

# Benefits of a Core Career Track

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Pamela Canaday

Senior Core Scientist

canadayp@ohsu.edu

# FLOW CYTOMETRY SHARED RESOURCE

- **Operators:**

- Pamela Canaday
- Kyle Taylor
- Reshma Purohit
- Christina Metea

- **Director:**

- Mike Munks

- **2 Locations:**

- RJH 5380
- KCRB 4161

## **Instruments**

### Analytical Instruments

1-43 colors/markers

### Cell Sorters

Single cell

1-18 colors/markers

Automacs

### Luminex

## **Site License and training**

FCS Express

FlowJo

- Training
- Seminars
- Consultation
  - Experimental Design
  - Assay Requirements
  - Optimization
  - Standardization
- Letters of Support
- Grant Support

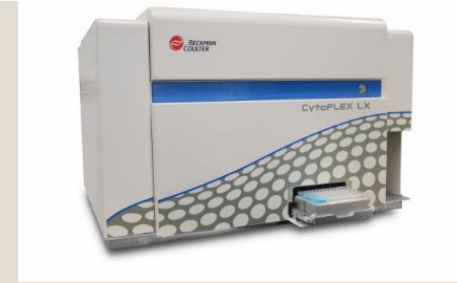
## Conventional Cytometers



BD Symphony  
5 laser, 21 parameters



BD Fortessa  
4 laser, 18 parameters



Beckman Coulter CytoFlex S  
4 laser, 13 parameter

## Spectral Cytometer



CyTEK Aurora  
5 laser, 43  
parameters

## Fluidigm CyTOF

Helios  
40 parameters



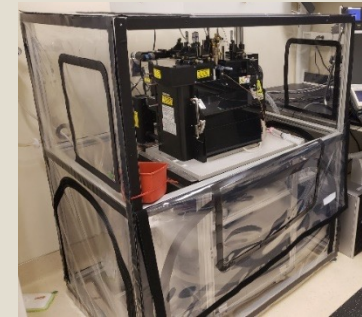
## Cell Sorters



BD ARIA Fusion  
5 laser, 18 parameters



BD ARIAllu  
4 laser, 16 parameters



BD InFlux  
4 laser, 11 parameters

# COMMON USES FOR FLOW CYTOMETRY

- Sorting cells for pure populations
- Gene Expression and Transfection
- Immunophenotyping
- Cell Cycle
- Cell Proliferation
- Single cell sorts (Index sorting) into plates or onto slides
- Small particle detection
- Apoptosis
- Drug efficacy
- CyTOF-use of metals in place of Fluorescence
- Cytometric Bead Array (CBA)
- Cytokine detection
- Phosphoflow
- Viability
- Ploidy analysis
- Bacteria sorts
- Fluorescence Resonance Energy Transfer (FRET)
- Calcium Flux
- Luminex-analyte analysis and measurement
- Cell counting
- Engraftment

# CORE SKILLS ARE IN DEMAND

← Google  ×  
Portland, OR

Jobs Saved Alerts

☰ Title Location Date posted Requirements Type Company type Employer

All Technologist Research associate Scientist Technical specialist Associate Development engineer Director Lab technician Medical technologist Sales specialist Support engineer

**Technical Specialist, Flow Cytometry, NW Division**  
Kaiser Permanente  
Portland, OR  
via Kaiser Permanente  
8 days ago Full-time

**Manager-Flow Cytometry Core**  
Providence Portland Medical Center  
Portland, OR  
via Flow Cytometry Jobs  
Full-time

**Senior Lab Technician - Flow Cytometry**  
Discovery Life Sciences  
Seattle, WA  
via LinkedIn  
23 hours ago Full-time  
Health insurance Dental insurance

**Senior Flow Cytometry Technologist**  
Kelly  
Washington  
via LinkedIn  
2 days ago Full-time

**Flow Cytometry Technologist (ASCP) -**

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## Technical Specialist, Flow Cytometry, NW Division

Kaiser Permanente  
Portland, OR

Apply on Kaiser Permanente Apply on Partners In Diver... Apply on Indeed Apply on LinkedIn Apply on Salary.com Apply on >

8 days ago Full-time

### Job highlights

Identified by Google from the original job post

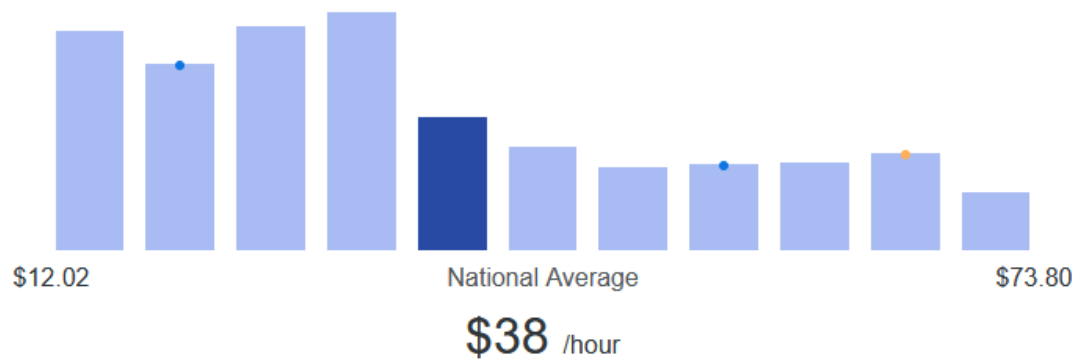
### Responsibilities

- Under the direction of the Department Director or Manager, formulate, implement and direct programs, policies and procedures which assure quality and standardization of departmental technical serv...
- Act as region-wide technical advisor for laboratory personnel and Northwest Permanente Clinicians
- Coordinate vendor purchasing, negotiation, capital equipment acquisition functions, and direct the region-wide technical services of the specific departments
- Observing the principles of partnership and in collaboration with Supervisors may perform administrative functions including recruitment, hiring, training, performance management, performanc...
- Serve as a region wide technical consultant for managers, supervisors, lab staff, physicians, and other health care professionals

# AND PAY IS OFTEN BETTER

## Flow Cytometry Technologist Salary

Yearly Monthly Weekly **Hourly** Table View

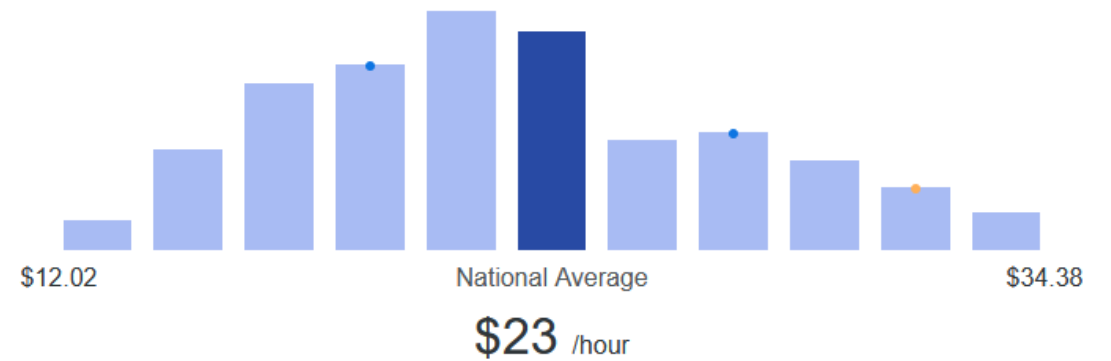


### Flow Cytometry Technologist Salary Comparison by Location

Nationwide United States	\$38
Portland, OR Oregon	\$37

## Lab Associate Salary

Yearly Monthly Weekly **Hourly** Table View

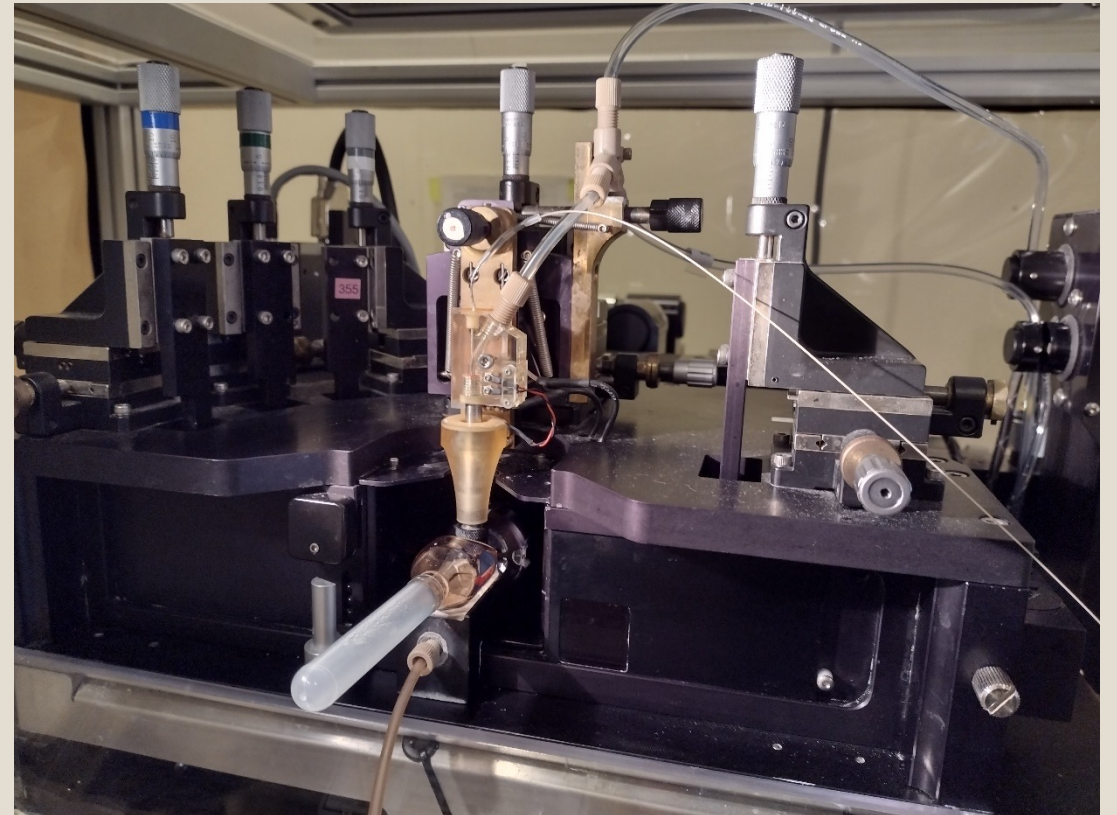


### Lab Associate Salary Comparison by Location

Nationwide United States	\$23
Portland, OR Oregon	\$24

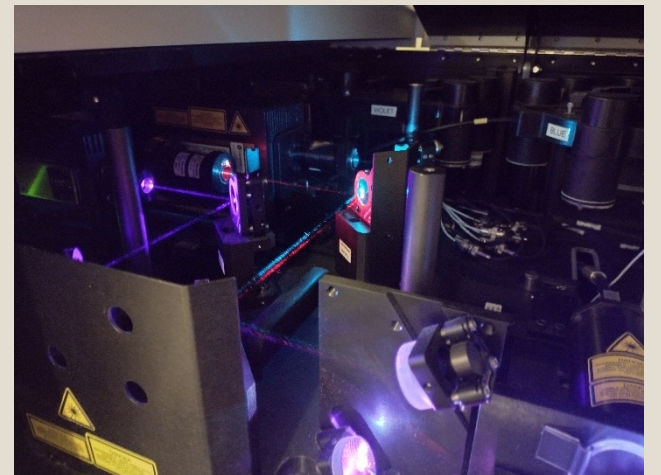
# MY BACKGROUND

- Associates – Dishwasher
- 2004 Fred Hutchinson Customer service
- 2006 OHSU Flow Core



## 2018 WAS RECRUITED TO WORK IN THE BAY AREA

- Salary + bonus was over double what I made in the core at OHSU.
- Came back in April 2021 for family reasons.
- Promised Phil 2 years



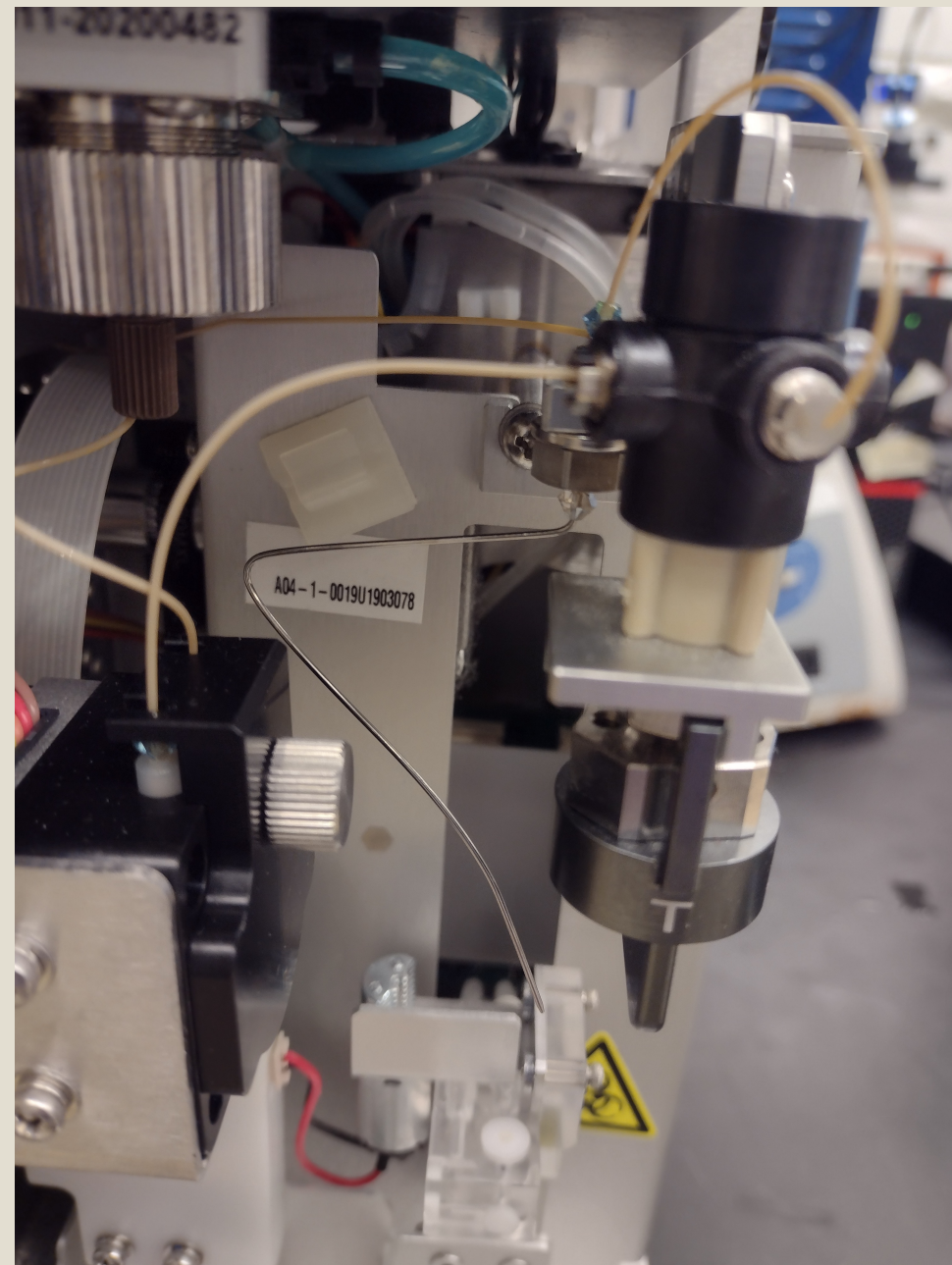


## SIX MONTHS LATER – PEOPLE STARTED TO LEAVE

- Remote Flow Support Person – 2X salary
- Other Flow Core in Portland – 2X salary
- 2 Locations 2 people
- Booked 3-5 weeks in advance

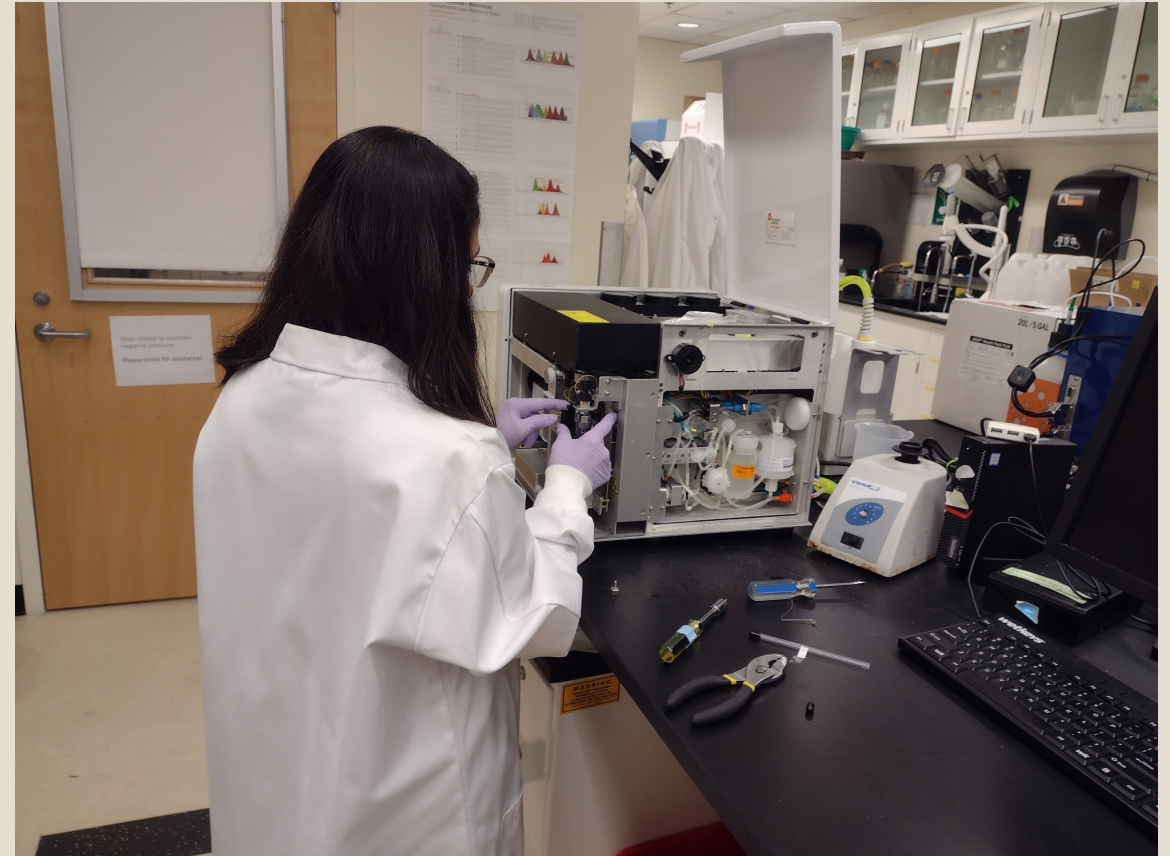


**SITUATION WAS MESSED UP  
LIKE A BENT PROBE**



# HOW IS A CORE SCIENTIST POSITION DIFFERENT FROM A LAB JOB?

- More defined hours
- Customer service
- Very specific set of skills
- On call
- Different career track



## IS A CORE JOB A FOREVER JOB?

- Living wage – bought myself a little condo
- Recognition of our value
- Easier to recruit people
- It's a perfect fit

# CORE SCIENTIST TRACK

- Assistant Core Scientist 1
- Assistant Core Scientist 2
- Associate Core Scientist
- Core Scientist
- Senior Core Scientist