

2016 #12

April 8, 2016

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## Creative Testing Solutions Begins Testing for Zika Virus Among Blood Donors in Puerto Rico under an Investigational New Drug Application

On April 3, the Creative Testing Solutions (CTS) Laboratory in Tampa, Fla. tested the first batch of donor samples from blood collection agencies in Puerto Rico for Zika virus (ZIKV) using nucleic acid amplification. Implementation of the test, using the cobas® 6800/8800 instrumentation under an Investigational New Drug (IND) protocol was completed as a collaboration that included CTS, Roche Molecular Systems, and Blood Systems Research Institute. Through the first three days of testing, more than 400 samples were processed. German Leparc, MD, senior medical consultant for Donor Laboratories at ABC member OneBlood and medical director at CTS expects to process 700-800 samples weekly from Puerto Rican collection facilities. Further, it is expected that in the near future the assay will be accessible to other blood centers that collect blood in areas affected by local ZIKV transmission, “the short time to implementation demonstrates the capability for rapid deployment of new screening assays when blood collectors, a testing lab, the assay manufacturer, and the Food and Drug Administration (FDA) interact with each other to respond to an emergency” said Dr. Leparc.

The threat of transmission by transfusion of ZIKV with the potential to cause severe fetal injury has occupied the blood community since late last year. The Food and Drug Administration (FDA) released a final [guidance](#) on February 16 with recommendations to reduce the likelihood of ZIKV transmission by transfusion in areas identified by the Centers for Disease Control and Prevention as having local transmission. The FDA's core recommendation was to suspend collections of blood products in such areas, including the commonwealth of Puerto Rico where a substantial mosquito-borne epidemic is in progress. Members of ABC and Blood Centers of America joined the American Red Cross in [responding](#) to that threat by exporting sufficient components to meet immediate needs under a contract supported by the Department of Health and Human Services. FDA also recommended development and implementation of a ZIKV test for all blood donations, which would facilitate recommencing normal donations in the affected area.

Last week, FDA and Roche Molecular Systems [announced](#) the availability of a polymerase chain reaction-based donor screening assay under an IND application. The FDA [press announcement](#) noted that the guidance further states that establishments in areas with active Zika transmission may collect locally if a licensed or investigational test for screening donated blood is available. This would alleviate concerns about irreversible damage to the blood collection infrastructure caused by an extended shut down of collections in Puerto Rico.

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## OUR SPACE

ABC CEO Christine S. Zambricki, DNAP, CRNA, FAAN

### Do Something Amazing in August with the Missing Types Campaign

ABC has joined more than 24 blood services across 22 countries for an incredible global event, the “Missing Types Campaign.” Through this international collaboration, ABC members have the opportunity to unite globally to build the largest donor recruitment and awareness campaign ever! A role exists for both ABC and its member blood centers in the Missing Types Campaign. ABC’s portion of this initiative involves contacting large national or international sponsors and iconic settings (e.g. think Route 66). Member blood centers should begin preparing now for the week of August 15-20 by asking your local corporate brands, organizations, and community influencers to remove the letters “A,” “B,” and “O” from their websites, social media logos, and signage without explanation beginning August 15th. The media will reveal that the mysterious removal of the aforementioned letters represents the need for new blood donors.

The big sell of this program is that it costs virtually nothing for your sponsors to participate, while providing free publicity and visibility for a great cause. Sponsors can participate in any way that they wish such as removing the letters on their website banner or posting photos of employees wearing company t-shirts with the missing letters on Instagram, as we don’t want to limit the boundaries of your imagination! Don’t forget that small acts can have a big impact. A brief video explaining the program is available [here](#), along with a [toolkit](#) for members of ABC that are interested in participating. This same campaign in Great Britain generated a large amount of media coverage last year resulting in 689 press pieces with a total reach of 347,619,784 people. Ultimately more than 1,000 brands showed support for the campaign via Twitter. This activity took place in national print, online, and broadcast media, resulting in more than 30,000 people registering to donate during that week!!

What can you do that will be truly amazing? Start by:

1. Sharing the names and contacts that you may have with national or international firms with ABC by contacting [Christine Zambricki](#) with the subject line: [Missing Types Campaign](#);
2. Reaching out to blood center supporters in your community and seeking their participations

Great Britain had more than 1,000 companies participate as the program went viral in one week. Let’s work together to exceed that in North America!

*Christine S. Zambricki*

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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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Send news tips to [newsletter@americasblood.org](mailto:newsletter@americasblood.org).

### CTS Zika Testing Puerto Rico (continued from page 1)

The ability of the test to replace other requirements in the guidance, like travel and residence deferrals, will be determined as the performance characteristics of the test are determined during IND testing.

(Source: [FDA Press Release](#), 3/30/16; [Roche Press Release](#), 3/31/16; Creative Testing Solutions Statement, 4/7/16) 💧

## **Lisa Spinelli Joins ABC as Publications Editor and Manager of Grassroots Advocacy**

ABC announced on April 7 the hiring of Lisa Spinelli as the editor, Publications and manager, Grassroots Advocacy. Ms. Spinelli brings more than 10 years of experience as a writer, reporter, and editor. In these roles, she has demonstrated versatility writing on a wide variety of subjects from myocardial infarctions to the Internet of Things. “Lisa’s experience and talent make her the ideal candidate to step into these roles at ABC,” said ABC CEO Christine Zambricki DNAP, CRNA, FAAN. “She will be an excellent fit for our team and we warmly welcome Lisa to the ABC family.”



Ms. Spinelli replaces Betty Klinck and will begin her tenure at ABC on April 21. “We are thrilled to welcome a really qualified journalist to this important position,” said Louis Katz, MD, chief medical officer at ABC. “The shoes she will fill, Betty Klinck’s, are big, but her experience will fit them. I want to thank Mack Benton publicly for taking on the *ABC Newsletter* during this interregnum—in addition to his day job.”

Prior to joining ABC, Ms. Spinelli worked as the digital content manager at ID.me. Her responsibilities included creating video, social media, and web content, designing infographics, and executing their business-to-business strategies. According to Ms. Spinelli, her passion lies in health reporting and finding ways to connect compelling writing with digital components. “I’m very excited at the prospect of using my communication and writing skills toward helping others with such a respectable and esteemed organization,” said Ms. Spinelli. The chance to further my knowledge about blood banking, while advancing ABC’s mission to serve its members and their communities in an impactful way is an exciting opportunity.”

Ms. Spinelli received a B.A. in English from the University of Virginia and a M.S. in Journalism from Columbia University. She grew up in Rome, Italy and is fluent in Italian. Her work has been published in the *Huffington Post*, *Chicago Tribune*, *Houston Chronicle* and other major newspapers. 💧

### **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 ABC Publications Editor at [newsletter@americasblood.org](mailto: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.



**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.*

### FABC Extends Capital Campaign through June

The Foundation for America's Blood Centers (FABC) recently announced an extension of the America's Blood Centers Professional Institute (API) Capital Campaign to June 30. Thanks to the overwhelming support of industry partners and ABC members, FABC has raised over \$457,000 to date.

Since its inception in October 2014, the campaign has allowed FABC to support the development of the API. Additionally, the funds raised enabled ABC to launch a new [Member website](#), implement a mobile application (for [iPhone](#) and [Android](#)) for ABC meetings and workshops, and purchase an award winning learning management system (LMS) that will allow ABC to broaden and expand its e-learning to the industry.

Blood Banking 101 is ABC's first e-learning course, which was previewed at last month's ABC 54<sup>th</sup> Annual Meeting in Jacksonville, Fla. This course is intended for anyone new to the blood banking industry, from new blood center employees to a new board member. Blood Banking 101 will be available with the launch of ABC's LMS.

"The API is generating a lot of excitement for ABC members and the blood community as a whole," said Pascal George, FABC Board Chair and CEO of Central Jersey Blood Center. "I offer a sincere thank you to all who have contributed so far. We want to keep the momentum going and extend the opportunity to those who have not yet had a chance to support this critical tool to equip the next generation of leaders to steer our industry through the required transformation."

Click [here](#) to learn more about the API and the Capital Campaign. If you have any questions, or would like to make a donation, please contact [Jodi Zand](#). You can also donate directly to the API Capital Campaign [here](#).



### Upcoming ABC Webinars – Don't Miss Out!

- **Minimizing Donor Reactions in High School Donors** – April 19; 3 to 4:30 p.m. ET. Additional information available to ABC members in [MCN 16-039](#) or contact [Toni Mattoch](#) for additional details.

(continued on page 5)



INSIDE ABC (continued from page 4)

### 54<sup>th</sup> Annual Meeting Presentations on ABC Member Site

Presentations from the 54<sup>th</sup> ABC Annual Meeting in Jacksonville, Fla. are now available to members of ABC on the [Member website](#). Please note that some speakers do not permit their presentations to be published. More information is available in [MCN 16-038](#). For additional information on this meeting and other upcoming meetings please contact [Lori Beaston](#).

## RESEARCH IN BRIEF

**A paper in *Transfusion* from the Centers for Disease Control and Prevention (CDC) reports a cognitive evaluation of the Universal Donor History Questionnaire (UDHQ) that was undertaken by CDC and the National Center for Health Statistics “to examine the ways in which participants understand the self-administered questions and to assess the nature of inaccurate responses.”** These are clearly critical tasks relevant to the design and modification of donor interviews. In extended cognitive interviews using a sample of 166 subjects (with 40 percent men who have sex with men (MSM)), respondents clearly grasped that the fundamental purpose of the UDHQ is to enhance transfusion safety. As a result, responses are shaped by a prospective donor’s answer to the question “is my blood safe?” above and beyond the specific content of the question. This was true of both MSM and non-MSM subjects, and was “the key factor responsible for both false-positive and false-negative response errors” in contrast to “Intentional deceit” (i.e. lying).

**Citation:** Willson S, Miller K, Seem D, Kuehnert MJ. Cognitive evaluation of the AABB Uniform Donor History Questionnaire. *Transfusion*. 2016. Early Online. doi:10.1111/trf.13587.

**Myasthenia gravis is a life threatening disease caused by autoreactive antibodies against the neuromuscular junction.** Blood centers frequently provide urgent therapeutic plasmapheresis to reduce autoantibody levels in patients with acute myasthenia gravis, and increasingly as maintenance treatment for chronic cases that have not responded to conventional therapies. Investigators in Ottawa, Canada reported seven patients who received autologous hematopoietic stem cell transplants purified of contaminating lymphocytes using CD34 immunomagnetic selection. These patients were conditioned with myeloablative chemotherapy to destroy the autoreactive immune system followed by graft reinfusion for blood and immune reconstitution. All patients had durable remissions with no residual symptoms or need for further therapy with a median follow up of 40 months.

**Citation:** Bryant A, Atkins H, Pringle CE. Myasthenia gravis treated with autologous hematopoietic stem cell transplantation. *JAMA Neurology*. 2016. Published online April 4, 2016. doi:10.1001/jamaneurol.2016.0113

**Patients refractory to platelet transfusion present difficult clinical problems to clinicians, transfusion services and blood centers.** Traditional explanations have included platelet antibodies (human leukocyte antigen, platelet specific, and ABO) and nonimmune factors including fever, sepsis, concomitant medications, and other factors. In the end, many patients with poor responses to platelet transfusion cannot be classified into these two groups and can be very difficult to support. The authors at Emory and Yale report CD8+ T-cells in mice “can mediate platelet clearance independent of anti-platelet alloantibodies.” Human studies are needed to confirm these animal model findings, but the results suggest there may be routes to

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## RESEARCH IN BRIEF (continued from page 5)

supporting these patients that do not rely on selecting hard to find antigen negative donors, therapeutic plasmapheresis, and anti-B cell modalities like rituximab.


**Citation:** Arthur CM, Patel SR, Sullivan HC, et al. CD8 + T cells mediate antibody-independent platelet clearance in mice. *Blood*. 2016;127(14):1823-1827.

**The European Group for Blood and Marrow Transplantation report results from 1,493 patients transplanted during 2000-10.** Among 1,359 transplanted at <18 years of age, 1,061 grafts came from human leukocyte antigen (HLA) identical siblings. The two year overall (OS) and event free survivals (EFS) were 88 and 81 percent respectively. Among those from HLA identical siblings, OS and EFS were 91 and 83 percent and when transplants were performed before 14 years of age, the respective OS and EFS were 90-96 percent and 83-93 percent.

**Citation:** Baronciani D, Angelucci E, Potschger U, et al. Hemopoietic stem cell transplantation in thalassemia: a report from the European Society for Blood and Bone Marrow Transplantation Hemoglobinopathy Registry, 2000-10. *Bone Marrow Transplantation*. 2016. 51:536-41. 

## **BRIEFLY NOTED**

The Association of Donor Recruitment Professionals (ADRP) is holding its upcoming annual meeting for recruitment, collections, and donor services professionals in Orlando, Fla. at the Hilton Orlando Lake Buena Vista May 18-20. It will feature keynote addresses from Eric Kidwell, a renowned speaker, facilitator and coach for Integrated Loyalty Systems, and Pat Williams from the Orlando Magic who will discuss the “qualities in life that winners possess.”

Also, attendees will have the chance to learn from and partake in two panel discussions on Six Sigma and changing regulations facing recruitment and collections professionals including MSM and Zika virus, in addition to multiple breakout sessions ranging from digital recruitment awareness campaigns, increasing value to partners through ROI, and prioritizing plasma collections. More information and registration details are available on the [ADRP website](#). 

### **We Welcome Your Articles**

We at the *ABC Newsletter* welcome freelance articles on any subject relevant to the blood banking community. Writers are encouraged to submit short proposals or unsolicited manuscripts of no more than 1,100 words. While ABC cannot pay for freelance pieces, the writer’s name and title will be included at the end of the story, brief news item, or commentary. If proposing a story, please write a few paragraphs describing the idea and sources of information you will use, your present job and background, and your qualifications for writing on the topic. ABC staff cannot guarantee all stories will be published, and all outside writing will be subject to editing for style, clarity, brevity, and good taste. Please submit ideas and manuscripts to the ABC Publications Editor at [newsletter@americasblood.org](mailto:newsletter@americasblood.org). You will be sent a writer’s guide that provides information on style conventions, story structure, deadlines, etc.



Association of Donor Recruitment Professionals

**May 18–20, 2016**

Lake Buena Vista Hilton  
Orlando, Florida

# Experience the Magic

## **CONFERENCE HIGHLIGHTS:**

**Mouse Works: Bringing Disney Principles to Your Center**  
*Eric Kidwell, Integrated Loyalty Systems*

**NHS Missing Type Campaign**  
*Jon Latham, NHS Blood and Transplant*

**Finding the Will to Win**  
*Pat Williams, Orlando Magic*

**How Centers Are Maintaining Viability in Challenging Times**  
*Six Sigma Panel*

**The Global Impact of Blood Regulation Changes**  
*Medical Directors Panel*

## **BREAKOUT TRACKS:**

Re-Imagining Recruitment  
Dynamite Donor Services  
Business Models of Tomorrow

“Times and conditions change so rapidly that we must keep our aim constantly focused on the future.” – Walt Disney

“...it takes people to make the dream a reality.”  
– Walt Disney

# Register Today!

VISIT [WWW.ADRP.ORG](http://WWW.ADRP.ORG)

FOR MORE HIGHLIGHTS AND INFORMATION

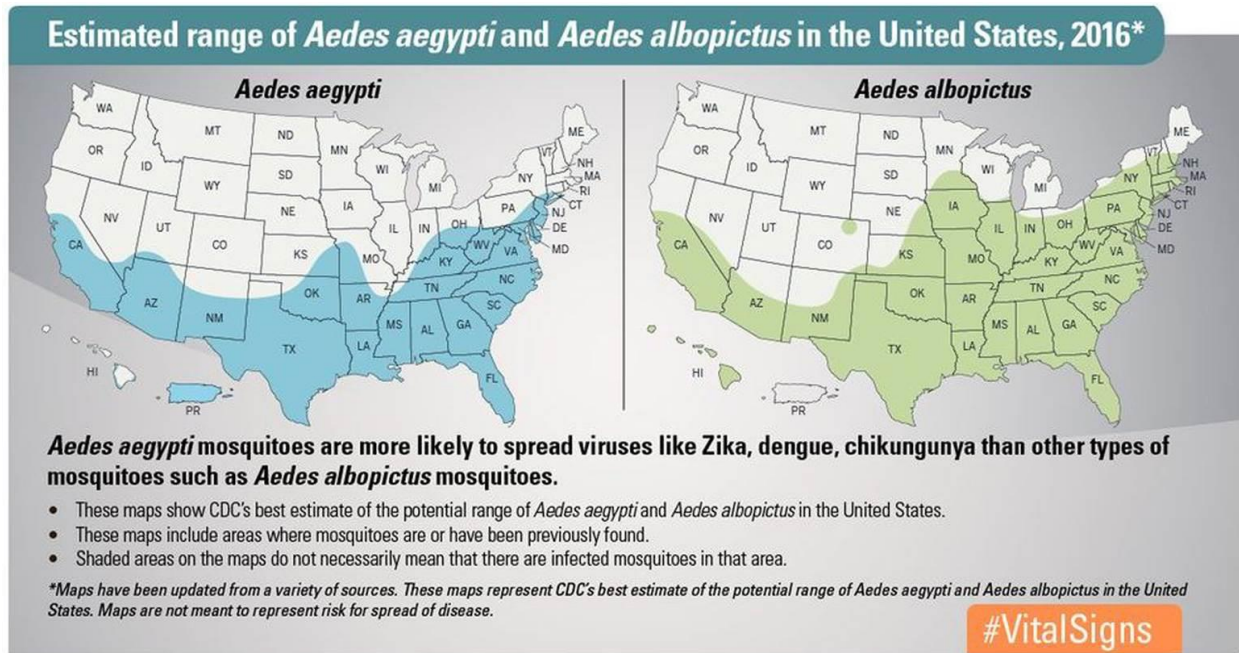
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## INFECTIOUS DISEASE UPDATES

### ZIKA VIRUS

The Centers for Disease Control and Prevention recently published new maps estimating the geographic extent of *Aedes aegypti* and *Aedes albopictus* in the U.S. These mosquitoes are the vectors of Zika, dengue and chikungunya viruses (and others). They are provided to assist member centers in planning for Zika local transmission.



**VitalSigns**<sup>™</sup>  
www.cdc.gov/vitalsigns/zika



**Citation:** [Centers for Disease Control and Prevention](http://www.cdc.gov/vitalsigns/zika) estimated range of *Aedes aegypti* and *Aedes albopictus* in the U.S., 2016

## PEOPLE

**Rodeina Davis** has been announced as the 2016 recipient of the International Council for Commonality in Blood Banking Automation (ICCBBA) One World Award. The award recognizes professionals for “significant contributions to the understanding and application of international information standards in transfusion and transplantation medicine through original research, innovative technical development, and/or influence in the development of policy and regulation.” This award will afford Ms. Davis the opportunity to give a lecture “during a major international transfusion, cellular therapy, or transplantation meeting” with her expenses fully covered. Ms. Davis previously served as the vice president and chief information officer (CIO) of BloodCenter of Wisconsin (BCW), Milwaukee, Wis. until retiring in 2011. During her time at BCW, she helped the



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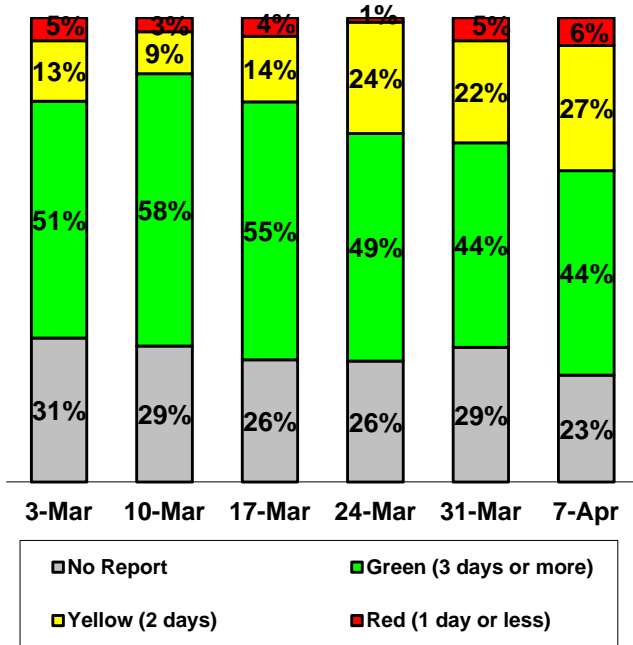


PEOPLE (continued from page 8)

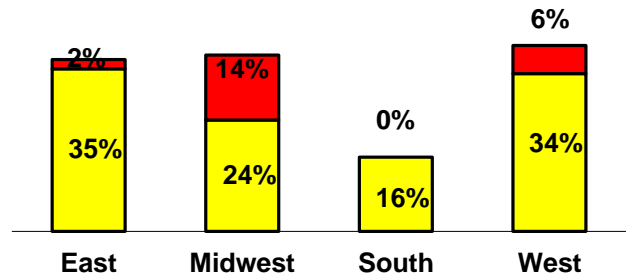
organization secure a National Institutes of Health grant to develop an RFID solution for automatically identifying, tracking, and monitoring the status of blood and blood products. Ms. Davis is a previous winner of the AABB President’s Award in 2010 and has served on the Executive Council for the ISBT IT Working Party. 💧

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

**Total ABC Red Cell Inventory**



**Percent of Regional Inventory at 2 Days Supply or Less, April 7, 2016**



**Percent of Total ABC Blood Supply Contributed by Each Region**  
 East: 20%; Midwest: 25%; South: 24%; West: 31%

Daily updates are available at:  
[www.AmericasBlood.org](http://www.AmericasBlood.org)

**MEETINGS**

April 26 - 28 **ABC Human Resources Employee Training and Development Workshop, San Antonio, Texas**

The ABC Human Resources Employee Training and Development Workshop, hosted by ABC member South Texas Blood & Tissue Center, in San Antonio, Texas, will take place at the Marriott Plaza San Antonio. P.A.C.E. and HRCI credits will be offered. Online registration has been extended; register by April 8. Contact [Lori Beaston](#) today to register for this workshop!

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MEETINGS (continued from page 9)**May 3 - 4 9th Annual Food and Drug Administration/AdvaMed Medical Devices and Diagnostics Statistical Issues Conference, Arlington, Va.**

This annual workshop brings together leading authorities from the Food and Drug Administration (FDA), industry and academia to address statistical topics through two tracks: therapeutic device and diagnostics. Robert M. Califf, MD commissioner for Medical Products and Tobacco for FDA, will be the keynote speaker. The program and registration information is [available](#).

**May 10 - 11 ABC Board of Directors Meeting, Rosemont, Ill.**

The ABC Board of Directors will be meeting in Rosemont, Ill. from May 10-11. For more information please contact [Lori Beaston](#).

**May 18 - 20 2016 Association of Donor Recruitment Professionals Conference, Orlando, Fla.**

The 2016 Association of Donor Recruitment Professionals Conference will take place in Orlando, Fla. May 18-20 at the Hilton Orlando Lake Buena Vista. More information and registration details are available on the [ADRP website](#).

**June 9 - 11 14<sup>th</sup> International Cord Blood Symposium, San Francisco, Calif.**

AABB, with support from the Cord Blood Association, will host the 14<sup>th</sup> International Cord Blood Symposium from June 9 to 11 in San Francisco, Calif. The scientific program brings all of the umbilical cord blood related fields of hematopoietic stem cell transplantation, cord blood banking, and regenerative medicine together in one interactive three-day conference. The [program](#), registration details, and other information can be found [here](#).

**August 1 - 4 ABC Summer Meeting, Honolulu, Hawaii.**

The ABC Summer Meeting in Honolulu, Hawaii, hosted by Blood Bank of Hawaii, will take place August 1-4, 2016 at the Hilton Waikiki Beach. It will feature the ABC Medical Directors Workshop and the Foundation for America's Blood Centers Golf Tournament. Registration information will be available in late April. 💧

**POSITIONS**

**Corporate Account Executive (South Texas Blood & Tissue Center).** BioBridge Global (BBG) is a nonprofit company that oversees and supports the South Texas Blood & Tissue Center (STBTC), QualTex Laboratories, GenCure, and The Blood and Tissue Center Foundation. The successful candidate will have solid business-to-business sales, account management experience and blood bank knowledge. This individual will be responsible for protecting and growing annual sales revenue from the distribution of STBTC blood components to hospital customers. Will also provide routine and appropriate education to external customers who use, purchase, or distribute our products/services. Will be responsible and accountable for the ongoing maintenance and accuracy of customer records in the database. Bachelor's degree in related field or equivalent combination of education and

work experience. Minimum of three years of outside sales experience in blood-banking, medical device or pharmaceutical hospital sales. Familiarity with the use of SalesForce as a CRM is preferred. Offering competitive salary and benefits. For information, call Human Resources at (800) 292-5534, ext. 1559. For further information, visit our website: <http://bit.ly/1SSpieh>. BioBridge Global and its subsidiaries are proud to be an EEO-AA employer M/F/D/V and maintain a Tobacco and Drug-Free Workplace.

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**POSITIONS** (continued from page 10)

**Medical Information Systems Analyst 2121 (San Antonio, TX).** Responsible for defining validation requirements, developing system validation documentation, generating and executing test protocols, and summarizing validation activities in written reports. Will play an essential role from upgrade qualification of existing computer systems to validation of complete new systems assuring all remain current and in a validated state. Will work with in partnership with all divisions within South Texas Blood & Tissue Center (STBTC) and BioBridge Global (BBG) support services to ensure all meet our strategic goals and regulatory standards. Bachelor's degree (Medical Technology, Computer Science, IS, or Business Management), three to five years of industry related software validation experience preferred. Experience identifying, validating and implementing laboratory, blood-banking, manufacturing and/or other regulated operating systems and associated technologies. Blood Establishment Computer System (BECS) experience preferred. Three years driving experience with good driving record required. Texas operators driver's license required, MT/MLS (ASCP) or other professional credential(s) preferred. BioBridge Global and its subsidiaries are proud to be an EEO/AA-M/F/D/V/Genetic Data employer that maintains a Tobacco & Drug-Free Workplace. All qualified applicants will receive consideration for employment without regard to race, color, ethnicity, religion, sex, national origin, disability, veteran status, genetic data or other legally protected status. Apply online at: <http://bit.ly/1WURs9p>

**Director, Information Technology.** America's Blood Centers is seeking director, Information Technology. This individual will develop and direct the IT infrastructure strategic vision for the organization and leads the acquisition, integration, and implementation of that vision. He or she will be a hands-on member of the leadership team that is responsible for the conception, oversight, development, implementation, and maintenance of the organization's IT systems, databases, data warehouses, infrastructure, and Business Intelligence solutions. This position is responsible to establish company standards and ensure functionality, connectivity, security, and compatibility of all IT systems within the organization assuring a seamless enterprise-wide strategic solution. The director, Information Technology is responsible for demonstrating how data collected in the data warehouse can effect real cost savings or increased efficiencies in member blood centers. Key responsibilities include: oversee all aspects of the organization's IT infrastructure and requirements systems, data warehouse, networks and disaster recovery solutions and processes, oversee the ABC Data Warehouse (DW) project, and oversee all aspects of the organization's IT infrastructure and systems, networks and disaster recovery solutions and processes. Education and experience: A bachelor's degree in Computer Science, Business or related field required, advanced degree preferred; Minimum of seven

years of IT technical experience. If interested, please submit your resume and cover letter to [Christine Zambricki](#). Additional information including the full job description is available in the [careers section](#) on the ABC website.

**AP/CP or CP Trained Pathologist.** The Department of Pathology is seeking an AP/CP or CP trained pathologist (board certified), with subspecialty training in Transfusion Medicine (board certified or eligible). The candidate will share responsibility with one other medical director for supporting the Transfusion Service at the University of Utah Hospital, the Huntsman Cancer Institute and Primary Children's Hospital. The position will also support the Associated Regional and University Pathologists (ARUP) Blood Donor Center and Immunohematology Reference Laboratory. The successful candidate will be expected to support laboratory and hospital quality improvement, compliance, and accreditation initiatives, and to provide consultation to clinicians. Participation in teaching of medical students, pathology residents, and hematology fellows is also expected. Research in the area of applied transfusion medicine is encouraged. Academic rank and salary will be commensurate with experience. Applicants should submit electronically a curriculum vitae, a brief cover letter, and the names and addresses of three references [here](#). The University of Utah is an Affirmative Action/Equal Opportunity employer and does not discriminate based upon race, national origin, color, religion, sex, age, sexual orientation, gender identity/expression, status as a person with a disability, genetic information, or Protected Veteran status. ♦