



**New Jersey Department of Health  
Public Health and Environmental Laboratories**

**Tour of PHEL, March 9, 2016**

Rutgers, Graduate School of Biomedical Sciences

PhD Candidates

**AGENDA**

<b>9:30 -10:00</b>	<b>Arrival and sign in</b>	
<b>10:00 – 10:15</b>	<b>Welcome</b>	<b>Asst. Commissioner, Christopher Rinn PHEL Director, Onesia Bishop, PhD</b>
<b>10:15 – 10:30</b>	<b>Laboratory Operations</b>	<b>Director, PHEL Policy, Planning and Regulatory Compliance , Martha Smith</b>
<b>10:30-11:00</b>	<b>Grant Funding Leadership/Management Professional Networking</b>	<b>Tina Fan, PhD Environmental Chemistry Scott Shone, PhD, Newborn Screening Nelson Delgado, PhD, Molecular Detection</b>
<b>11:00-11:30</b>	<b>LUNCH</b>	

	<b>Group 1</b>	<b>Group 2</b>
<b>11:30-12:15</b>	<b>Environmental Chemical Laboratory Services</b>	<b>Newborn Screening</b>
<b>12:15-1:00</b>	<b>Microbiology/Molecular Services</b>	<b>Environmental Chemical Laboratory Services</b>
<b>1:00-1:45</b>	<b>Newborn Screening</b>	<b>Microbiology/Molecular Services</b>

<b>1:45-2:00</b>	<b>Reconvene/Q&amp;A</b>
<b>Nelson.Delgado@doh.nj.gov</b>	<b>Susan.Mikorski@doh.nj.gov (Laboratory Outreach)</b>
<b>Tina.Fan@doh.nj.gov</b>	<b>Onesia.Bishop@doh.nj.gov</b>
<b>Scott.Shone@doh.nj.gov</b>	<b>Martha.Smith@doh.nj.gov</b>

## Life after the Ph.D.



[Nelson.Delgado@doh.nj.gov](mailto:Nelson.Delgado@doh.nj.gov)

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## AMERICAN BOARD OF MEDICAL MICROBIOLOGY (ABMM)

The American Board of Medical Microbiology certifies the expertise of doctoral-level microbiologists seeking to direct medical and public health microbiology laboratories. ABMM certification is recognized by federal and state governmental agencies as a significant component toward meeting licensure requirements to direct laboratories engaged in the microbiological diagnosis of human disease. It is recognized under the Clinical Laboratory Improvement Amendments of 1988 final rule and in all 12 states that require licensure: California, Florida, Georgia, Hawaii, Louisiana, Montana, Nevada, New York, North Dakota, Rhode Island, Tennessee, and West Virginia.

### 2015 Newly Certified Diplomates

The ABMM certified 27 new Diplomates on August 3, 2015.

### ABMM Exam Information

Information about eligibility, exam content, pass rate, practice questions, and test administration. The application deadline for the June exam is April 1.

### ABMM Diplomates Directory

Search for fellow Diplomates and update your contact information.

### Recertification

The ABMM requires its Diplomates to recertify by continuing education once every three years. The deadline is January 31.

### More about the ABMM

[Why I Sought ABMM Certification](#)

[Certify Your Worth](#)

Insert this slide into your presentations to spread word about the value of certification!

[Hardy Diagnostics ABMM/ABMLI Professional Recognition Award](#)

### Other Sites of Interest

[Clinical Microbiology Portal](#)

[American College of Microbiology](#)

[Beckman-Coulter Young Investigator Award](#)

[BD Award for Research in Clinical Microbiology](#)

[bioMérieux Sonnenwirth Award for Leadership in Clinical Microbiology](#)



NRCM - Internet Explorer  
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## NATIONAL REGISTRY OF CERTIFIED MICROBIOLOGISTS (NRCM)

The National Registry of Certified Microbiologists certifies professional microbiologists at the baccalaureate, master's, and doctoral levels in biological safety; food safety and quality; and pharmaceutical and medical device. The American College of Microbiology and the American Society for Clinical Pathology (ASCP) conjointly develop and administer certification exams in clinical microbiology at the bench and supervisory levels. For more information, visit <http://www.ascp.org/boc>.

### NRCM certification provides:

- A tangible credential
- Validation of your expertise
- Credibility
- Third-party support to your resume
- Verification of personal accomplishment

### 2015 Newly Certified Registrants

The NRCM certified 48 new Registrants on June 26, 2015.

### NRCM Exam Information

Information about eligibility, exam content, pass rate, practice questions, and test administration. The application deadline for the April exam is February 1.

### More about the NRCM

#### Why Certify with the NRCM?

Article from NRCM's *The Loop*, Fall 2012 issue

#### Why I Sought NRCM Certification

#### Certify Your Worth

Insert this slide into your presentations to spread word about the value of certification!

#### Certification by the NRCM Is an Asset to Your Career

FoodSafety Magazine, eDigest, September 24, 2013

#### Certification Helps Biocompatibility Labs Provide Service, Value and Productivity

#### Quality Control: Certified NRCM Workforce

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## AMERICAN BOARD OF MEDICAL LABORATORY IMMUNOLOGY (ABMLI)

The American Board of Medical Laboratory Immunology certifies the expertise of doctoral-level immunologists seeking to direct laboratories engaged in the practice of medical laboratory immunology. ABMLI certification is recognized by federal and state governmental agencies as a significant component toward meeting licensure requirements to direct laboratories engaged in the microbiological diagnosis of human disease. It is recognized under the Clinical Laboratory Improvement Amendments of 1988 final rule and in 11 states that require licensure: Florida, Georgia, Hawaii, Louisiana, Montana, Nevada, New York, North Dakota, Rhode Island, Tennessee, and West Virginia.

**UPDATE:** The ABMLI will phase out offering its certification exam; the last exam will be offered in August 2017. The ABMLI will continue to serve its Diplomates through recertification, maintaining an active roll of Diplomates and verification of certification status. The Centers for Medicare and Medicaid Services has confirmed that they will continue to recognize ABMLI certification as a personnel requirement for high-complexity laboratory directors even though the exam will no longer be offered. [Learn more about the phase out.](#) Updated June 15, 2015.

### 2015 Newly Certified Diplomates

The ABMLI certified six new Diplomates on October 5, 2015.

### ABMLI Exam Information

Information about eligibility, exam content, pass rate, practice questions, and test administration. The application deadline for the August exam is June 1.

### ABMLI Diplomates Directory

Search for fellow Diplomates and update your contact information.

### More about the ABMLI

[Why I Sought ABMLI Certification](#)

[Certify Your Worth](#)

Insert this slide into your presentations to spread word about the value of certification!

[Hardy Diagnostics ABMM/ABMLI Professional Recognition Award](#)

### Other Sites of Interest

[Medical Laboratory Immunology Mentors](#)

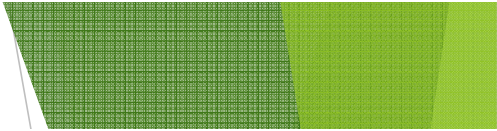
[Clinical Microbiology Portal](#)

[Abbott Award in Clinical and Diagnostic Immunology](#)

[American College of Microbiology](#)

[Committee on Postgraduate](#)

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## AMERICAN BOARD OF MEDICAL LABORATORY IMMUNOLOGY (ABMLI)

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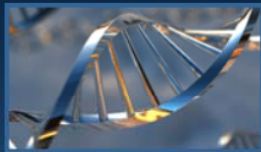
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in laboratory services*

### Upcoming Events

[See All Events](#)

**2016 AAB Educational Conference/CRB Symposium**  
05/12/2016

### Breaking News

03/03/2016  
**Emergency Use of In Vitro Diagnostic Tests for Detection of Zika Virus and/or Diagnosis of Zika Virus**

03/02/2016  
**FDA Issues Industry Guidance: Donor Screening Recommendations to Reduce the Risk of Transmission of Zika Virus by HCT/Ps for Immediate Implementation**

01/18/2016  
**NILA Files Reconsideration Request for CMS's Drug Coding/Payment Policy**





**Certifications**

[CLIA-Approved Certifying Boards for High Complexity Clinical Lab Directors](#)

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ABB Examination Dates

May 11, 2016  
Red Rock Resort  
Las Vegas, Nevada

October 14, 2016  
Salt Lake City, Utah

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## American Board of Bioanalysis (ABB)

The American Board of Bioanalysis (ABB) evaluates, through the certification process, individuals who wish to enter, continue or advance in the clinical laboratory profession. ABB identifies, on a non discriminatory basis, individuals who meet ABB's requirements for clinical laboratory directors, consultants, and supervisors. ABB certification is based on an individual's education, experience, and knowledge of the laboratory field in which certification is granted.

**ATTENTION VETERANS:**  
The American Board of Bioanalysis (ABB) examination fees for High-complexity Clinical Laboratory Director (**HCLD**), Technical Supervisor (**TS**), Public Health Laboratory Director (**PHLD**), Embryology Laboratory Director (**ELD**), Bioanalyst Clinical Laboratory Director (**BCLD**), and General Supervisor (**GS**) are approved for reimbursement under the G.I. Bill. For more information, visit [www.benefits.va.gov/gibill/licensing\\_certification.asp](http://www.benefits.va.gov/gibill/licensing_certification.asp).

[Click to Apply for ABB Certification](#)  
[Click to Renew your ABB Certification](#)



### Embryologists: Be Certified By a Recognized Board

The American Board of Bioanalysis (ABB) is the only certifying board recognized by CLIA that also certifies individuals in embryology. ABB was one of only four certifying boards for laboratory directors recognized in the original CLIA regulations (CLIA '67).

ABB is also the only certifying board recognized by state licensing boards that certify individuals in embryology. ABB certification is also recognized by ASRM and two major accrediting agencies: the College of American Pathologists (CAP) and The Joint Commission.





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ABB Examination Dates

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Salt Lake City, Utah

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## Certification Standards for High-complexity Clinical Laboratory Director (HCLD)

[Application for ABB Certification](#)

To be eligible for certification as a High-complexity Clinical Laboratory Director (HCLD), an applicant must:

1. Meet the qualifications as a laboratory director of a laboratory performing high complexity testing under the CLIA '88 regulations, Subpart M, Section 493.1443.

OR

2. Hold an earned doctoral degree\* from an accredited institution (see rule 11 under General Regulations) with a chemical, physical, biological, or clinical laboratory science as the major subject and have successfully completed 32 semester hours (minimum) in chemistry or the biological sciences acceptable to the Board.

In addition, applicants for HCLD certification must:

1. Have a minimum of four (4) years\*\* of clinical laboratory training or experience within the ten (10) years immediately prior to the application date on human specimens, or both, including at least two (2) years of experience within the ten (10) years immediately prior to the application date directing or supervising high complexity testing in a clinical setting;

For the specialty of Embryology, experience must include 60 personally performed, completed assisted reproductive procedures in humans.

AND

2. Pass an ABB examination in General Knowledge and in at least one (1) of the following clinical laboratory disciplines or specialties: Andrology; Chemistry (including urinalysis, endocrinology and toxicology); Diagnostic Immunology; Embryology; Hematology (including flow cytometry); Microbiology (includes bacteriology, parasitology, virology, and mycology); Molecular Diagnostics; or Public Health Microbiology.



Certifications

[CLIA-Approved Certifying Boards for High Complexity Clinical Lab Directors](#)

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ABB Examination Dates

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Red Rock Resort  
Las Vegas, Nevada

October 14, 2016  
Salt Lake City, Utah

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## Certification Standards for Public Health Laboratory Director (PHLD)

[Application for ABB Certification](#)

To be eligible for certification as Public Health Laboratory Director (PHLD), an applicant must:

1. Meet the qualifications as a laboratory director of a laboratory performing high complexity testing under the CLIA '88 regulations, Subpart M, Section 493.1443.

OR

2. Hold an earned doctoral degree\* from an accredited institution (see rule 11 under General Regulations) with a chemical, physical, biological, or clinical laboratory science as the major subject and have successfully completed 32 semester hours (minimum) in chemistry or the biological sciences acceptable to the Board.

In addition, applicants for PHLD certification must:

1. Have a minimum of four (4) years\*\* of clinical laboratory training or experience (within the ten [10] years immediately prior to the application date) on human testing or testing on non-human material for diagnosis and/or identification of diseases/pathogens related to human or human disease/pathogen outbreaks, or both, including at least two (2) years of experience, (within the ten [10] years immediately prior to the application date) directing or supervising high complexity testing in a clinical setting. Of the four (4) years of clinical laboratory experience, at least one (1) year of experience must be in a Public Health Microbiology Laboratory or a Clinical Microbiology Laboratory doing testing on human or non-human material for diagnosis of diseases/pathogens;

AND

2. Pass an ABB examination in General Knowledge and in Public Health Microbiology.

*\*Individuals with an M.D. or D.O. degree, or the equivalent, must also be licensed to practice medicine in at least one (1) state in the U.S.*

*\*\*Effective January 1, 2012, ABB will accept up to two (2) years of alternative experience to meet this requirement (see General Regulations, rule 18).*

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- Private Insurance
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### Clinical Laboratory Improvement Amendments (CLIA)

[How to Apply for a CLIA Certificate, Including International Laboratories](#)

[State Agency & Regional Office CLIA Contacts](#)

[Accreditation Organizations/Exempt States](#)

[Categorization of Tests](#)

[Certificate of Waiver Laboratory Project](#)

### Certification Boards for Laboratory Directors of High Complexity Testing

[CLIA Brochures](#)

[CLIA Regulations and Federal Register Documents](#)

[CLIA Related Hearing Decisions and Compliance Topics](#)

[CLIA Statistical Tables/Graphs](#)

[CME Courses for Laboratory](#)

## Certification Boards for Laboratory Directors of High Complexity Testing

The qualification for a laboratory director of high complexity testing at 42 CFR 493.1443(b)(3)(i) is that the laboratory director must hold an earned doctoral degree in a chemical, physical, biological or clinical laboratory science from an accredited institution and be certified and continue to be certified by a board approved by HHS. The current approved boards are the following:

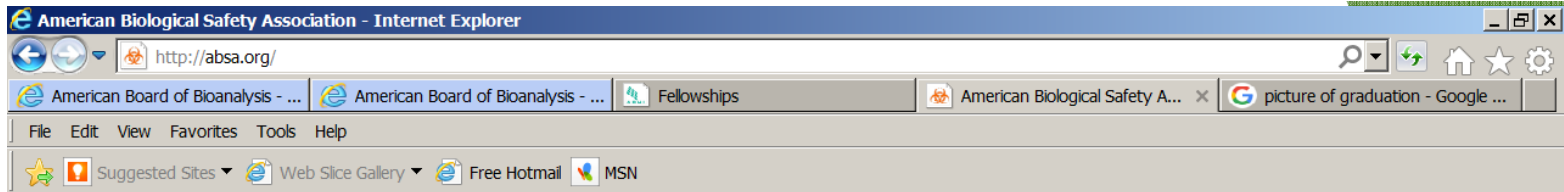
1. ABB – American Board of Bioanalysis
2. ABB public health microbiology certification
3. ABCC – American Board of Clinical Chemistry
4. ABFT – American Board of Forensic Toxicology (limited to individuals with a doctoral degree)\*
5. ABHI – American Board of Histocompatibility and Immunogenetics
6. ABMGG – American Board of Medical Genetics and Genomics (formerly known as American Board of Medical Genetics (ABMG))
7. ABMLI – American Board of Medical Laboratory Immunology
8. ABMM – American Board of Medical Microbiology
9. NRCC – National Registry of Certified Chemists (limited to individuals with a doctoral degree) \*

\* These boards certify non-doctoral individuals also.

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## ABSAs International



ABSAs International (ABSAs) was founded in 1984 to promote biosafety as a scientific discipline and serve the growing needs of biosafety professionals throughout the world. The Association's goals are to provide a professional association that represents the interests and needs of practitioners of biological safety, and to provide a forum for the continued and timely exchange of biosafety information.

On this official website of ABSAs International, you can find information about the **ABSAs Annual Conference**, **ABSAs Review Course**, **Principles and Practices of Biosafety Course** and other educational offerings. There is also extensive information about ABSAs's two credentials, the **Certified Biological Safety Professional (CBSP)** credential, and the **Registered Biosafety Professional (RBP)** credential. The site also contains important biosafety publications such as the **Anthology of Biosafety** series and **Applied Biosafety: Journal of ABSAs International**. If you are interested in becoming an ABSAs member, please see ABSAs's **membership information and membership application**. There is also other important biosafety information on this site including: the **Risk Group database**, **Biosafety Links**, **Biosafety Listserv**, **White Papers**, **Job Opportunities**, and more. Please e-mail [info@absa.org](mailto:info@absa.org) if you have any questions or would like additional information.

### [Have Credentials? \(CBSP, RBP\) >](#)

### **ABSAs International Blog**

#### **Zika virus; What is the Risk Assessment**

*Posted on Friday January 29, 2016*

Zika virus is a new and emerging pathogen that is impacting many people across the Americas. With the increased drive for an effective treatment, Zika virus research will be increasing in many laboratories. The biosafety risk assessment will be important to guide safe work practices when tackling

- [ABSAs News](#)    [ABSAs Calendar >](#)
- [ABSAs Job Board >](#)
- [Biosafety Buyer's Guide >](#)
- [Renew Your ABSAs Membership! >](#)

### **Call for Nominees for 2016 ABSAs Election >**

Deadline: March 25, 2016



### **ABSAs 59th Annual Biological Safety Conference >**

ABSAs International  
Sept. 30 - Oct. 5, 2016  
Gaylord Texan Resort & Convention Center  
Grapevine, Texas

### **Call for Preconference Course Proposals >**

Deadline: March 11, 2016

### **Call for Papers >**

Deadline: March 24, 2016

## Why Be Certified?

For years, the practitioners of biosafety have come from many different disciplines. Usually, it was determined that there was a need for someone to oversee the institution's biohazards operations. It was a position born out of necessity and was usually given over to either a senior research scientist with some background in microbiology or to the "Safety Guy" with no background in biological work. The field of biosafety has become very defined and refined over the years. Research has become very complicated with rDNA work and highly infectious organisms, the threat of bioterrorism and emerging diseases. Many institutions now require that individuals overseeing biohazard and rDNA work be competent, educated, and have proper experience.



## Certified Biological Safety Professional (CBSP)

A CBSP must meet specific educational and experience requirements and pass a written exam, developed by ABSA and administered by the National Registry of Certified Microbiologists (NRCM) through the American Society for Microbiology (ASM). Application requirements for the exam include transcripts, references, and work history. Certification is valuable for professional development. Recipients are internationally recognized as having sufficient knowledge and experience to qualify as a Specialist Microbiologist in Biological Safety in Microbiology (NRCM SM-NRCM). Passing the NRCM exam allows the successful candidate to apply to ABSA for CBSP status.

## Registered Biosafety Professional (RBP)

A RBP is an individual with documented university education or specialized training in relevant biological safety disciplines and found to be eligible for registration by the ABSA Registration Evaluation Board. Eligibility requirements include a minimum of 5 years of practical experience in biosafety, or a combination of education and directly related work experience. Applicants must document examples of work related knowledge, skills, and abilities in the field of biosafety. The RBP understands sufficient cell biology, pathogenic microbiology, molecular genetics, and concepts of infectious transmission to enable them to apply safeguards to work with biohazardous materials.

## RBP Criteria for Registration

### Education:

- Bachelor's degree in biology-related field (may substitute 96 months of directly related biosafety experience for BA degree- cannot then use this towards experience requirement)
- Some Microbiology related courses are required (e.g., Gen. Microbiology, Epidemiology, Pathogenic Microbiology, Molecular Biology)

### Experience:

- Five (5) years biosafety experience managing a comprehensive biosafety program
- MA or MS in relevant field (microbiology, biology) counts for 2 years towards 5 year requirement.
- Ph.D. in relevant field (microbiology, biology) counts for 3 years towards 5 year requirement
- Cannot combine degrees to account for more than 3 years towards experience

### Application Process:

- Submit original transcripts
- Submit a minimum of 2 references
- Submit ABSA RBP application

### Review Process:

- ABSA Office receives submissions and reviews for completeness
- Application packet reviewed by RBP Board (5 members)
- Review Board evaluates candidate application and votes (requires 4 yes votes for approval)
- Chair prepares approval/disapproval letter, sends to ABSA office
- ABSA Office prepares an ABSA letter for signature and prepares and sends out certificate for approvals to Chair for signature.
- Chair makes copies for records and mails (from ABSA Office) letters and certificates (for successful candidate)

*Note: RBP requires Re-certification. RBP is an ABSA designation.*





# Fellowships



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## Public Health Training Fellowships

We are looking for motivated students, graduates, and health professionals for a variety of exciting public health training programs.

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### Student Internships and Fellowships



- High school students
- College students
- Graduate students
- Medical students
- Veterinary students

### Post-doctoral Research Fellowships



- Scientists
- Researchers
- Laboratorians
- Public health professionals

### Career Training Fellowships



- Graduates with bachelor's, master's, or doctoral degree
- Medical or health professionals
- Public health professionals

### CDC Training Resources

- CDC Learning Connection
- Minority Health Workforce Internship Opportunities
- Training and Continuing Education Online
- CDC TRAIN

### Contact Us:

- Centers for Disease Control and Prevention  
1600 Clifton Rd  
Atlanta, GA 30333
- 800-CDC-INFO  
(800-232-4636)  
TTY: (888) 232-6348  
24 Hours/Every Day
- [cdcinfo@cdc.gov](mailto:cdcinfo@cdc.gov)

## Public Health Training Fellowships

Public Health Training Fellowships



## Career Training Fellowships

Do you have a college degree?






Interested in a career in public health?

We have a variety of career training fellowships for persons who have, or will soon have, a college or other graduate or health professional degree. These programs can help jump-start your public health career.

Still in school? Check out our [student internships and fellowships](#).

### Topics

- Computer science and information systems
- Epidemiology
- Evaluation
- General public health
- Global public health
- Health economics and quantitative policy analysis
- Laboratory research
- Laboratory science and management
- Management and leadership
- Preventive medicine
- Public health management
- Public health or preventive medicine

Your Interest	Your Background	Our Program
<b>Computer science and information systems</b>	<ul style="list-style-type: none"> <li>• Master's degree</li> <li>• Doctoral degree</li> </ul>	<a href="#">Public Health Informatics Fellowship Program</a> 2-year training program in the application of computer science, information science, and technology related to public health
<b>Epidemiology</b>	<ul style="list-style-type: none"> <li>• Physician</li> <li>• Veterinarian</li> <li>• Doctoral degree</li> <li>• Health professional</li> </ul>	<a href="#">Epidemic Intelligence Service (EIS)</a> 2-year program of training and service in applied epidemiology
	<ul style="list-style-type: none"> <li>• Master's degree</li> <li>• Doctoral degree</li> </ul>	<a href="#">CDC/CSTE Applied Epidemiology Fellowship</a>  2-year applied epidemiology training program at a state or local health agency
<b>Evaluation</b>	<ul style="list-style-type: none"> <li>• Master's degree</li> <li>• Doctoral degree</li> </ul>	<a href="#">Evaluation Fellowship Program</a> 1- to 2-year fellowship in applied public health evaluation design, implementation, and analysis
<b>General public health</b>	<ul style="list-style-type: none"> <li>• Master's degree (MPH, MHS)</li> <li>• Doctoral degree</li> </ul>	<a href="#">ASPPH/CDC Public Health Fellowship Program</a>  1- to 2-year fellowship exploring various aspects of public health for graduates from an ASPPH-member school
<b>Global public health</b>	<ul style="list-style-type: none"> <li>• Master's degree (MPH, MHS)</li> <li>• Doctoral degree</li> </ul>	<a href="#">ASPPH/CDC Allan Rosenfield Global Health Fellowship Program</a>  1- to 2-year fellowship in global health training for graduates from an ASPPH-member school
<b>Health economics and quantitative policy analysis</b>	<ul style="list-style-type: none"> <li>• Doctoral degree</li> </ul>	<a href="#">CDC Steven M. Teutsch Prevention Effectiveness Fellowship</a> 2-year training program in quantitative methods, policy analysis, and assessment of the effectiveness of prevention strategies
<b>Laboratory research</b>	<ul style="list-style-type: none"> <li>• Bachelor's degree</li> <li>• Master's degree</li> </ul>	<a href="#">Emerging Infectious Diseases Advanced Laboratory Training Fellowship</a>  1-year program that trains scientists for careers in public health laboratories and supports public health initiatives related to infectious disease research
<b>Laboratory science and management</b>	<ul style="list-style-type: none"> <li>• Doctoral degree in a public health laboratory related discipline</li> </ul>	<a href="#">Laboratory Leadership Service (LLS)</a> 2-year program of training and service in applied public health laboratory science
<b>Management and leadership</b>	<ul style="list-style-type: none"> <li>• Master's degree</li> <li>• Doctoral degree</li> </ul>	<a href="#">Presidential Management Fellows (PMF) at CDC</a> 2-year career training program in public health leadership and management for recent college graduates; apply while still in graduate school
	<ul style="list-style-type: none"> <li>• Master's degree</li> </ul>	<a href="#">Public Health Prevention Service (PHPS)</a> 3-year program of training and service in public health program management for people with a master's degree in public health or related field
<b>Preventive medicine</b>	<ul style="list-style-type: none"> <li>• Physician</li> <li>• Dentist</li> <li>• Veterinarian</li> <li>• Health professional</li> </ul>	<a href="#">Preventive Medicine Residency and Fellowship (PMR/F)</a> 2-year residency and 1-year fellowship training program in preventive medicine and public health practice with emphasis in leadership, management, policy analysis, program development, implementation, and evaluation
<b>Public health management</b>	<ul style="list-style-type: none"> <li>• Bachelor's degree</li> </ul>	<a href="#">Public Health Associate Program</a> 2-year fellowship for those interested in frontline public health practice
<b>Public health or preventive medicine</b>	<ul style="list-style-type: none"> <li>• Master's degree (MPH, MHS)</li> <li>• Doctoral degree</li> </ul>	<a href="#">APTR-CDC Preventive Medicine and Public Health Fellowship Program</a>  Fellows will gain leadership experience in public health practice and policy, access to state-of-the-art technology and national databases, and will train with leading experts in the field of preventive medicine and public health



- Lab Matters
- Infectious Disease**
- Newborn Screening
- Environmental Health
- APHL



### APHL Responds to Zika Virus

Eleven public health labs are now testing for Zika. Discover Zika resources on guidance, prevention and news. [Learn More >>](#)

#### FOLLOW APHL'S LAB BLOG

Follow us on our Lab Blog.

#### CONNECT WITH US

#### TRAINING AND CONFERENCES

**AVAILABLE 24/7 | PRE-RECORDED WEBINAR**  
**HOT TOPIC: Zika Virus: Overview & Guidance for Clinical Laboratories**  
Michael Loeffelholz, PhD, Director, Clinical Microbiology Lab, UTMB | Your \$50 site fee includes unlimited access and CEUs for everyone at each registered site until October 1, 2016. Learn what every lab needs to know now.

#### NEWS & RESOURCES

**GLOBAL HEALTH**  
**Access Global Health Resources**

**NEWBORN SCREENING**

#### CORPORATE OPPORTUNITIES

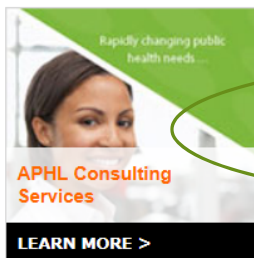
**Visibility. Insight. Information.**  
Increase your visibility to laboratories in public health.  
[Learn More >>](#)

- ▼ Fellowships
  - Laboratory Fellowships
  - Bioinformatics Fellowship Program
  - Environmental Health Training

▶ Laboratory Leadership

▶ Job Center

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Rapidly changing public health needs...

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## Fellowships



Through its fellowship and traineeship programs, APHL prepares students for careers in public health laboratories and supports specialized training for practicing scientists.

SAVED TOPICS: Environmental Health, Fellowships

SAVE PRINT SEND

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### APHL/CDC Laboratory Fellowship

The Emerging Infectious Diseases (EID) Laboratory Fellowship Program is currently on hiatus due to budget cuts. APHL plans to launch a revised public health laboratory fellowship program in 2016.

Please check our website for updates in the fall of 2016.

### LABORATORY FELLOWSHIP CONTACT

**HEATHER RONEY, MA**

Fellowship Program Manager  
240.485.2778  
fellowships@aphl.org

### Environmental Health Traineeships and Fellowships

The Environmental Health Fellowship and Traineeship Programs offer short term (2-6 weeks) specialized training in environmental health to public health laboratory scientists for traineeships and

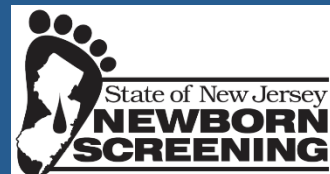
# Leadership & Management: Human Resources and Fiscal

**Scott M. Shone, Ph.D.**

NBS Laboratory Program Manager

Rutgers Graduate School of Biomedical Science Visit

3/9/16





responsibility  
Managers  
system  
comfort  
leading  
ownership  
power  
efficiency  
vision  
effective  
ownership  
aspire  
head  
heart  
plan  
followers  
goals  
direction  
culture  
passion  
encourage  
aspire

A Venn diagram with two overlapping circles on a dark blue background. The left circle is purple and labeled 'Management'. The right circle is green and labeled 'Leadership'. The overlapping area in the center is a brownish-purple color.

# Management

**There is nothing so useless as doing efficiently that which should not be done at all.**

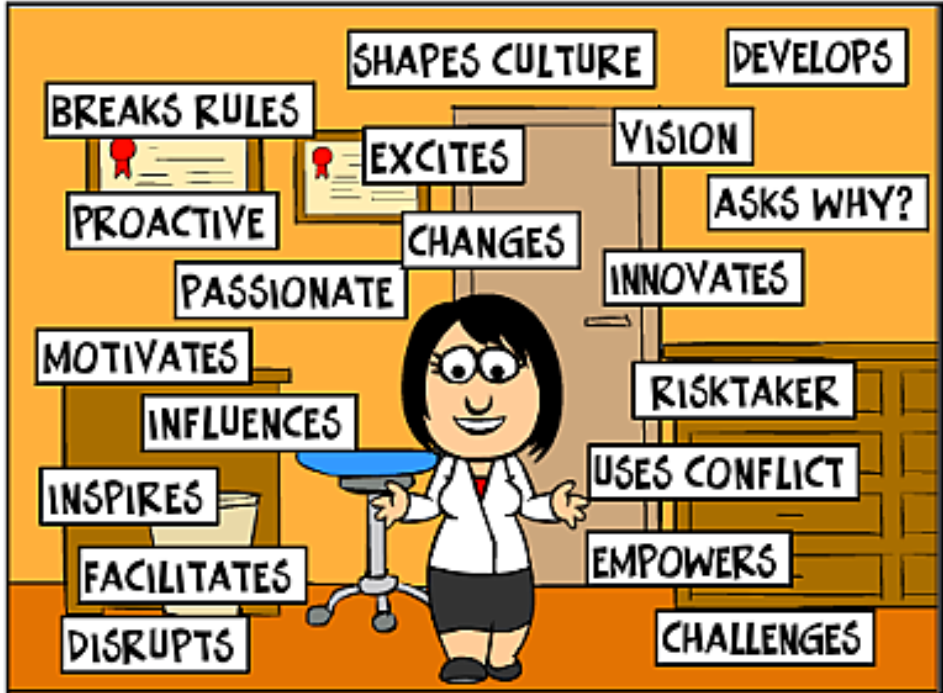
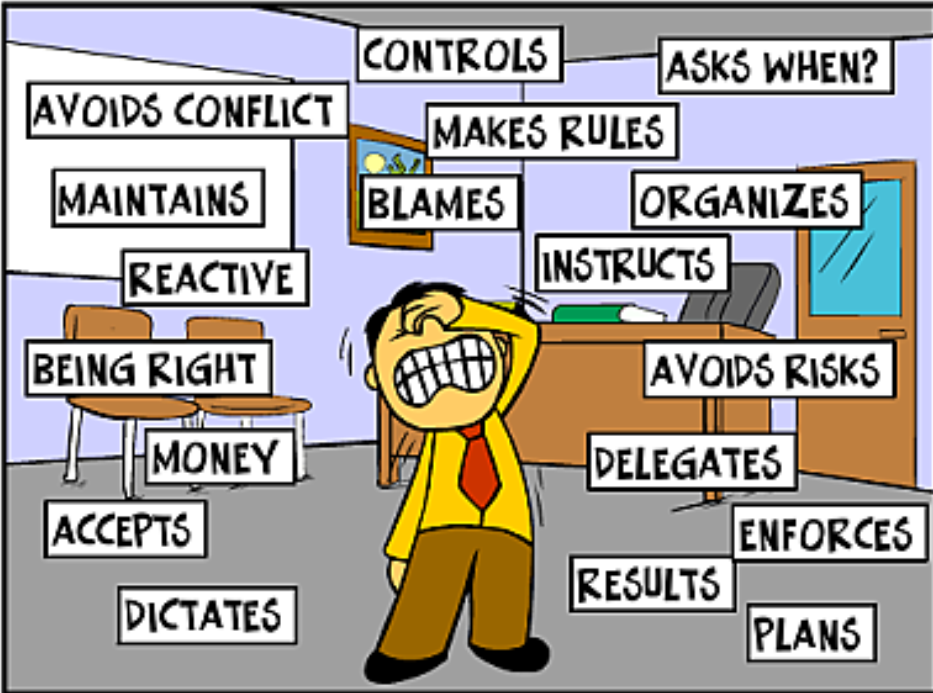
- Peter F. Drucker

# Leadership

**Change does not necessarily assure progress, but progress implacably requires change**

- Henry Commager

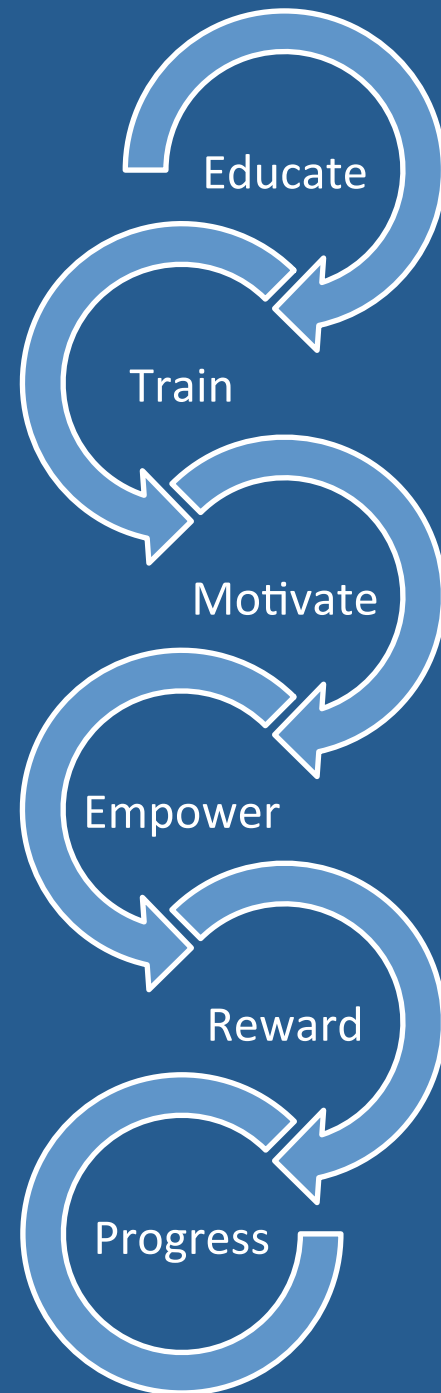
# MANAGER VS LEADER - BY WHATEDSAID







**THE BEATINGS  
WILL CONTINUE  
*UNTIL MORALE  
IMPROVES!***



# Budgeting

CATEGORIES	BUDGET '14
<b>PERSONNEL COSTS</b>	Lab
Salaries	\$2,115,000
Fringe Benefits (50.75%)	\$1,073,363
Indirect Cost (15.1%)	\$319,365
<b>SUBTOTAL</b>	<b>\$3,133,312</b>
<b>OPERATING COST</b>	
Telephone	\$52,200
Computer access	\$140,000
Office supplies	\$17,500
Printing	\$78,000
Reagents	\$2,200,000
Maintenance of Computer Equipment	\$180,500
Messenger Services	\$160,000
Maintenance of Equipment	\$160,000
Equipment	\$20,000
Postage	\$20,000
Subscriptions	\$2,100
Reference Books	\$1,500
<b>SUBTOTAL</b>	<b>\$2,856,719</b>
<b>GRAND TOTAL</b>	<b>\$5,990,031</b>



BUDGET '19 w/SCID + 7 LSDs + ALD
Lab
\$2,810,228
\$1,426,191
\$424,344
<b>\$4,660,763</b>
\$66,368
\$183,165
\$20,896
\$93,136
\$3,842,994
\$209,249
\$185,484
\$303,478
\$23,185
\$23,185
\$2,434
\$1,739
<b>\$4,955,314</b>
<b>\$9,616,077</b>

# Budgeting

