating and

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following productivity measures, efficiency targets and cost-effectiveness standards; creating, analyzing, and evaluating metrics to determine progress of recruitment efforts; working collaboratively and maintaining a positive working relationship with co-dependent departments. The Director of Recruitment will also be responsible for the professional development of all staff within the department; actively promoting the concept of customer service and personally adheres to those principles; providing customer service and a positive image with sponsor groups, chairpersons, donors, visitors, volunteers, and blood center staff. This position may be required to work occasional evening or weekend accessibility by phone or email. The right candidate must have a bachelor's degree in business administration, marketing, communications, or a related field; minimum of five to seven years of previous sales or marketing experience; and experience in strategic planning and execution; ability to analyze, interpret and manage financial resources; ability to multi-task and set priorities. Leadership qualities are essential. Personal qualities of integrity, credibility and commitment to the organization's mission are required for this position. Demonstrating professional behavior at all times is required. Management experience is preferred as is experience in blood banking. EOE. Life-Serve is now offering a \$1,000 sign-on bonus for new full-time hires until the end of the year. Ask the recruiter when applying for the position. Interested applicants should apply [here](#). 💧