

Kate Gagliardi

EDUCATION AND CERTIFICATIONS

- 1977 Medical Laboratory Technology Program Diploma – Mohawk College, Hamilton, Ontario
- 1977 Registered Technologist (RT) – [CSMLS](#)
- 1983 Advanced Registered Technologist (ART), Immunohematology – CSMLS
- 2001 Project Management Certification, [York University](#)
- 2002 BA Philosophy, [McMaster University](#), Hamilton, Ontario

EMPLOYMENT HISTORY

- 1997-present Independent consultant, business name **edukate**
- 2006-2013 Regional Blood Programs Coordinator, Regional Blood Coordinating Network, Southwest Ontario
- 2001-2006 Regulatory Specialist, Hamilton Regional Laboratory Medicine Program, Transfusion Medicine
- 2002-2004 Project Coordinator for Ontario Ministry of Health and Long Term Care Project in Blood Conservation, Quality Essentials for Safe Transfusion
- 1999 - 2000 Project Manager, Transfusion Medicine, Hamilton Health Sciences, McMaster Site, Hamilton, Ontario
- 1997 – 1999 Profession Leader, Laboratory Medicine, Hamilton Health Sciences, McMaster Site, Hamilton, Ontario
- 1995 – 1998 Clinical Coordinator, MLT Program, Chedoke-McMaster, Hamilton, Ontario
- 1994 – 1995 Sessional Instructor at the Thunder Bay Institute of Medical Technology, Lecturer in Medical Laboratory Science, Honors Degree Program at Lakehead University
- 1987– 1997 Senior Technologist, Transfusion Medicine, McMaster University Medical Centre, Hamilton, Ontario.
- 1977 – 1987 General Duty Technologist, McMaster University Medical Centre, Hamilton, Ontario

AWARDS

Selected as a recipient in 2003, of the [AR Shearer Pride of the Profession Award](#). This is a prestigious award from the Canadian Society of Medical Laboratory Science (CSMLS) that

recognizes an outstanding technologist who demonstrates professional pride through their leadership and commitment to excellence in the practice of medical laboratory science.

Selected as a recipient in 2003 of the [Dr. Donald I. Buchanan Award](#) in Transfusion Medicine. This award recognizes an outstanding Transfusion Medicine technologist who, like Dr. Buchanan, has dedicated their professional life to the advancement of Transfusion Medicine.

PROFESSIONAL AND REGULATORY MEMBERSHIPS

Canadian Society for Medical Laboratory Science (CSMLS)

Canadian Society for Transfusion Medicine (CSTM)

College of Medical Laboratory Technologists of Ontario (CMLTO)

American Association of Blood Banks (AABB)

PROFESSIONAL ACTIVITIES AND CONTINUING EDUCATION

Highlights of Relevant Continuing Education and Relevant Invited

Continuing Education

1. McMaster University Healthcare Leadership Program Certificate of Recognition, 2001-2006

- “ Leading High Performance Teams
- “ Coaching and Mentoring
- “ Effective Goal Setting
- “ Effective Communication Skills
- “ Creative and Critical Thinking
- “ Leadership Styles in the 21st Century

2. AABB Accreditation Program Assessor, 2001-2008

Completed assessments in a team setting and as a sole assessor in US blood transfusion services in several states and in Canada over a 7 year period. Evaluation results available upon request.

3. Project Management Certificate, York University, January 2001

4. Clinical Laboratory Management Association seminars

Quality Systems Overview, May 2000

Quality Essentials and ISO, May 2002

Customer Service Surveys, April 2008

5. Quality Assessor Training, College of Medical Laboratory Technologists of Ontario, 1999.

Selected Invited Presentations

1. Michener Institute Quality Management in Laboratory Medicine, June 14, 2002
2. National Symposium on Quality and Utilization Management, Vancouver BC, November 26, 2003, "Quality Essentials for Safe Transfusion – A Regional Quality Assurance Program".
3. Michener Institute Transfusion Seminar, March 29, 2003, "Document Development and Control"
4. Canadian Society for Transfusion Medicine (CSTM), May 8-11, 2003, Halifax, NS Workshop on "Document Development and Control" and presentation "Pilot Study Comparing Two Systems for Event Reporting in Transfusion Medicine"
5. Ontario Hospital Association Blood Management Seminar, April 13, 2007 Topic: "Ontario Regional Blood Coordinating Network".
6. Canadian Society for Medical Laboratory Science, St. John's Newfoundland, June 20, 2009 "Making Hard Choices: A Primer on Clinical and Organizational Ethics", Workshop,
7. Canadian Society for Transfusion Medicine, Ottawa Ontario June 4, 2009 "Your Ethical Toolbox", Workshop.
8. Bluewater Health Medical Laboratory Technology Symposium, April 28, 2012. "Making Hard Choices: Laboratory Based Scenarios".
9. Canadian Society for Medical Laboratory Science, Gatineau Quebec, June 2, 2012, "Making Hard Choices: Your Ethical Toolbox".
10. AABB 2012 October 7, 2012 "Patient Blood Management and Transfusion Safety Workshop" Co-Presenter

COMMITTEE ACTIVITIES

1. Member, Task Force on Ethics, Canadian Society for Medical Laboratory Science, 2014-present
2. Member, Research Ethics Board, Canadian Society for Medical Laboratory Science, 2008- present.
3. Chair, Canadian Society for Medical Laboratory Science Leadership Forum, 2007.
4. Co-chair, Canadian Society of Transfusion Medicine, 2004 Conference Planning Committee
5. Canadian Blood Services, National Liaison Committee, appointed to represent the Canadian Society for Transfusion Medicine, served 2001- 2008
6. Conjoint Committee for the Accreditation of Educational Programs in Medical Laboratory Technology, Representative from Canadian Society for Transfusion Medicine, 1997-98
7. Medical Technology Program Redevelopment Steering Committee, Mohawk College Medical Technology Program, 1995-1997.
5. Professional Advisory Committee, Hamilton Health Sciences Corporation, 1997-1999; Newsletter Subcommittee Leader, 1998-1999
6. Medical Technology Program, Mohawk College, Continuing Education committees

and Liaison Group committees, Interdisciplinary and Immunohematology 1982-1994

7. "Challenge to Change" sub-committee, Advisory Group for Medical Laboratory Technology Program, Mohawk College, 1991-92.

VOLUNTEER ACTIVITIES – PROFESSIONAL

1. CSMLS Board of Directors, Director for Ontario, 1994-1995, 2004-2008
2. CMLTO Technical Benchmarks/Practice Guidelines Project, 1997-8; Investigator 1999-2000
3. Canadian National Steering Group, TraQ Program, 2002-present
4. Recording Secretary, Regional Education Group, Golden Horseshoe Education Supporting Transfusionists 2005 - 2008.
5. Representative for the Canadian Society for Transfusion Medicine, National Liaison Committee, Canadian Blood Services, 2001 - 2007.
6. Member, Scientific and Education Review Committee, CSMLS, 2012 - present.
7. Member, Certificates and Certification Task Force, CSMLS, 2012.
8. Member, Research Ethics Board, CSMLS, 2007 - present.

GOVERNMENT REPORT

Heddle NM, Whittaker S, Gagliardi K., Barty R, Sigouin, C. Provincial Survey of the Impact of Standard #Z902 "Safety of Blood and Blood Components" on Transfusion Medicine Laboratories in Ontario Hospitals. March 2003.

PUBLICATIONS / ABSTRACTS / POSTER PRESENTATIONS (1987 - 2015)

Gagliardi, K., DiTomasso, J., Smith, J.C. Auto Anti-N: A case report. CJMT 1987 August (abstract)

Heddle, N.M., Gagliardi, K., Turchyn, K., et al. Does extravascular red cell destruction occur in PCH? International Forum, AABB Annual Meeting, Kansas City, MO, 1988.

Gagliardi K., Heddle, N.M. Making it Work: Report on an In-service Education Program. Canadian Association of Immunohematologists. May 1989. Poster presentation, abstract published in Volume 1, Canadian Society of Transfusion Medicine, September 1989.

Gagliardi K. In-service Education: A commitment to excellence. CJMT 1991: 53(1); pg. 18.

Gagliardi, K., Smith, J.D.B., Heddle, N.M. The use of Rh Immune Globulin in cases of massive fetal-maternal bleeds: Case Report and Guidelines. CJMT 1991: 53 (3) p 161

Heddle, N.M., Gagliardi, K., Flemming, T. Searching the Scientific Literature CJMT 1991; 53(4) p. 210

Gagliardi, K. Program Development Strategies applied to in-service education. Poster

presentation, Clinical Laboratory Educators Conference, Iowa City, Iowa, February 1993.

Gagliardi, K., Slater, J., Riddell, A., Wells, S., Heddle, N.M. The effect of bias when comparing methods of antibody detection. Poster presentation, CSTM Conference, Hamilton Ontario, 1993.

Gagliardi, K. Seeing Flowers on Horseback: A delegation of Canadian Medical Laboratory Technologists visit China CJMT 1994: 56(4) p. 148

Gagliardi, K., Walker, S. Student performance appraisal: An approach to evaluation of attitudes Medical Laboratory Technology Students CJMT 1995; 59 p. 146

Gagliardi, K. Krever Commission: Interim Report CSLT Bulletin. Vol 23, (4); May 1995, p3.

Gagliardi, K. Developing an archival record for CSTM. CSTM Bulletin, Vol. 70(4); November 1995, p 131.

Clegg, A., Goddard, P., Gagliardi, K. Profession Leaders at Hamilton Health Sciences Corporation: A New Role for Allied Health Professionals, Poster Session, 1998 CSMLS National Congress, Edmonton Alberta.

Kelton, F., Greenspoon, J., Gareis, J., Gagliardi, K., Heddle, N.M. Comparison of 15 versus 45 minutes incubation for antiglobulin tube tests. Hamilton Health Sciences Corporation, McMaster site, presented at CSTM conference, May 1999

Gagliardi, K., Xamin, J., Harrison, L., DiTomasso, J., O'Hoski, P., Heddle, N.M. Team Development Project in an Academic Transfusion Medicine service CSTM Bulletin, Vol.13.No.2, 2001.

Gagliardi K., Xamin J, Harrison L, DiTomasso J, O'Hoski P, Heddle NM. Team development project in an academic transfusion medicine service. Transfusion 2001; 41 (Suppl.AP33):129S-130S.

English, W., Lester, C., Lico, L., Sunesen, L., Rusich, L., Gagliardi, K., Heddle, N.M. A study to identify best practices for thawing plasma. CSTM Bulletin Vol. 13. No.2 2001.

Harrison, L., Gagliardi, K., McCallum, C., DiTomasso, J., O'Hoski, P., Heddle, N.M. Flow Diagram Linking Change Process and SOP Development, Hamilton Regional Laboratory Medicine Program, CSTM Bulletin Vol. 13, No. 2, 2001.

Harrison L, Gagliardi K, McCallum C, DiTomasso J, O'Hoski P, Heddle HM. Flow diagram linking change process and SOP development. Transfus Med 2001.

Boyчук, D., Gagliardi, K., Ridley, K., Miller, A., DiTomasso, J., Sigouin, C., Heddle, N.M. Pilot study to determine baseline transfusion knowledge of nurses working on a hematology/ oncology service. Transfusion 41:27S (S94-040D), 2001.

Gagliardi, K., Leigh, K., Dietz, G., Tessier, L. Canadian Blood Services, National Liaison Committee: Report on April 2002 Meeting CSTM Bulletin Vol 14, No. 3, 2002 p 95-101

Gagliardi, K., Dietz, G., Leigh, K. Canadian Blood Services, National Liaison Committee: Building Open and Transparent Partnerships, Inaugural Meeting, October 22-23, 2001. CSTM Bulletin Vol 14, No. 1., 2002. pg 10-13.

Gagliardi, K., Boye, D., Evanovitch, D., Fiorillo, A., Heddle, N.M. Ontario Hospital Transfusion Services: Status of Document Development and Control, McMaster University, Canadian Blood

Services, Hamilton Health Sciences, International Society for Blood Transfusion, Vox Sang, Vol. 83, August 2002. (Poster/Abstract)

Boye, D., Barty, R., DiTomasso, J., Frassetto, R., McMillan, S., Resz, I., Gagliardi, K., Heddle, N.M. Current State of Compliance of Ontario Hospitals regarding Informed Consent for Blood Transfusion, McMaster University, Canadian Blood Services, Niagara Health System, International Society for Blood Transfusion, Vox Sang, Vol. 83, August 2002. (Poster/Abstract)

Evanovitch, D., Gagliardi, K., Boye, D., Fiorillo, A., Resz, I., Barty, R., Heddle, N.M. Ontario Hospital Transfusion Services: Training Practices, McMaster University, Canadian Blood Services, Niagara Health System, International Society for Blood Transfusion, Vancouver August 2002. (Poster/Abstract)

Frassetto, R., McMillan, S., Fiorillo, A., Gagliardi, K., Heddle, N.M. Compliance of Hospital Transfusion Medicine Information Systems with the Proposed National Blood Safety Standards. McMaster University, Canadian Blood Services, Niagara Health System, International Society for Blood Transfusion, Vox Sang, Vol. 83, August 2002 (Poster/Abstract)

Resz, I., Barty, R., DiTomasso, J., Frassetto, R., McMillan, S., Gagliardi, K., Heddle, N.M. The Status of Written Notification of Blood Transfusion in the Province of Ontario as it relates to Health Canada Draft Blood Safety Standards McMaster University, Canadian Blood Services, Niagara Health Systems, International Society for Blood Transfusion, Vox Sang, Vol. 83, August 2002 (Poster/Abstract)

DiTomasso, J., Harrison, L., Williard, M., Boychuk, D., Gagliardi, K., Heddle, N.M. Hemolysis of Red Cells from a Directed Donor Hamilton Health Sciences and McMaster University, International Society for Blood Transfusion, Vox Sang, Vol. 83, August 2002. (Poster/Abstract)

Barty, R., Sunesen, S.E., McMillan, S., Frassetto, R., Resz, I., Gagliardi, K., DiTomasso, J., Boye, D., Fiorillo, A., Evanovitch, D., Heddle, N.M. McMaster University, Hamilton Health Sciences and Niagara Health System. A Survey of Blood Collection Activities in Ontario Hospital Transfusion Services, American Association of Blood Banks Annual Meeting, October 2002, Orlando FLA (Poster/Abstract).

Gagliardi, K., Heddle, N.M., Berger, R., Rock, G. Development of a Quality System for Ontario Hospital Transfusion Services: Quality Essentials for Safe Transfusion (QUEST), CSTM Bulletin, Vol. 14, No. 4, 2002, p.154-157

Gagliardi, K., Leigh, K., Tessier, L. National Liaison Committee, Canadian Blood Services, Report to CSTM Board and Membership, CSTM Bulletin, Vol. 14, No. 4, 2002, p. 141-145

McMillan, S, Frassetto, R, Barty, R, Resz, I, Lester, C, Gagliardi, K., Heddle, N.M. The Status of Hospital Blood Product Storage Equipment, Niagara Health System, St. Catharines, ON, McMaster University-CBS and Hamilton Health Sciences, Hamilton, ON, CSTM Bulletin Vol.15, No.2, 2003.

Gagliardi, K., Resz, I., DiTomasso, J., Lester, C., Rabin-Fastman, B., Blajchman, M., Heddle, N.M. Pilot Study Comparing Two Systems for Event Reporting in Transfusion Medicine, McMaster University-Canadian Blood Services and Hamilton Health Sciences Hamilton ON, Columbia University New York, NY. CSTM Bulletin Vol.15, No.2, 2003.

Evanovitch, D., Gagliardi, K., Frassetto, R., McMillan, S., Barty, R. Training: Records and Documentation, Niagara Health System, St. Catharines, ON, McMaster University-CBS and

Hamilton Health Sciences CSTM Bulletin Vol.15, No.2, 2003.

Ditomasso, J., Sunesen, S., Barty, R., Boychuk, D., Gagliardi, K., Heddle, N.M. Auditing of Hospital Armband Identification Practices in Four Acute Care Hospitals, Hamilton Health Sciences and McMaster University, Hamilton ON CSTM Bulletin Vol.15, No.2, 2003.

Frassetto, R., McMillan, S., Gagliardi, K., Barty, R., Heddle, N.M. A Regional Document Control System in a Multi-Site Community Hospital Setting. Niagara Health System, St. Catharines, ON, McMaster University-CBS and Hamilton Health Sciences, Hamilton ON. CSTM Bulletin Vol.15, No.2, 2003.

Evanovitch D, DiTomasso J, Boychuk D, Heddle NM, Gagliardi K, Lester C. Measuring the effectiveness of transfusion medicine education for nurses. Transfusion 2003; 43:150A.

DiTomasso J, Sunesen S, Barty R, Boychuk D, Gagliardi K, Heddle NM, Blajchman MA, McCallum C. Auditing of hospital armband identification practices in four acute care hospitals. Transfusion 2003; 43:171A.

DiTomasso J, Resz I, Gagliardi K, Heddle NM. A retrospective audit looking at transfusion medicine surgical ordering practices in a multi-site hospital. Transfusion 2003; 43:24A.

Boye, D., Gagliardi, K., Sunesen, S., Heddle, N.M., McMillan, S., Frassetto, R., Lester, C. McMaster University and Hamilton Health Sciences. SOP Development and Document Control – Challenges and Solutions, CSTM Conference May 2004 Niagara-on-the-Lake Ontario, Abstract - Oral Presentation.

Resz, I., Gagliardi, K., Heddle, N.M., Barty, R. McMaster University, Lester C., St. Joseph's Healthcare, Hamilton Ontario, DiTomasso J., Evanovitch D., O'Hoski P., Boychuk D., Hamilton Health Sciences, Hamilton Ontario. Roles and Responsibilities for Event Reporting, CSTM Conference May 2004 Niagara-on-the-Lake Ontario, Abstract – Poster Presentation.

Gagliardi, K., Resz, I., Heddle, N.M., McMaster University, Blajchman, M., DiTomasso, J., Lester, C., Evanovitch, D., O'Hoski, P., Boychuk, D., Hamilton Health Sciences, Rabin-Fastman B., Columbia University. Organizational Culture and Event Reporting: Results for a Multi-Site Regional Transfusion Service, CSTM Conference May 2004, Niagara-on-the-Lake Ontario, Abstract – Poster Presentation.

DiTomasso, J., Sunesen, S., Barty, R., Boychuk, D., Gagliardi, K., Heddle, N.M., Blajchman, M., Hamilton Health Sciences and McMaster University, Hamilton. Auditing of Hospital Armband Identification Practices in Four Acute Care Hospitals, CSTM Conference May 2004 Niagara-on-the-Lake Ontario, Abstract – Poster Presentation.

Evanovitch, D., Gagliardi, K., Boychuk, D., Heddle, N.M. Hamilton Health Sciences, St. Joseph's Healthcare, McMaster University, Hamilton Ontario. Design and Delivery of a 6-hour Quality/GMP Course to Multi-Site Transfusion Medicine (TM) Laboratories. CSTM Conference May 2004 Niagara-on-the-Lake, Abstract – Poster Presentation.

McMillan, S., Frassetto, R., Gagliardi, K., Barty, R., Heddle, N.M., Niagara Health System, St. Catharines Ontario, McMaster University, Canadian Blood Services, Hamilton Ontario. Audit to Determine Post-Transfusion Notification Process Compliance in a Community Hospital Setting. CSTM Conference May 2004, Niagara-on-the-Lake Ontario, Abstract – Poster Presentation.

Gagliardi, K., Resz, I., DiTomasso, J., Evanovitch, D., MacDonald, A., O'Hoski, P., Boychuk, D., McCallum, C., Lester, C., Heddle, N.M., Blajchman, M. Hamilton Health Sciences, St. Joseph's Healthcare, McMaster University. Results of Adverse Event Reporting Using MERS-TM in a Multi-Site Transfusion Service CSTM Bulletin Winter 2006; Abstract-Poster Presentation CSTM 2005 Conference Banff Alberta.

Gagliardi K., DiTomasso J., Hamilton Regional Laboratory Medicine Program, Letendre P., Pat Letendre Consulting, Urbanek A., McGill University Health Center, An Analysis of the Canadian Transfusion List, Abstract - Poster Presentation, CSTM Conference, 2006 Montreal.

Andersen S., Barty R., Kirby N., Cope S., Thompson T., Owens W., Cameron T., Boye D., Gagliardi K., McMaster University; Sunnybrook and Women's College Health Sciences; The Ottawa Hospital; Survey of Ontario Transfusion Services (TS): Baseline Practice, Communication and Resources, CSTM Bulletin Winter 2007, Abstract-Poster Presentation, CSTM Conference, 2007 Calgary.

Kirby N., Cameron T., W. Owens, and Gagliardi K., Ontario Regional Blood Coordinating Network, A Novel Approach to Blood Coordination in Ontario, CSTM Bulletin Winter 2007, Abstract-Poster Presentation, CSTM Conference, 2007 Calgary.

Evanovitch D., Gagliardi K., Golden Horseshoe Education Supporting Transfusionists, Canadian Society for Transfusion Medicine Bulletin, Fall 2007.

Gagliardi K., Boye D., Mamone S., Traore A., Barty R., Wang L., Heddle N., Ontario Regional Blood Coordinating Network, Hamilton Ontario. "IVIG Utilization Practices: Baseline Data Collection Project", Transfusion Vol 48, No. 2S, September 2008 Supplement. (abstract)

Heddle N., Yang L., Barty R., Webert K., Whittaker S., Gagliardi K., Lauzon D., Owens W. "Factors affecting the frequency of red cell outdates: an approach to establish benchmarking targets." Transfusion Vol. 49 Issue 2 February 2009 p219-226.

Andersen S., Barty R., Cope S., Thompson T., Lauzon D., Owens W., Cameron T., Boye D., Gagliardi K., Ontario Regional Blood Coordinating Network, Hamilton Ontario. "Survey of Provincial Transfusion Services: Blood Inventory Management and Contingency Planning", Poster Presentation at Canadian Society for Transfusion Medicine, Ottawa, Ontario, June 2009.

Andersen S., Gagliardi K., Young L., Lauzon D., Thompson T., Owens W., Cameron T., "Survey of Provincial Transfusion Services: Contingency Planning, Informed Consent, Recall/Withdrawal, and Wastage of Blood Products" Canadian Society for Transfusion Medicine Conference Poster Presentation, Vancouver, British Columbia, May 2010.

Lauzon D., Gagliardi K., Owens W., Coovadia A., Fawcett J., Paulson V., Tremblay D. "A Collaborative Provincial Strategy for Blood Management", Canadian Society for Transfusion Medicine Conference Poster Presentation, Vancouver, British Columbia, May 2010.

Cameron T., Owens W., Andersen S., Gagliardi K., Young L., Lauzon D., Thompson T., Ho C. "Redistribution of RBC Units in Ontario Working to Reduce Provincial and National Outdating Rates" Canadian Society for Transfusion Medicine Conference Poster Presentation, Vancouver, British Columbia, May 2010.

Owens W., Cameron T., Nesrallah H., Gagliardi K., Young L., Lauzon D., Thompson T., Cope S. "A

Multi-Site Audit of Transfusion Administration Practice with Use of an On-line Tool to Capture Results" Ontario Regional Blood Coordinating Network, Canada. Transfusion Vol. 51 No. 3S, September 2011 Supplement.(abstract- oral presentation).

Gagliardi K., Young L., Andersen S., Cope S., Cameron T., Lauzon D., Owens W., Thompson T., Evanovitch D. "Strategies Supporting Blood Utilization Improvement" , Ontario Regional Blood Coordinating Network, Hamilton ON Canada. Transfusion Vol. 51 No. 3S, September 2011 Supplement.(abstract- poster presentation).

Owens W., Gagliardi K., Lauzon D. Building better hospital transfusion committees for Ontario Transfusion and Apheresis Science Vol 46 Issue 3 June 2012 p323-327.

C Slapak, K Gagliardi "Transfusion Safety and Patient Blood Management Survey " _Transfusion 2013.

Tinmouth A., Thompson T., Arnold DM., Callum JL., Gagliardi K., Lauzon D., Owens W., Pinkerton P. "Utilization of frozen plasma in Ontario: a provincewide audit reveals a high rate of inappropriate transfusions" Transfusion Vol. 53, Issue 10, pages 2222–2229, October 2013.

Barty RL., Gagliardi K., Owens W., Lauzon D., Scheuermann S., Liu Y., Wang G., Pai M., Heddle NM. "A benchmarking program to reduce red blood cell outdating: implementation, evaluation, and a conceptual framework." Transfusion 2015 published on-line 16 Mar 2015.

Scheuermann S., Evanovitch D., Gagliardi K., Owens W. "Evaluation of an On-Line Transfusion Education Program for Medical Laboratory Technologists". Canadian Society for Transfusion Medicine, 2015 (poster abstract).