



Indiana University Health

BLOOD BANK TEAM MEETING

04.23.2026

STAFFING Update – Blood Bank

- **OPEN positions:**
 - **Days:** One Opening
 - MLT/MLS --Piper (starts Aug)
 - MLT/MLS – Lian (transfer to Days in June)
 - MLT/MLS –Willie’s backfill – Retiring May 15th
 - **Evenings:** Two Openings
 - MLT/MLS –Lian’s backfill position
 - MLT/MLS
 - **Nights:** Four Openings
 - MLT/MLS
 - MLT/MLS
 - MLT/MLS
 - MLT/MLS

Continue to look at Schedule for **Overtime Shifts** available for signup
Notify Supervisors if able to help
– THANK YOU!

Welcome Josh L. (Night MLS) 3/2

Welcome Tricia (Day MLS) 4/6

Welcome LaBreeska (Day MLS) 4/6

Welcome Tajaun (Aya Traveler Nights) 4/20

Welcome Vincent (Aya Traveler Nights) 4/20



Performance Review

COMPLETED

- Self Evaluations
- Leader Evaluations
- Rating Review and Final Approval in Oracle
- Performance Feedback with Team Member, Career Conversations and Merit Awards
- 2026 Goal Setting

Next Phase:

- Add Personal Development Goal by end of May
 - Discuss with Supervisor; enter as soon as possible
- April 19th = Merit Award Impact
- May 8th = First Pay
- **May 15th** = deadline for Team Member Acknowledgement in Oracle



2026 Team Member Goals

■ STAT ABORH TAT

- New threshold: 94% (Meets: 94-96%)
 - Increase from last year's 92%. Our average last year was 95%
- Supervisors will be emailing you for information on samples >60min
 - This is to better understand barriers and issues with our sample management
 - Any problem sample needing repeat manual testing or Any instrument function issues will not be counted in your individual overall performance of this monitor. Additionally, it is understood that MTPs or Emergencies take priority.
 - Please reply to all emails from Supervisors describing the cause, whatever it may be.
- Be alert during shift changes – several TATs are missed consistently during these times



2026 Team Member Goals (continued)

■ Maintain Standards and Efficiency

- Performing key and/or required tasks in support of quality and efficient patient care
- Completing tasks on time without continuous leader follow up
 - Competency
 - Oracle Learn
 - MTS acknowledgements
 - Flu shot attestations
 - CE (continuing education) documentation
 - Policy Tech Acknowledgements
 - Reading Email communications
- There is a lot of new learning and changes coming this year in preparation for the implementation of EPIC and Soft Bank in early 2027. We need your Active and Proactive Ownership and Accountability for these responsible tasks



2026 Team Member Goals (continued)

6

■ Deviation from SOP

- I commit to documenting quality control/maintenance/service/manual logs correctly:
 - All QC (Manual or Automated) is completed and acceptable BEFORE testing is performed.
 - Instrument maintenance is completed and documented appropriately on forms
 - Service calls are placed at the time of instrument failure
 - Error Correction and Documentation SOP is followed
 - All SOPs are followed

- I commit to holding myself and others accountable to completing this work correctly.
 - **If I see something, I will say something as this promotes a Culture of Safety.**

*Razan working on revision of Error Correction and Documentation SOP



Indiana University Health

Quality Review: Documentation Correction Reminder

DO NOT	DO
Do not use white out	To correct an error, draw a single horizontal line, add initials, date, and rewrite correct entry/result
Do not write over	Use black or blue ink only
Do not scribble out	Always write legibly
Do not use “ditto marks”	Ensure all boxes/entries are complete
Do not back date	Record why there are blanks
Do not use unapproved abbreviations or characters	Use the approved abbreviations or characters listed in the corresponding SOP or associated form
Do not use pencil or any ink besides black or blue	If there is little room on the record, please annotate with a * and then at the bottom or the back side, record the * along with all the correction details, date, initials, and when applicable correct entry/result



MTP Project Updates

- Improve and Standardize details of Massive SOP
- Process Maps and Role Assignments
 - Implemented April 1st at MH
 - Feedback provided and process maps are being updated
 - Looking to add trial at UH and Riley (TBD)
 - Creating Standard Work documents for each role
 - Describe more detail for each team member



- New COOLERS being ordered for MTP use only
- Updating Cooler Sign-Out Logs
- Modifying Emergency Forms with Nursing feedback



Lab Reminders/Updates

9

- ALL Cooler Pick-ups

- Transport Team Member MUST have a patient label (Name and MRN) to confirm correct patient cooler is being taken from lab
- No coolers with sign out log should be in window within arm's reach
- Blood Bank MUST confirm Name/MRN prior to signing log and releasing cooler

- When Receiving MTP Activation Calls

- Caller should state the patient's Name and MRN
- This is needed for proper patient identification –two patient identifiers
- Working on requiring entry of MASSIVE electronic order in Computer



Indiana University Health

Lab Reminders/Updates (continued)

10

■ Blood Product Wastage

- IUH Metric: < 5% Wastage ; Overall Wastage (all Products) = 11%
 - Looks at RN Wastage from the floor and Internal Lab Expired Wastage
- We are looking at our 7-10 day supply of blood products and adjusting our minimum inventory levels and standing order amounts
- Stopped having pre-thawed type O and B plasma available
 - Have already seen a decrease in Plasma Wastage Percentage
 - Before change: 12.4 % Wastage; After change: 6.2%

■ AB PLASMA USAGE


- Do NOT use AB plasma for non-AB patients (when type is known)
 - Unless it is expiring in 24 hours
- You should be thawing as needed for surgeries and second or third dose MTP
 - Seen an increase in usage of AB plasma
- AABB requires us to track O cell and AB plasma utilization
 - Need to be good stewards of blood inventory



Indiana University Health

Engagement Survey: Q2 April 28 – May 12

- Team Member Engagement is a year-round focus!
- Our goal is to continuously improve and work on all areas of engagement.




YOUR VOICE MATTERS

A better workplace starts with your feedback.

Help improve the overall team experience with your confidential feedback via a brief engagement survey.

Why take the survey?
This is an opportunity to quickly share what you need, how you feel, what is working and what can be improved.


Sharing your feedback is easy.
Check your inbox on **April 28** for your survey invitation from Gallup, scan the QR code or visit luhealthlearning.org/engagement and follow the instructions.



The survey for all full-time, part-time and supplemental team members, physicians and advanced practice providers will be open April 28 – May 12.

Gallup Q12 Questions

01	I know what is expected of me at work.	07	At work, my opinions seem to count.
02	I have the materials and equipment I need to do my work right.	08	The mission or purpose of my company makes me feel my job is important.
03	At work, I have the opportunity to do what I do best every day.	09	My associates or fellow employees are committed to doing quality work.
04	In the last seven days, I have received recognition or praise for doing good work.	10	I have a best friend at work.
05	My supervisor, or someone at work, seems to care about me as a person.	11	In the last six months, someone at work has talked to me about my progress.
06	There is someone at work who encourages my development.	12	This last year, I have had opportunities at work to learn and grow.



CELEBRATIONS

- **March Birthdays:**

Queen: 3/20

James: 3/25

Willie: 3/25

- **April Birthdays: none**

- **May Birthdays**

Shereeley: 5/1

Dawn: 5/2

Melissa: 5/12

Razan: 5/12

Breanna: 5/15

Lauren: 5/17

Sara: 5/30

Willie's Retirement

May 15th – Congratulations on 40 years at IU Health!

More information to come



LAB WEEK 2026: To Infinity and Beyond for our Patients

Lab Week 2026



Monday
Monday Madness

- Rep your favorite sports teams
- Acrylic Cups (different colors comes with lid and straw), Treats provided by Haemonetics

Tuesday
Tasty Tuesday

- Lunch provided by Cerus
- Ice cream carts:
 - UH 11:00-12:30 3rd floor by Blood Bank
 - RH 1:00-2:30 6th floor by Blood Bank
 - MH to be delivered to Blood Bank

Wednesday
Donut Day

- Donuts
- Gift bag giveaways

Thursday
Throw-back Thursday

- Wear your old or new lab week socks/shirts, Team Meetings (0715,0815,1515) Pizza lunch provided by Transfusion Medicine MDs

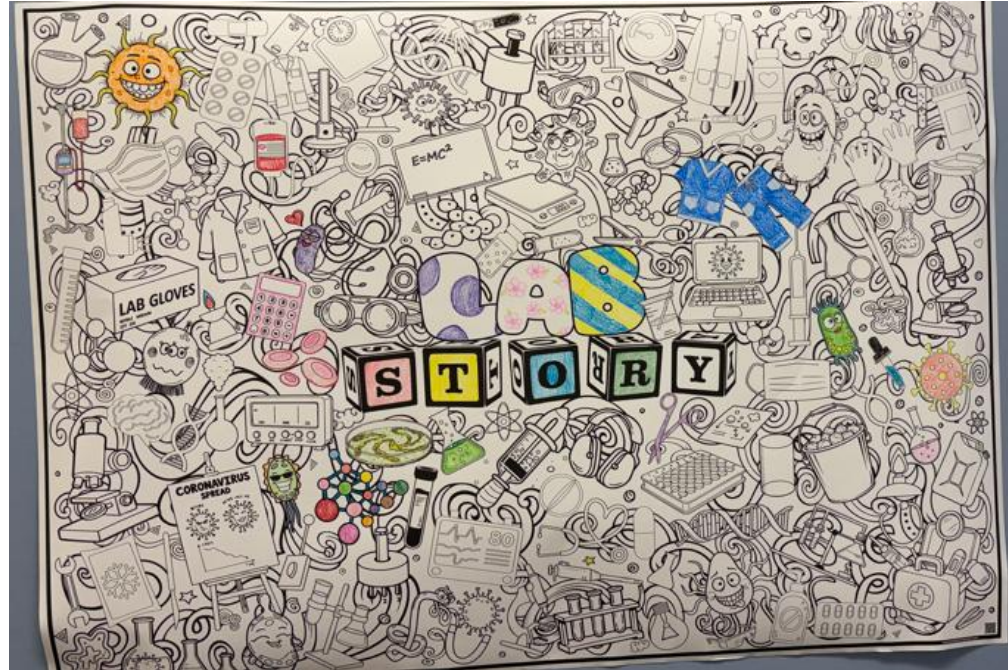
Friday
Favorite Character Friday

- Dress up as your favorite toy story character
- Chips/cookies provided by Cardinal

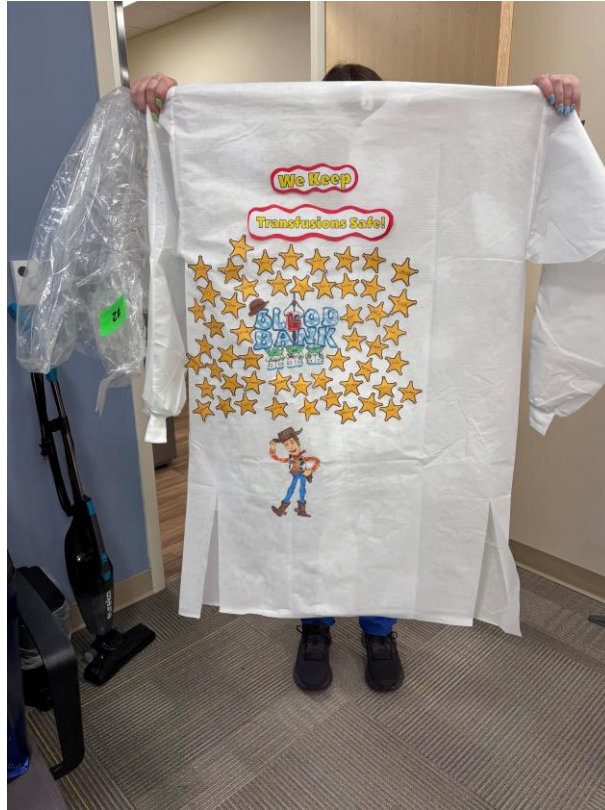
Activities

- Daily puzzles from Pathology Lab
- Coloring posters at each Blood Bank location
- Blood Bank games

Create a Toy Story character from Lab supplies.
Submit picture to kparker11@iuhealth.org to be entered in the contest by Wednesday 04.22.2026. This needs to be completely out of lab supplies not hospital supplies, but supplies used in laboratories.



Lab Week 2026 (Continued)



Lab Coat Design:

Christopher B.

Abby

Brooklynn

LaBreeska

Tricia



Lab Week 2026 (Continued)



- Create a Toy Story character from Lab supplies. Submit picture to kparker11@iuhealth.org to be entered in the contest.
- This needs to be completely out of lab supplies not hospital supplies but supplies used in laboratories.



Lab Week 2026 (Continued)

16



- Acrylic Cups/Straws
- Gift Bags –Individual Names
 - Path Lab Anniversary T-shirt
 - Lab Week Socks
 - Booklet of sticky notes
 - Candy
- Games/Puzzles
- Coloring Posters
- Lunch/Treats provided by Vendors
- Ice cream, Donuts, Pizza



Indiana University Health

THANK YOU!

17

- Thank you for your continued support of the improvements being implemented in the lab to increase Patient Safety and the Quality of the Blood Bank.



- The work you do every day makes a difference!



Indiana University Health