



# The Cassette Gazette

VOLUME 1, ISSUE 1

WINTER 2020

## SPECIAL POINTS OF INTEREST:

- 2020 Vision
- New TSH Logo Search
- 2020 Convention
- Corona Virus
- Member Spotlight

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## 2020 Vision for TSH in 2020

In early February, the Executive Board of TSH met for a strategic planning meeting. It was a great day of discussion, idea exchanges, and planning for a great 2020 and future for TSH. A future to bring our organization's mission into focus and alive. See our President, Michelle (Coker) Bell's Letter From the President below to read about the planning that occurred.

We will be revealing new mission and vision statements at the Convention in May. Another very exciting



Part of the strategic planning was discussing the set up for career day with hotel staff for our upcoming convention

announcement is that TSH is looking for a new logo! So, get your creative juices flowing and throw your idea and artwork into the hat to win a prize and have your artwork unveiled at the convention in May and for years to come for TSH! For details see our Facebook page: <https://www.facebook.com/texashistology/posts/2869858639742509:0>

## Letter From The President

### TSH President Michelle (Coker) Bell

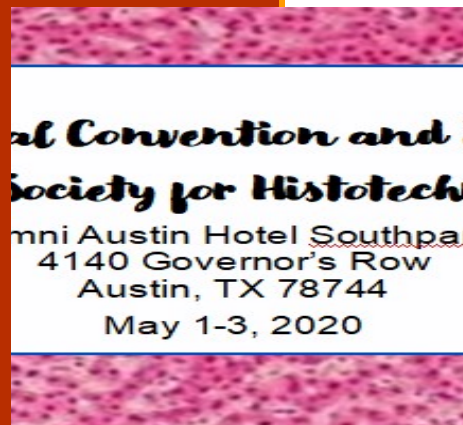
What a great year this is going to be! How can the year 2020 be anything short of spectacular? Your TSH board is already hard at work creating a new vision for our society and members! If you have ever been involved with a volunteer run organization, you know the amount of work and dedication required just to keep things running, much less creating a new vision. I would like to thank my current board members for donating their time, talents and financial resources to our great organization this

weekend here in Austin! We came together on Saturday morning to tour the hotel hosting our convention this year. We were missing a few board members, but 18 board members attended the meeting. After touring the hotel, we went into a full day of strategic planning. The results of this collaborative meeting were breathtaking. We accomplished so much in just one day because of the amazing people involved. I have never worked with such dedicated, creative

individuals! As we draw closer to the Annual Symposium and Convention in Austin, we will reveal our new vision, and we hope you are as excited as we are! On a side note, if you'd like to be involved with this dynamic group of individuals and can donate time to our organization, contact me at [mcokertx@gmail.com](mailto:mcokertx@gmail.com)! We can talk about where you might be able to donate your talents to our organization! Here's to 2020...and beyond!

Michelle (Coker) Bell  
TSH President

# 2020 Annual Convention and Symposium



The 42nd annual TSH Convention and Symposium will be held May 1-3, 2020 at the Omni Austin Hotel Southpark in Austin, TX. This year's program has some great seminars and workshops. You won't want to miss it! In addition to a wealth of information, a great networking opportunity and catching up with fellow

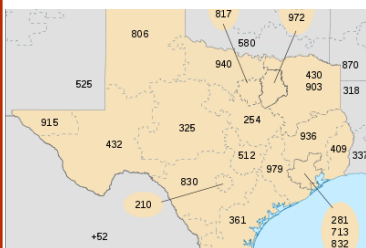
histology professionals, this year there will be an opportunity to receive 3 free 1 hour information seminars for CE credit! Check out the program and registration information here:

<https://www.texashistology.com/looking-ahead-2020?fbclid=IwAR0QC5deySnkIojOU6sTmQXm46gqU4YOcxedyxOqxQYIHVyaFjFT7VQ3mXk>

**Don't Miss It!!**

*"If you have achieved any level of success, then pour it into someone else. Success is not success without a successor."*  
- T.D. Jakes

## District Updates



**TSH is made up of 3 districts by geographic region**

### District 1: Representatives Ruth Fidler and Matt Shertzer

District 1 held a successful Fall Symposium on November 16<sup>th</sup>, 2019, hosted by StatLab in McKinney, TX. We had three amazing speakers: Dr. Junlin Zhang, of Baylor University Medical Center Pathology, who is in his second year of Residency. Dr. Zhang gave a very professional and well prepared 1 hour lecture on Healthy Brain and Cranial Nerves. Our second speaker, Nuvaira Ather, of Baylor Heart and Vascular Center, is an understudy for the world renowned Heart surgeon, Dr. Roberts. She gave an excellent presentation, detailing heart pathology, special stains, and correlations to disease and diagnoses. Our third speaker, Debbie Siena, discussed interesting history and details about products, and their differences. For example, did YOU know your slides have a slight green tint?! This green is due to the amount of iron (quality) in the glass. Debbie offered an interesting perspective that many attendees enjoyed. Door prizes were offered in between speakers, by asking questions related to the discussions presented. Debbie offered a "behind the scenes" tour, where we learned how paraffin is made, how prefills are made, and the other side of histology, that still uses tissue, for the purposes of product testing for consumer goods.

### District 2: Representatives Thomas Huynh and Brent Hart

District 2 hosted a Pathologist from MD Anderson for a symposium attended by 15 individuals.

### District 3: Representatives Tracy Ford and Cire Tamayo

District 3 is hard at work busy prepping for a great 2020 state symposium!

## HOD 2019 Meeting Minutes

Every year at the annual symposium and convention, business of our society is conducted, discussed, and voted upon at the House of Delegates meeting. I encourage you to attend the meeting and be a part of the decision making of your society. It is always interesting to see and hear about the things that happen “behind the scenes”. Come be a part of the action! Click on the link on the Newsletter webpage to read the minutes from last year’s HOD meeting.

## Histo Fun

Send your fun slide pictures to  
Connie0518@aol.com to be  
featured in the next newsletter!



**Fix, Cut, Stain a Slide—  
Give a Dog a Bone!**



*"He has two neurons held together by a  
spirochete."*

*---Sarah Bellham's neurology professor*

## Learning Corner



**Q: What do you call a defective development of  
any tissue?**

**Q: What do you call the joint where the mandible  
meets the maxilla?**

**Q: What does ‘carcinoma in situ’ mean?**

Have some fun with this histology word search!

[http://www.histology-world.com/wordsearch/  
wordsearch.htm](http://www.histology-world.com/wordsearch/wordsearch.htm)

For answers, see page 7

**“Biology gives you  
a brain. Life turns  
it into a mind.”**

**—Jeffrey**

**Eugenides**

# Feature Article By Pam Barker, Relia Solutions

## Tips For Working With A Recruiter

This article is designed to help you with working with recruiters. There are a lot of recruiting firms out there telling you they are the best, the foremost and my personal favorite... “The Experts”.

Why Work with a Recruiter?

How do you know who to work with?

What to expect from a Recruiter?

I hope that the tips that I give you in this article will help you to choose whether you want to work with a recruiter and how to choose one or more that are right for you.

### Why work with a Recruiter?

Using a recruiter can be a great advantage to a job seeker. Recruiters are your advocates at the client companies – hospitals, labs, biotech companies etc.

They often have a direct relationship with the hiring authority and can get your resume and information in front of the decision maker quicker than if you were to just send your resume or apply at a company website.

Recruiters are usually aware of most of the positions advertised and a lot of positions that are unadvertised. It can be a real timesaver for you to have someone else get the ball rolling for you in the initial application process.

### How to choose a Recruiter

*Is your recruiter experienced? Many people who call themselves professional recruiters are no more than glorified telemarketers who are just trying to play a matching game with resumes and job openings. Several years ago these types of recruiters were found primarily in other industries like information technology. With the growing need for lab professionals they have moved over into healthcare recruiting. That is why it is imperative that if you use a recruiter you know who you are dealing with. Remember the recruiter you choose will probably be helping you select the next job you take.*

### Questions to ask when you are selecting a Recruiter

*Don't be fooled by fancy websites and grandiose claims. The actual recruiter at the firm who you are talking to is the one who matters.*

*Find out:*

*How long they have been a recruiter.*

*How long have they been recruiting in your area of expertise.*

*Ask for a reference on them from someone they have placed.*

*Have they taken the time to establish rapport and credibility with you?*

*Do you feel comfortable with this person?*

*Do you feel they have your best interests at heart?*

**What should your Recruiter be doing for you?****What they should be doing**

*The recruiter should be your advocate. They should be promoting you and your assets to the employer.*

*The recruiter should provide you with interview coaching,*

*The recruiter should help you with salary negotiation.*

*The recruiter should be responsive to you.*

**How do you know they are doing it?**

*Did they take the time in your interview to find out about you, what you want to do why you want to do it, what makes you special?*

*Did they provide you with inside information about the client and let you know what to expect and how to handle questions during the interview? Did your recruiter give you an idea of what the pay rate is for the position and pledge to get you the best salary possible?*

*Do they return your calls and e-mails, keep you posted on what is going on at the client, and provide you with feedback as to why you didn't get the job?*

**Dos and Don'ts**

*Do work with a recruiter who you have been referred to by a friend*

*Do work with a recruiter who is experienced recruiting in your area of expertise.*

*Don't work with a recruiter who tells you to work exclusively with them – you are not the only jobseeker they are working with so it is unfair for them to limit your exposure to jobs.*

*Do work with multiple recruiters not everyone has the same jobs. But be sure to keep track of who is sending your resume where and where you have sent it yourself. **It is important that you keep track of the jobs yourself so that your resume is sent only once to a client. You have a LESSER not BETTER chance of getting hired if an employer receives your resume more than once. Also bear in mind there are unscrupulous recruiters who if you tell them where you have applied or another recruiter has sent your resume they will view this as a job lead and will be happy to contact that employer with other candidates of their own...competition for you!***

*Do **INSIST** that the recruiter tells you what employer and what job they are sending you to **BEFORE** they send it. You have shared your personal and professional information with you and owe it to you to tell you who they are sharing it with. **Also bear in mind some unscrupulous recruiters just collect resumes and send them to employers and only contact you if the client expresses an interest. How would you like your resume to be accidentally sent to a sister lab or hospital or to your own boss! I have heard many horror stories like this.***

*Don't Let a recruiter push you into a job you don't really want in a place you don't want to be. This about your career not their commission check!*

**Characteristics of Great Recruiters!**

**Responsive** – *When you contact them they respond back within 24 hours*

**Enthusiastic** – *A great recruiter is excited about you and your job search.*

**Caring** - *They are there to help you regardless of whether the job is with them*

**Responsible** – *To a Great Recruiter your career is as important to them as it is to you.*

**Upbeat** – *A Great recruiter is upbeat and honest about your prospects.*

**Informed-** *They know what is going on in the field you work in.*

**Tenacious-** *A Great Recruiter is committed to helping you land in the right place.*

**Experience** – *They understand what you do and are great at what they do.*

**Respectful** – *A Great Recruiter respects your needs and isn't just in it for the money.*

I hope this article will help you in your decision to work with a recruiter and ultimately find the right job for you.

## Meet a Member



Each newsletter we will feature a member of TSH. Learn a little about a fellow member and say hi next time you see them!

This newsletter we will feature our President of TSH, Michelle (Bell) Coker. Read what she finds so interesting about histology and how she got into the field.

### 1. How long have you been in the Histology field?

*I have been in histology for 16 years (small grimace)*

### 2. What brought you into Histology?

*Like so many others, it was by chance. I was working in the clinical lab as a CLA, and had the opportunity to move to the gross room. From there, I was able to train as a Histotech on my own time.*

### 3. What is your favorite part of Histology to do?

*I LOVE special stains if they're by hand. Otherwise, I love all of it!*

### 4. Do you have a favorite stain?

*My favorite stain is the Massons Trichrome stain.*

### 5. How long have you been on the Board of TSH and what positions have you held?

*I have been on the board for 8 years. I have served as the District 3 Assistant District Director, the District 3 Director, the Vice President, and the President. I have also served as the Newsletter Editor, so a big thanks to all the volunteers!*

### 6. Do you have a piece of advice that you received from someone that you often look back on or do you have a piece of advice to pass on to other society members?

*Live your best life every day. That means always go above and beyond for everyone around you and leave a positive mark. Those good things we do are what define us as individuals.*

### 7. What is your favorite part of TSH?

*I love the collaboration and companionship of TSH. We all relate to one another on a special level because of the importance of the work we do in our careers. It's such a kind and supportive group! And we can move mountains when we need to!*

**I don't always cut  
the perfect ribbon**



**But when I do  
a tornado  
blows through the lab**



# Safety News

As always, safety should be top priority in all labs, but it comes especially to the forefront in times like this when the Coronavirus has become a reality that we in the healthcare field have to be mindful of. For the latest recommendations for laboratory professionals from the CDC, follow this link: <https://www.cdc.gov/coronavirus/2019-nCoV/lab/lab-biosafety-guidelines.html>



You might find this article showing a CT image of the Coronavirus interesting, too!

<https://www.itnonline.com/article/ct-imaging-2019-novel-coronavirus-2019-ncov-pneumonia>



Air monitoring of laboratories is a very important yearly action that is important for the safety of employees. Check out this article about plants in the lab that help purify air and help take out chemicals for a better laboratory environment. As always, check with lab policies though to ensure plants are allowed!

<https://www.fixationonhistology.com/post/plants-in-the-lab>

## Histotechnology Professionals Day

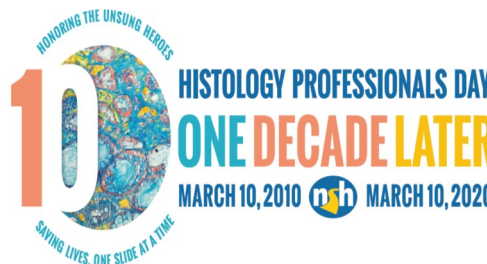
On March 10, 2010, The National Society for Histotechnology (NSH) announced the inaugural celebration of an annual Histotechnology Professionals Day; a day dedicated to raising awareness about the field of Histotechnology. Despite the important role of histotechnologists on the healthcare team, the profession is still largely unknown. Histotechnology Professionals Day is designed to change this by educating other allied health professionals, aspiring students, and the general public about the field of Histotechnology, in order to give today's histologists the recognition their work deserves and promote the future of the profession.

TSH is doing their part in trying to bring the Histology profession the recognition and attention that is so deserved. We have a new Advocacy Committee that will be doing just that!

Kelly Mallett is the new chair. She has already been busy, even getting a Proclamation from the county she lives in for March 10th to be proclaimed Histotechnology Professionals Day! For in-

formation on how to do this and other helpful tips for making HPD a day to remember, follow this link to NHS!

<https://www.nsh.org/nsh-events/histotechnology-day>



Let's celebrate each other on March 10th!

**Answers:** 1. hypoplasia; 2. Temporomandibular joint; 3. A cluster of abnormal cells which have not spread from the tissue of origin nor invaded the basement membrane.



## Texas Society for Histotechnology

### Mission Statement

**To promote high standards and provide leadership and educational opportunities to support the profession of histotechnology.**

<https://www.texashistology.com/>

**Interested in volunteering or serving on a committee or the Executive Board?**

**Please contact Michelle at [mcokertx@gmail.com](mailto:mcokertx@gmail.com)**

**We would love to have you!**

## Executive Board

Michelle Bell (Coker)	President
Hector Hernandez	Vice President
Donna Willis	Treasurer
Debbie Siena	Secretary
Veronica Davis	Immediate Past President
Ruth Fidler	District Director (1)
Matt Shertzner	Assistant District Director (1)
Thomas Huynh	District Director (2)
Brent Hart	Assistant District Director (2)
Tracy Ford	District Director (3)
Cire Tamayo	Assistant District Director (3)
Kathy Dwyer	Speaker of the House (HOD)
Sharon Whitley	Secretary of the House (HOD)
Debbie Siena	Bylaws (HOD)
Sandra Christiansen	Credentials Chair (HOD)
Pat Reeves	Awards Chair
Sandra Bottomley	Convention Coordinator
Sandra Christiansen	Convention Vendor Liaison
Kurell Coats	Convention Registration
Christopher Hicks	Education Chair
Hazel Dalton	Education Chair
Brenda Trevino	Membership Chair
Brenda Wesner	
(Brummell)	Nominations and Safety Chair
Connie Dieringer	Newsletter Chair
Kelly Mallett	Advocacy Chair

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