I. Call to Order

II. Announcements
   A. President’s Report

III. Rules and Minutes
   A. Standing Rules
   B. Minutes, House of Delegates, 2019

IV. House Affairs Committees
   A. Credentials
   B. Elections
   C. Minutes
   D. Sergeant at Arms

V. Board of Directors’ Report

VI. New Business
   A. Repeal the Position Paper titled: Personnel Standards.
   B. Repeal the Position Paper titled: Phlebotomy
      https://www.ascls.org/position-papers/180-phlebotomy/156-phlebotomy
   C. Repeal the Position Paper titled: Managed Care.
   D. Repeal the Paper titled: Health Care Reform Resolution.
   E. Position Paper: Standardizing the Professional Title of Medical Laboratory Professionals
   F. Board of Directors Awards
   G. Installation of Officers
   H. Mendelson Awards
   I. President’s Message
   J. Commendations and Announcements
STANDING RULES FOR THE ASCLS HOUSE OF DELEGATES

1. Standing rules for a session of the House of Delegates shall be distributed to the delegates.

2. Standing rules of the House of Delegates may be amended by:
   a. a resolution presented to the house and adopted by a two-thirds vote; or
   b. a resolution published and distributed prior to the opening of a session of the house and then adopted by a majority vote.

3. Any standing rule may be suspended at any time by a two-thirds vote of the House of Delegates.

4. All business to come before the House will be set forth at the Pre-Annual Meeting of the Board of Directors. (The annual meeting as indicated in the ASCLS bylaws is an annual session as defined by Robert’s Rules of Order.)

5. No new business may be introduced into the House of Delegates unless authorized by a consent of two-thirds of the members of the House of Delegates present on the floor of the house at the time of the vote. If such consent is not obtained, the matter shall be referred without further consideration to the proper standing or special committee.

6. Voting for all officers, representatives, and elective positions, including the Nominations Committee, shall take place during the annual meeting week at the time and place designated by the National Program Committee and the chair of the Elections Committee. In the event there are more than two nominees for any one office and a majority vote is not obtained by one candidate on the first ballot, the two candidates receiving the highest votes will be placed on a second ballot, and another time for voting will be arranged and notice thereof posted. Where no provision to resolve a tie vote for elective office is defined in the bylaws, the determination of the successful candidates shall be by lot. In the event there are no contested races for any office a motion to elect the slate by acclamation will be sent to the House by the Board of Directors.

7. Unless otherwise defined, whenever a two-thirds vote is required for passage of any proposition, it shall mean the votes cast in favor of that question shall total 2/3 of the votes cast, except that passage of amendments of the Bylaws or an order for revision of the bylaws shall require 2/3 affirmative vote of the accredited members of the House of Delegates, certified as present by the Credentials Committee at the time of the vote on the respective amendment or order for revision.

8. When a majority vote is required for passage of the proposition, it shall mean that the vote is more than half of the votes cast.

9. In order to be granted the privilege of the floor, a member must stand, address the chair of the house, and give his/her name and constituent society affiliation.

10. A member may speak not more than twice and for not more than three (3) minutes each time on the same subject on the same day.
11. All motions shall be in writing, signed by the maker, and given to the chair of the house who gives them to the secretary after presentation.

12. A summary of the minutes of the previous House of Delegates shall be distributed in printed form to all members of the House of Delegates. It shall not be read at a session of the house unless some gross error in duplication necessitates further review.

13. Committee reports, which have been published and distributed to the members of the House of Delegates, will not be read. Action to "accept" or "adopt" committee reports is not necessary.

14. Roll call or roll call vote shall be taken in alphabetical order of the constituent societies. The chair of each constituent society's delegates will be responsible for the qualifications and number of its delegates, and will report for the delegation at each roll call by reporting the number of voting delegates present, and the votes cast by the delegation.

15. Any item presented in the reports of officers, board members, or committee chairs, not requiring action by the House of Delegates, shall be referred (if such is required) without debate to the proper standing or special committee and shall not be further considered by the House of Delegates during the present session.

16. All matters requiring the action of the House of Delegates shall be introduced in writing at the Pre-Annual Board Meeting in the form of a motion or resolution without a second. Any item of business not presented at this Board meeting, nor introduced herein, must be submitted to the presiding officer no later than 12 hours after the close of the Pre-Annual Board of Directors Meeting for referral to the House of Delegates. The chair will refer the motion/resolution to the House of Delegates.

17. The Credentials Committee will give its report as soon as possible following the opening of the meeting, and thereafter whenever there is a request for the number present of accredited members of the House of Delegates.

18. Delegates must check out at the credentials desk when leaving the House of Delegates while it is in session. If substitution by an alternate delegate is desired, arrangement for an accredited alternate must be made at that time.

19. The Credentials Committee shall complete certification of all delegations for the number of eligible elections voters by the day before elections are to be held. No delegate or alternate may vote in the elections unless he has been certified before that time. Additional time will be provided for the certification of any delegate or alternate for attendance at the meeting of the House of Delegates.

20. Past presidents of the society sitting at this House of Delegates may make motions but may not second same.

21. Alcoholic beverages in any form are not permitted on the floor of the House of Delegates.

Revised July 2008
I. CALL TO ORDER

The meeting of the 87th Annual Meeting of the House of Delegates of the American Society for Clinical Laboratory Science convened at the Le Meridien, Charlotte, North Carolina on June 27, 2019. The session was called to order by ASCLS President Roslyn McQueen at 10:00 am ET.

II. ANNOUNCEMENTS

Karen Griffin (OK) was appointed as parliamentarian.

President McQueen announced Martha Ruling, a Michigan resident passed away on June 18, 2019, she was 92 and was being buried on June 27, 2019.

A minute of silence was declared for all members who passed away this year.

Members serving as chairs of committees or task forces or as representatives of ASCLS who were not delegates, and members of the ASCLS Executive Office staff were granted the privilege of the floor for the purpose of giving information relative to reports as needed. Major General Adolph McQueen was granted permission to be seated in the gallery.

President McQueen introduced the ASCLS Board of Directors and Executive Office staff as follows.

Board of Directors:
  Cindy Johnson, President Elect
  Debbie Shell, Treasurer/Secretary
  Deb Rodahl, Past President
  Maddie Josephs, Region I Director
  Nadine Fydryszewski, Region II Director
  Janelle Chiasera, Region III Region Director
  Elizabeth Warning, Region IV Director
  Jean Bauer, Region V Director
  Kim" Von Ahsen, Region VI Director
  Claude Rector, Region VII Director
  Holly Weinberg, Region VIII Director
  Terese Abreu, Region IX Director
  Kristen Croom, Region X Director
  Christal Lane, Developing Professional Director
  Kelsey Harper, Ascending Professional Director

Executive Staff:
  Jim Flanigan, Executive Vice President
Dr. McQueen recognized all members of the society who serve as active duty or retired military and thanked them for their service to our country and our profession.

II. PRESIDENT’S REPORT

President McQueen delivered the President’s message to the House of Delegates.

III. RULES AND MINUTES

A. STANDING RULES

Motion #1: Debbie Shell moved to adopt the standing rules for the House of Delegates as found in the House agenda packet for this meeting.

Seconded by Golab (WI) Motion Carried

Speaker Doig read the standing rules most pertinent to the meeting (3, 5, 7, 8, 9, 10, 11, and 18).

B. MINUTES, HOUSE OF DELEGATES, 2018

The minutes from the 2018 House of Delegates were posted online on the House of Delegates page. These minutes were approved as printed by the 2018 Minutes Committee, reviewed by Board of Directors and are on file in the Executive Office.

IV. HOUSE AFFAIRS COMMITTEES

Speaker Doig (MI) was recognized; she thanked all members of the House Affairs Committees. Chairs were listed on the ASCLS Website under House Appointments on the House of Delegates page. All members of the Minutes Committee, Credentials Committee, Sargent at Arms Committee, and Elections Committee were recognized and thanked for their willingness to serve.

A. CREDENTIALS

The Chair of the Credentials Committee, Charlie Francen (CO), reported that of 284 possible delegates including the Board of Directors, as determined by the membership list on April 30, 2019, 194 delegates were credentialed and 177 are currently seated on the floor of the House.

B. ELECTIONS

Hassan Aziz (TN), Chair of the Elections Committee, reported ASCLS 2019 elections were conducted electronically on Tuesday, June 25, 2019 between 8:00am and 4:00pm. The election results were as follows:
C. MINUTES

The Chair of the Minutes Committee was Halcyon St. Hill (FL).

D. SERGEANT-AT-ARMS

The Master Sergeant-at-Arms was William Hunt (PA).

V. BOARD OF DIRECTORS REPORT

ASCLS Secretary, Debbie Shell stated there was no report.

VI. NEW BUSINESS

Speaker Kathy Doig thanked the officers, members of the Board of Directors, members of the ASCLS Staff, members of Credentials and Minutes committees, the Sergeants-at-Arms, and the Parliamentarian for their help and support with the House of Delegates meeting; personal thanks were also extended to President McQueen.

A. BOARD OF DIRECTORS’ AWARDS

President McQueen presented the ASCLS Board of Directors’ awards to persons who made significant contributions to ASCLS as follows:

Candice Grayson (MD), 2019 Chair CLEC for the meeting held in Baltimore.

Jillene Collins, 2019 ASCLS Annual Meeting Chair

Natasha Counta Charlotte, NC liaison to 2019 ASCLS Annual Meeting Committee

Becky Sanders, 2019 Charlotte, NC local liaison to ASCLS Annual Meeting

Bill Hunt for his completion of 2 terms as the ASCLS Representative on NAACLS

Kathy Doig for her service as chair of the Leadership Academy Task Force
Alice Hawley for her service as co-chair of the ASCLS Leadership Academy Taskforce

B. INSTALLATION OF OFFICERS

President McQueen installed the following newly elected officers:

Nominations Committee:    Debra Rodahl (MN)
Judicial Committee:    Holly Weinberg (MT)
Developing Professional Forum Director:    Eykka Gundlach (MN)
Ascending Professional Director:                   Elizabeth LeFors (MS)
Regional Directors:
    Region I:    Lisa Hochstein (NY)
    Region VII:    Claude Rector (AR)
    Region VIII:    Stephanie Mihane (CO)
Secretary Treasurer                Kyle Riding (FL)
President-Elect:    Maddie Josephs (RI)
President:     Cindy Johnson (MN)

President McQueen presented Cindy Johnson with the President’s pin and gavel. President McQueen introduced Cindy Johnson to the House of Delegates and gallery as the 2019-2020 President of ASCLS.

C. MENDELSON AWARDS

President Cindy Johnson presented the Robin H. Mendelson awards to:

Karrie Hovis (LA), recognized for services as ASCLS Director of Professional Development and Project Management
Lezlee Koch (SD), Chair, Patient Safety Committee
Roslyn McQueen, ASCLS, Past President 2018-1019

D. PRESIDENT’S MESSAGE

President Johnson delivered her acceptance speech.

E. COMMENDATIONS AND ANNOUNCEMENTS
President Johnson commended ASCLS Past President Deb Rodahl. Deb Rodahl was then escorted back to her delegation ASCLS-MN by Past President Dr. McQueen and the ASCLS-MN delegation.

President Cindy Johnson (MN) thanked the local NC Society for their support of 2019 annual meeting.

Myra Patel (KY) representing the Kentucky society, gave a presentation and invited everyone to attend the 2020 ASCLS Annual Meeting in Louisville, Kentucky, which will be held June 28 - July 2, 2020.

Motions:

MOTION #1: Stephanie Mayberry (MI) moved that the ASCLS House of delegates commend Dr. Roslyn McQueen for her steady leadership as 2018-2019 ASCLS President, and for her record of inspiring leaders in MI and the rest of the country, her dedication and service to ASCLS and the profession.

MOTION #2: Charlie Francen, Credentials Committee chair, thanked the committee members Tracy Mathews, Barbara Brown, Mary Gourley, and the impromptu committee that arose due to a late Alpha Mu Tau committee meeting today: Gwen Swindle, Tamarine Roberts, Stephanie Blackburn.

MOTION #3: Raedraen Hiebert ASCLS-MN President, on behalf of ASCLS-MN, recognized Deb Rodhal for outstanding leadership during her time as ASCLS President-elect, President, and Past President. Deb Rodhal was also commended as a great mentor teacher and leader for all and welcomed back to MN society.

MOTION #4: Mathews ASCLS-CO President on behalf of CO constituent society, moved to commend Barbara Brown for her dedication and lifelong service to ASCLS and ASCLS-CO. Barbara Brown was also thanked for her leadership, guidance, friendship and mentoring of incoming officers and the general membership, and for stepping into the president's position this past year when an unexpected vacancy occurred.

MOTION #5: Nadine Fydryszewski (NJ) moved to commend Renee Hodgkins for work as Chair of the DCLS Oversight Committee and congratulate her for establishing KUMC DCLS program with a class which begins this fall.

MOTION #6: Barbara Brown ASCLS-CO moved to commend and thank Holley Weinberg for her 3-years on the Board of Directors as Region VIII director.

MOTION #7: Dennis Wolf ASCLS-MN moved to commend Cindy Johnson for her leadership and passion as ASCLS President-elect and wish her the best and many successes for her presidential year.

MOTION #8: Dorrin (ID) moved to recognize Holly Weinberg for her outgoing commitment and service to both Region VIII state societies and to ASCLS.

MOTION #9: Davenport Landry (IA) on behalf of Suzanne Butch, Rebecca Rogers and herself moved that the House of Delegates recognize and congratulate the Leadership Academy Class of 2019-2020: Elinette Albino-Rodriguez, Hosanna Anyatonwu, Crystal Austin,
MOTION #10: Williams (LA) on behalf on LA ASCLS, moved to congratulate Cheryl Caskey for receiving the Lifetime Achievement Award, her dedication and contribution to ASCLS and the profession over the past 50 years, and for her continuing contributions.

MOTION #11: Hiebert (MN) on behalf of ASCLS-MN, moved to recognize Jean Bauer for her outstanding service and leadership to ND, SD, WI, and MN as Region V Director, and to congratulate and recognize Eyyka Gundlach for her being elected as the Developing Professionals Forum Chair.

MOTION #12: James Gardner (LA) moved to commend Karen Williams for her service as President, and now as President and becoming past president.

MOTION #13: Williams Onong (NC) on behalf of ASCLS-NC moved to commend and recognized outgoing president Sophie Chandrasekar for her services as President of NC State Society of Clinical Laboratory Science; Onong also presented a plaque to Sophie on behalf of ASCLS-NC.

MOTION #14: Storla (GA) moved to commend ASCLS-AL & ASCLS-GA members for working together to produce a successful joint meeting this year.

MOTION #15: Romaine (MN) on behalf of Promoting the Profession Committee announced results of the HOPE charity. The charity this year was Classroom Central; $1,631 was raised, 96 kits were assembled including pencil bags, wellness kits, stem kits and art kits; additional school supplies were collected to be distributed to nine school districts in the Charlotte, NC area. Region Competition results:
  Region II held third place with $242 cash and school supplies,
  Region VIII held second place with $341 in cash and school supplies, and
  Region V held first place with $737.

MOTION #16: Kadell (OK) acknowledged and commended Miles Tompkins for leadership and taking up an additional term as President to fill the unexpected vacant position.

MOTION #17: Dennis Wolf (MN) on behalf of the ASCLS-MN moved to thank Raedaen Hiebert as current ASCLS-MN President for service, leadership, mentorship, and friendship.

MOTION #18: Storla (GA) moved to thank the Ascending Professional Forum for promoting and supporting the lab week run in its fourth year (there were over 1,400 participants) and extended gratitude to all who, participated, shared, and promoted this event.

MOTION #19: Samo (TX) moved to commend Region Director Claude Rector for his dedicated service to the profession and help this past year.

MOTION #20: Michael Iodice (CNE) on behalf of Region I moved to congratulate Maddie Josephs as President-elect for the ASCLS Board, and Lisa Hochstein for Region I Director.

MOTION #21: Davenport-Landry (IA) moved the House of Delegates commend the ASCLS Leadership Academy Committee, Rebecca Rogers, Ninive Costa, Suzanne Butch, and Ian Wallace as well as Nadine Fydryszewski and Jim Flannigan for a world wind year of reorganization, prioritizing, and re-imagining the Leadership Academy experience.
MOTION #22: Stephanie Mabry (MI) moved the House of Delegates commend those who received platinum PAC donor pins for donating a $300 minimum at least 3 years in a row. Pin recipients included Suzanne Butch and Deb Rohdal who were present.

MOTION #23: Bakken (IL) moved that ASCLS House of Delegates thank ASCLS and AGT members and guess who participated in silent auction, which raised $6,536 for scholarships and grants. Special thanks were also extended to Ramona Fox and the E&R Committee for their support and assistance.

MOTION #24: Victoria Rensink (MT) moved to commend Holly Weinberg Region VIII Director for her outstanding organization skills, dedication to publicizing the Region VIII meeting, and for her overall services and contributions.

MOTION #25: Bill Hunt, Master Sargent of Arms moved to commend the Sargent of Arms Committee members Jeanine Christian, Cheminine Roberts, Gwen Swendle and Stephanie Blackburn.

Barbara Brown (CO) announced the 56th Inter Mountain State Seminar (IMSS) in Jackson Hole, WY on October 10 - 12, 2019 provided by ASCLS Region VIII and the great states of CO, ID, MT, UT, and WY.

Stephanie Mayberry (MI) chair of PAC recognized the winners of Region competition as follows:
   Third Place: Region VII with $1,963
   Second Place: Region IV with $2,308
   First Place: Region V with $2,610 winning the travelling PACtastic Trophy

MOTION #26: Singleterry (MI Pres) moved that the House of Delegates continue to commend Rosalyn Mc Queen for her services as ASCLS Past President.

MOTION #27: Miles Tompkins (OK) DAC chair, moved to commend and recognize the DAC volunteers from annual meeting.

President Johnson closed the House of Delegates. Seconded by Past President Roslyn McQueen. The meeting was adjourned at 11:36 ET.

Debbie Shell, Secretary/Treasurer       Halcyon St. Hill, Chair, Minutes Committee

Kyle Riding, Minutes Committee         Janice Conway-Klaassen, Minutes Committee
REPORT TO:  House of Delegates  
REPORT OF:   A-1 President  
SUBMITTED FOR:   2020 House of Delegates Annual Meeting  
SUBMITTED BY:  Cindy Johnson, ASCLS President  

Activities of the Committee or Affiliated Organizations  
• Participated in weekly conference calls with Jim Flanigan, ASCLS Executive Vice President  
• ASCLS Today – submitted articles for the President’s column  
• Conducted monthly calls with President-elect, Maddie Josephs and Past President, Roslyn McQueen  
• Conducted monthly calls with the ASCLS Board of Directors and ASCLS Staff.  
• Attended the Joint Annual Meeting Steering Committee meeting in Louisville, KY September 6-7, 2019  
• Led the Executive Committee meeting in Louisville, KY, September 7-8, 2019  
• Delivered the opening keynote address at the Region V Symposium, Fargo on September 26, 2019  
• Participated in the Clinical Laboratory Educator’s Conference (CLEC) Steering Committee conference calls  
• Attended the Clinical Laboratory Educator’s Conference in Orlando, FL on February 27-29, 2020  
• Participated in the 2020 Joint Annual Meeting Steering Committee conference calls  
• Participated in the Position Paper Task Force conference calls  
• Participated in the monthly GAC conference calls  
• Participated in Choose Wisely Task Force conference calls  
• Participated in the House of Delegates Engagement Task Force conference calls  
• Addressed issues and concerns of various ASCLS committee chairs  
• Resolved appointment issues with ASCLS President Elect and Committee chairs  
• Responded to communications from ASCLS members and regional directors as requested  
• Communicated with ASCLS Committee Chairs, Task Force Chairs, and BOD as needed, responded to communications as requested.  

The laboratory community has been thrust into the national spotlight because of the Coronavirus pandemic. As laboratory professionals we have had the opportunity to educate healthcare providers, the public, and our governmental officials on the many services the laboratory community provides in prevention, diagnosis, monitoring, and treating disease. Thank you, Heroes in Lab Coats!
**REPORT TO:** House of Delegates  
**REPORT OF:** B-1 Region I  
**SUBMITTED FOR:** 2020 House of Delegates Annual Meeting  
**SUBMITTED BY:** Lisa Hochstein, Region I Director

### Activities of the Committee or Affiliated Organizations
- Participated in Board of Directors’ check-in calls
- Communicated with Constituent Society Presidents
- Attended Fall and Interim Board Meetings
- Submitted two articles for ASCLS Today
- Board liaison to Promotion of the Profession Committee
- Board liaison to Product Development Committee
- Nominated members for Omicron Sigma
- Attended Fall and Spring Board meetings of ASCLS-NY
- Secured a site for the 2020 Region I Seminar
- Served as Co-chair of the ASCLS-NY Spring Seminar (canceled)
- Assisted with revision of ASCLS-NY Bylaws
**REPORT TO:**  
House of Delegates  
**REPORT OF:**  
B-2 Region II  
**SUBMITTED FOR:**  
2020 House of Delegates Annual Meeting  
**SUBMITTED BY:**  
Nadine Fydryszewski Region II Director

**Activities of the Committee or Affiliated Organizations**

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<th>Activities of the Committee or Affiliated Organizations</th>
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<tr>
<td><strong>ACTIVITIES OF THE REGION II DIRECTOR</strong></td>
</tr>
<tr>
<td>Responded to ASCLS requests for information and electronic votes.</td>
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<tr>
<td>Participated in monthly ASCLS BOD Update Sessions - teleconference</td>
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<tr>
<td>Participated in ASCLS-BOD Meetings: Annual 2019, Fall 2019, Interim 2020</td>
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<tr>
<td>Participated in E &amp; R Fund teleconference meetings</td>
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<tr>
<td>Participated in Long Range Planning Committee</td>
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<td>Participated in Planning Day held via several teleconference sessions.</td>
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<tr>
<td>Served a Board liaison for the CIR</td>
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<tr>
<td>Served as Cahir of the Policy &amp; Procedure Committee.</td>
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<tr>
<td>Chaired five (5) Region II Leadership Council teleconference meetings.</td>
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<tr>
<td>Communicated regularly with the Region II Leadership Council and on topics related to the ASCLS National, Office, services, and topics of interest impacting the profession.</td>
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<tr>
<td>Worked with Region II committee to update Region II P &amp; P Manual</td>
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**REGION ACTIVITIES:**

Most Region II constituent societies held a minimum of two Board of Director Meetings, one annual business meeting and/or state house of delegates meeting, and one annual scientific meeting. The COVID-19 pandemic did impact some constituent societies in fulfilling all the requirements. This should not be considered this year, and should be in good standing as a constituent society. All are exploring alternative options in Fall.
**REPORT TO:** House of Delegates  
**REPORT OF:** B-3 Region III  
**SUBMITTED FOR:** 2020 House of Delegates Annual Meeting  
**SUBMITTED BY:** Janelle Chiasera

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<tr>
<td>Triennial meeting hosted by Florida</td>
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<td>Email correspondence to region III leadership</td>
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<tr>
<td>Participation in Board check-in calls</td>
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<td>Participation on Appointments committee</td>
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<tr>
<td>Zoom conference with region III leadership</td>
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<tr>
<td>Region III guidelines updated and approved</td>
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**Activities of the Committee or Affiliated Organizations**

Activities of the Region Director
Reported by Beth Warning

- Attended the pre-board and Board of Directors meetings June 2019
- Attended HOD meeting and post HOD meeting in June 2019
- Hosted ASCLS Regional Caucus July
- Participated in the Executive Committee Meeting, September 2019
- Submitted articles for ASCLS Today November (Knowledge Transfer), May (ASCLS Family)
- Beth Warning participated in BOD orientation planning call 8/14
- Participated in Long Range Planning Committee calls
- Participated in ASCLS Finance Committee call
- Attended the ASCLS Fall Board Zoom Conference calls November, March
- Participated in BOD Check in calls
- Participated in the Zoom Conference calls for PAC, PACE committees
- Participant in ASCLS Leadership Book common read
- Attended and was a speaker at CLEC Orlando February 2020
- Provided an ASCLS Webinar March 2020 on Succession Planning and Knowledge Transfer
- Registered for ASCLS Legislative Symposium March 2020 (canceled)
- Responded to email voting as requested by ASCLS Secretary/Treasurer
- Put forth nominations for Omicron Sigma
- Co-Sponsored a nominee for the Mendelson Award

Regional Activities:
- Organized, planned, and hosted ASCLS RIV Touchpoint one day conference October 19th, Delaware, OH. Had three PACE accredited speakers and a RIV update during the meeting. Low attendance, but good reviews on how the day went. Complimentary event space through Columbus State Community College.
- Hosted ASCLS RIV Leadership conference calls September 9, January 20, April 2
- Emailed ASCLS RIV Leaders overview and notes from the Interim Board Meeting
- Worked with ASCLS-OH regarding IRS Treasury Documents
- Reviewed ByLaw revisions ASCLS-IN & KSCLS
- Attended ASCLS-IN, ASCLS OH, and KSCLS virtual business meetings
- Was an accepted speaker for ASCLS-MI annual meeting (canceled) and OH- Clinical Laboratory Collaborative (canceled)

Constituent Societies:
- Annual spring meetings canceled in KY, MI, OH and business member meetings were held virtually
• ASCLS MI, ASCLS IN held social activities in fall 2019 for Professional, Developing and Ascending members
• ASCLS IN, ASCLS OH awarded student scholarships
• ASCLS MI, KY, IN worked on bylaw updates and submission to national review committee
• ASCLS MI created 4 committees (DAC, Special Projects, Appointments, Patient Safety)
• ASCLS MI beta testing new Team Based Structure for conference and awards
REPORT TO: House of Delegates  
REPORT OF: B-5 Region V  
SUBMITTED FOR: 2020 House of Delegates Annual Meeting  
SUBMITTED BY: Jean Bauer

Activities of the Committee or Affiliated Organizations

Activities of the Region V Director

• Responded to requests for information and electronic votes
• Confirmed appointment of Developing Professional – Kaylee Kangas
• Confirmed appointment of Ascending Professional - Esther Iheme and PAC Trustee – Ali Nussbaum (WI) - both positions had been vacated before term completed
• Presented new Region V and State logos to Region V Council – each obtained their board’s approval to update logos; region, MN and WI decided to have new pins made
• Worked with Julia O’Donnell to obtain master; purchased new logo pins
• Attended the pre-board (June) and Board of Directors meetings -June 2019, March 2020
• Held ASCLS Region V Caucus June 2019
• Hosted Region V Dinner in Charlotte, NC - June 2019
• Attended face to face meetings of the following committees during the ASCLS Annual Meeting in Charlotte
  o LDC
  o Membership
  o SA: Laboratory Administration/Consultant/Quality/Accreditation/Industry
• Attended HOD meeting and post HOD meeting
• Participated in Fall Board Meeting 11/1/2019, Interim Board Meeting 3/15/2020
• Participated in Board Check-in calls (8/6, 9/3, 10/1, 11/5, 1/7, 2/4, 3/3, 3/12, 4/22 - discuss JAM)
• Long Range Planning Committee (4/14, 5/5, 5/19)
• Attended GAC Meeting (3/16)
• Attended Leaders Call (3/26)
• Attended Labvocate Zoom meeting (4/9)
• Participated in the Zoom Conference calls for the following ASCLS committees
  o Membership (7/10, 7/31 [orientation], 8/14, 9/1,10/9, 11/3, 12/11, 2/12, 4/8, 4/30, 5/7, 5/13, 5/30 [full committee, Voices Under 40 meetings])
  o Leadership Development (7/19, 8/6, 9/4, 10/14, 11/14, 1/18, 2/20, 3/24, 4/15, 5/16 [call w/chair], 5/24)
  o Patient Safety Toolkit and Benchmarking WG (7/25, 8/22,10/22, 10/24, 11/12, 11/21, 1/23, 2/27)
  o Policies and Procedures Committee – 5/22

Regional Activities

• Held Region V Council meeting at Symposium, Fargo, ND – 9/27
• Held Region V Leadership Council conference call meetings via Zoom (10/24, 11/21, 2/13, 3/31, 5/26)
• Participated in the Zoom conference calls for the following Region V meetings:
  o Region V Symposium planning (7/15, 8/12, 9/4)
  o Region V Leadership Academy (8/28, 9/18) MN CLC site committee – 7/23 [discuss/select site for 2020 meeting], 8/5 [discuss contract and sign off]
  o Held Region V Council meeting at Symposium, Fargo, ND – 9/27
• Attended Region V Symposium, Fargo, ND – 9/26 – 9/27
• Attended MN CLC planning committee meetings (10/2, 11/7, 12/12, 1/6, 1/9, 3/5)
• Participated in Zoom call to discuss cancelling meeting - 3/11
• Conference call with WI President regarding participation strategy in Region V Symposium and Leadership Academy
  • Attended Region V Symposium, Fargo, ND – 9/26 – 9/27
• Presented at ASCLS-MN Student Night – 11/6
• Attended MN Metro Area Continuing Education – 1/25
• Contacted hotel in SD, reviewed and signed contract for 2020 Region V Symposium
• Attended MN Board meeting – 5/27
• Presented Region V and National updates at WI (5/21), SD & ND (5/28), & MN (5/30)

Membership Meetings
Region V Leadership Academy
• Sept 26  New class started – 3 participants (1 each from MN, ND, SD)
• Sept 26-27 LA sessions conducted during the Region V Meeting:
  o Real Colors
  o Advocating for the Clinical Laboratory
  o Team Building
  o Building Emotional Intelligence: A Practical Approach
• Sept 27  Graduating class presented project
• Sept 27  Graduated 3 participants (1 each from MN, ND, and WI)
• Participated in 2019-2020 Leadership Academy meetings (8/28, 9/18, 11/4, 2/26, 3/16, 3/23)
• Attended Leadership Academy Committee meeting (11/12, 1/8, 3/12)
<table>
<thead>
<tr>
<th>Activities of the Committee or Affiliated Organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activities of the Region Director</td>
</tr>
<tr>
<td>• Attended the 2019 ASCLS National Meeting in Charlotte, NC including governance meetings</td>
</tr>
<tr>
<td>o Pre-Board Meeting</td>
</tr>
<tr>
<td>o Board of Director’s Meeting</td>
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<tr>
<td>o Bylaws Committee: 2019-2020 Liaison</td>
</tr>
<tr>
<td>o Diversity Advocacy Council: 2019 – 2020 Liaison</td>
</tr>
<tr>
<td>o Scientific Assembly: 2019-2020 Liaison</td>
</tr>
<tr>
<td>o House of Delegates</td>
</tr>
<tr>
<td>o Post House Board Meeting</td>
</tr>
<tr>
<td>• Attended 2020 Interim Board of Director’s Meeting via Zoom on March 15, 2020.</td>
</tr>
<tr>
<td>• Participated on ASCLS Board of Director’s Check In Calls on November 5, December 3, January 7, February 4, and March 3.</td>
</tr>
<tr>
<td>• Hosted Region VI Fall Council Meeting in Kansas City, KS on November 9 &amp; 10, 2019</td>
</tr>
<tr>
<td>• Hosted Region VI Interim Council Meeting via Zoom on March 5, 2020.</td>
</tr>
<tr>
<td>• Hosting Region VI Summer Council Meeting via Zoom on June 3, 2020</td>
</tr>
<tr>
<td>• Participated on Long Range Planning Committee Conference Calls on February 10, May 5, and May 19.</td>
</tr>
<tr>
<td>• Attended Bylaws Committee Conference Calls on January 3, February 21, and April 7.</td>
</tr>
<tr>
<td>• Voted on all email motions presented before the Board of Directors since the House of Delegates.</td>
</tr>
<tr>
<td>• Provided roster of national committee liaisons and Developing Professional Forum members for Region VI to appropriate national contact.</td>
</tr>
<tr>
<td>• Maintained Region VI Facebook Page and Twitter account including posting of relevant laboratory professional and advocacy items.</td>
</tr>
<tr>
<td>• Responded to State President, Council Members, and National Committee Chairs’ questions as Needed</td>
</tr>
<tr>
<td>2019-2020 Accomplishments</td>
</tr>
<tr>
<td>• Updated the Region VI Policy and Operational Manual and was approved by the Council at the Region VI Fall Council Meeting November 9, 2019.</td>
</tr>
<tr>
<td>• Continued to see adoption of Zoom for state board meetings and was used by Iowa, Kansas, and Missouri to hold their annual business meeting virtually.</td>
</tr>
<tr>
<td>• Continued to see adoption of My Committee for online agenda an</td>
</tr>
</tbody>
</table>
**Activities of the Committee or Affiliated Organizations**

**Activities of the Regional Director**
- Attended DCLS conference calls
- Responded to request for information from ASCLS
- Attended ASCLS Board of Directors conference calls
- Attended ASCLS Louisiana Fall Board Meeting conference call
- Attended ASCLS Arkansas Fall Board Meeting
- Appointed Region VII Student Forum Chair
- Communicated with Region VII State Presidents
- Communicated with DCLS and GAC committees
- Responded to requests from ASCLS Membership Committee and Leadership Development Committee
- Attended ASCLS Region VII Council conference calls (Fall, Winter and Spring)
- Attended ASCLS Board of Directors update conference calls
- Attended ASCLS Board of Directors Fall Board meeting conference call
- Attended ASCLS Texas Winter Board meeting conference call
- Attended Region VII Leadership Council Conference call
- Submitted Omicron Sigma Regional Nominees
- Attended GAC conference calls
- Attended Appointments Committee conference calls
- Attended ASCLS BOD Interim meeting Planning Day conference call
- Attended Texas ASCLS Spring Meeting and Business Meeting
- Attended Louisiana ASCLS Spring Meeting and Business Meeting
- Attended Arkansas ASCLS conference call
- Participated in ASCLS BOD Conference Calls
- Voted on BOD motions as needed
- Communicated with Region VII representative on ASCLS committees
- Communicated with ASCLS President and President Elect as appropriate
- Submitted an article for ASCLS Today
- Attended Town Hall Meeting with Senator John Boozman – AR
- Attended ASCLS Webinars
Activities of the Committee or Affiliated Organizations

- Attended IMSS and Region VIII Council Meeting, Jackson, Wyoming October 9, 2019
- Email sent to Constituent Society Presidents regarding Constituent Society Task Force data collection survey due date November 1, 2019.
- Participated in ASCLS BOD Check in conference calls, August, September, October, November, 2019, January (reviewed), February, March, April, May, 2020 and ASCLS Fall BOD Call in October, 2019, plus 3 ASCLS Long Range Planning Calls in May.
- Serve as Choosing Wisely Committee BOD Liaison, attended ZOOM calls approximately 6 times per year.
- Serve as Awards Committee BOD Liaison attended or reviewed calls monthly on 3rd Thursday.
- Communications: continue to updated Region VIII Council Drop Box, composed and posted 2019-2020 Region VIII Council Updates, composed document on discussion points for IMSS Continuation
- Region VIII Leadership Academy - graduated one intern at the Annual Meeting in Charlotte, NC; Kate De Angelo. The 2019-2020 class consists of six interns: Lisa Platter, Erica Buchanan – CO, Tiffany Ashworth, Colleen Ricci, Barbara Harvey, Dani Bodecker. This is the 7th class of the Region VIII Leadership Academy. To date, we have graduated 16 interns, 7 from Idaho, 3 from Wyoming, 3 from Montana, 2 from Colorado and 1 from Utah.
- National Award Ceremony in Charlotte, NC winning awards for 9 Constituent Society Awards. Hollie Bearce, Idaho - ASCLS 2019 Voices Under 40, Region VIII had 5 Key to the Future and 54 Omicron Sigma recipients. CS MOY were Chris Doran, Idaho, J.R. Constance, Colorado, Tori Resnick, Montana, Franki-Marie Herdt, Wyoming. A poster showing all award recipients will be exhibited in the vendor hall at IMSS.
- The Region VIII Council ASCLS member community is active for the 2019-2020. If your membership has lapsed, you cannot use the member community.
- Published article in January ASCLS Today on Advocacy
- Submitted articles for ASCLS - CO Laboratorian Newsletter - Fall and Winter issues
- Sent Fall, Winter, interim and Spring Regional Director Reports to State Presidents
- Participated in CLCC CO/WY State meeting call – CLCC cancelled for 2020 due to COVID 19
- CANCELLED due to COVID 19: Interim ASCLS BOD Meeting and Planning Day, plus Legislative Symposium
- Ian Wallace nominated for LDC for Region VIII and Region VIII Leadership Academy Chair
• All states completed Constituent Society Task Force Survey and engaged in Lapsed Member Campaign
  • Participated in ASCLS BOD Check in conference calls, August, September, October, November, 2019, January (reviewed), February, March, April, May, 2020 and ASCLS Fall BOD Call in October, 2019, plus 3 ASCLS Long Range Planning Calls in May, 2020.
  • Attended and presented Director’s Report and OS Awards at CO, WY, ID Zoom Spring General Assembly calls
  • Sent updates regarding ASCLS BOD activities regarding CS Task Force, HOD Task Force, JAM,
  • Credentialing and BOD report
  • Hosted ZOOM R VIII Spring Council Meeting April 27, 2020
  • Vote to suspend Region VIII Leadership Academy for 2020-21 due to current pandemic restraints
  • Submitted 32 Region VIII OS Awards, sent letters and certificates via email
## Activities of the Committee or Affiliated Organizations

RD served on committee for Board Orientation
Region meetings held in October 2019 and January 2020.
A joint professional organization and states meeting, the Northwest Medical Lab Symposium (NWMLS), was held in Washington in October 2019. RD took MLS students for one day attendance at the meeting.
RD participated in review and ranking of abstracts for annual meeting 2020.
RD wrote article for ASCLS Today on assigned topic: Diversity.
RD attended BOD check-in calls and planning meetings for annual meeting.
RD appointed representatives to Leadership and Ascending Professionals Committees.
RD appointed leader for taskforce of members from states within region and partner organizations to review and update guidelines and budgeting for NWMLS so that then region guidelines and budget could be determined and finalized.
WA, OR and AK participated in constituent society taskforce activities to determine needs, health and best practices to share.
RD attended online fall BOD meeting and served as a minutes taker.
RD submitted BOD reports for fall, interim and annual meetings.
RD communicated national activities, announcements and meeting topics with CS presidents and Region leaders.
RD submitted nominations for Omicron Sigma awards.
## Activities of the Committee or Affiliated Organizations

### Regional Director Activities:
- Region X director attended most board meetings. A regional council meeting was held 09/25/19, remaining updates were through emails and constituent board meetings.
- Region X director attended Mentorship committee, Safety Committee, Board Check-In calls, Executive committee, and Policy and Procedures meetings throughout the year.
- Region X director was unable to attend meetings in Hawaii, California and Arizona due to Covid-19 travel restrictions. She worked with these boards to transfer to a virtual meetings platform.

### Arizona/Nevada Review:
Arizona/Nevada had a fantastic year. They had a successful Halloween event and a Fall symposium. They were on schedule to have a spring symposium. I believe they are on the right track to build their constituent society to be engaged in multiple events throughout their states. The details of their specific activities are documented in their state report.

### California Review:
California also had an amazing year. They spent this year putting plans in place to grow their constituent society. This included a engaging brewery tour in October, complete redesign of the website and creation of a podcast. They have maintained a presence on the Clinical Laboratory Technology Advisory Committee (CLTAC). They are currently working on converting their planned annual meeting to a virtual meeting over a couple of days to ensure their members receive continuing education for this year. The details of their specific activities are documented in their state report.

### Hawaii Review:
Hawaii had a busy year. They have mastered the ability to host multiple different types of events through the year to engage different members. This includes participating in Medical Laboratory Science University of Hawaii Open House, nature hikes, Science of Beer event, and providing regular updates via email, Facebook and their website. They also canceled their joint spring meeting, Hawaii Clinical Laboratory Conference, with the local CLMA chapter. They are still discussing options a virtual event. The details of their specific activities are documented in their state report.

I am honored to have served this region for the last three years. They are an amazing group of individuals that are committed to our laboratory profession and our society. We are lucky to have them and I see great things for them in the future.
REPORT TO: House of Delegates  
REPORT OF: B-11 Ascending Professionals Forum  
SUBMITTED FOR: 2020 House of Delegates Annual Meeting  
SUBMITTED BY: Elizabeth LeFors - Ascending Professionals Director

### Activities of the Committee or Affiliated Organizations

#### APF 2019-2020 Activities
- Prepared and submitted a Strategic Action Plan.
- Prepared an APF 2019-2020 Budget and submitted to the board for approval.
- Held monthly conference calls in August, September, October, November, December, January, February, March, April, and May.
- Held orientation calls with all the new APF reps.
- Issued one E-Newsletter prepared by Elizabeth LeFors.
- Met with Eyyka (Developing Professionals Forum Chair) to discuss ways the APF and DPF can work together.
- Designed a new schedule to keep our social media active and up to date with the help of Regional representatives.
- Created a subcommittee to help Ally Storla with the organization of Lab Week run.
- Submitted two articles for ASCLS Today.
- Finished editing crash course videos recorded by the forum representatives.
- Received one application for Legislative Symposium Travel Grant.
- Started a blog in conjunction with the DPF titled “The Labora-Story”- New posts available once a month on ASCLS Connect Community page.
- Proposed and approved the sharing of 20% of profits earned each year from the Lab Week Run fundraiser with the Developing Professionals Forum.
- Proposed and approved the allocation of $10,875 for Ascending and Developing Professionals registration only grants to attend the virtual ASCLS and AGT Annual Meeting.
- Finished answering questions from the “What no one told you” section of the soon to be available APF Digital toolkit.
- Allocated $400 towards Lab Week Run Photo contest prizes.
- Posted free CE opportunities every month on the APF Facebook page.
**General**
As I read through these administrative reports for the year in preparation for the annual administrative report to the House of Delegates, it’s striking how our present state was so unforeseeable when we met in Charlotte. We did not predict:

- That our two largest educational events would attract nearly 1,500 registrations when just three years ago, 50% larger than attendance at those events three years ago.
- We would hold monthly, complimentary webinars for our members and attract nearly 500 to the most recent one.
- ASCLS would see itself prominently featured in the Los Angeles Times, and on NPR and PBS NewsHour, while members ramped up their PR efforts in local newspapers across the country.
- That an unknown virus would cause a global pandemic to direct a bright spotlight on this profession. What would have been entirely predictable is the incredibly flexibility and resilience of the profession reacting to unprecedented need for their skills and talents.

**Systems:**
- *Systems Summary:* Throughout 2019, ASCLS has installed, updated, and/or integrated a number of systems. I do not anticipate adding any additional systems or adding any additional major features. We are continuing work on optimization of our use of these systems and taking advantage of new features as they come available through the normal upgrade cycle. In summary, those systems are:
  - **Cvent Registration:** The system allows us to charge any partner organization’s members the member rate. The system also is integrated with the attendees capture for vendors. For this upcoming meeting, we are utilizing the system for program submissions and review.
  - **Higher Logic Marketing:** Integrated with both ASCLS member management database and our Connect Communities, this system has allowed us to precisely communicate with audiences and automate processes to save time and increase the perception of ASCLS with our key publics like members. We employed the full capabilities during the membership renewal campaign this summer and have an automated membership onboarding campaign that runs over the course of several weeks for anyone who joins the Society.
- **New Career Center:** The new ASCLS Career Center on the Boxwood system, part of the National Health Care Network, and is working well. Given the focus of our members on workforce and career advancement, this seems like an platform that can be better leveraged to drive member value.

- **Connect.ASCLS.org Mobile App:** An app for our Connect Community is available and has received good reviews. Driving adoption will be the next step.

- **New Integrations:** This fall, we completed the final system integration between our Path Learning Management System and the Higher Logic Connect Communities (and Marketing). This allows us to automatically create communities related to courses as individual sign up and also setup marketing automation for when individuals start or complete courses.

- **Web Properties:** ASCLS has a substantial number of web properties we have developed over the last few years, ranging from our home site, to our learning management system, grass roots advocacy, and Connect community. Though we have tried our best to integrate the sites with the others as we’ve added them, it is time to take a step back and look at our website ecosystem holistically. We believe there is some confusion among the member and public, how best to navigate or find what they need. Staff plans to devote some time this fall to thinkingly strategically through how all the sites function together, so members have a better experience.

- **Clinical Laboratory Science:** I’m disappointed that I’ve been unable to free up the professional resources (staff time) to focus on moving accepted articles in CLS to finished issues. A scientific journal is a hallmark of a profession and we need to find a way to get this site in full order by the end of this year.

  We do have some hopeful information to share. Beginning with the first issue of 2018, CLS migrated to an online platform by HighWire and its sister platform BenchPress. The board of directors agreed to invest in this platform in order to reduce our costs, create a sustainable financial model for the journal, and move to a modern publishing platform. When the move took place, the journal had not been indexed on PubMed since 2014 and there was little measurable readership. It was common for authors to complain about long wait times for decisions from editors. From 2014-2016 the annual net cost to the Society was $33,000 each year. From January 1, 2016 to August 1, 2018, when we began migrating, there were 7,141 visits to the journal site over 31 months or 230 visits a month.

  The BenchPress system, under Dr. Perry Scanlan’s leadership, is accepting manuscripts that are trackable by editors and submitters and feedback is provided in a matter of weeks. Upon acceptance, articles are immediately and automatically posted to the CLS Journal site on HighWire under publish ahead of print.
The content is DOI indexed and links to author ORCIDs. The DOI index allows for proper citation of articles and links CLS to other academic journals. All submitted articles are automatically entered into the DOI database upon acceptance. Since February of 2019, CrossRef (the DOI parent) has successfully resolved references to our articles more than 6,300 times. This resolution did not exist prior to the new platform.

Traffic and readership have jumped dramatically. In 2019 alone, there were approximately 23,000 visits to the site and 57,000 page views or 1,900 visits a month (826% increase in monthly visits) and 18,500 unique users over the course of the year. Barely six months into 2020, we have exceeded 2019’s visits to the site (24,000) and number of users (almost 20,000). This traffic is something that can eventually be monetized to further enhance value to ASCLS.

Beginning next year, the approximate net cost to ASCLS will be $20,000 and just $6,500 annually beginning in Fiscal Year 2022. In short, the Society’s net cost of the journal will be reduced by almost 80% while increasing audience reach from 230 visits to 4,000 visits per month this year.

When we complete the compositing of articles into issues, the CLS Journal site will be a valuable asset for ASCLS, the scientific community, and the Society’s members.

**Strategy:**

- **Financial Performance and Projections:** Though three quarters of the fiscal year, we have a good understanding of where we are likely to be at the end of this fiscal year.

Unfortunately, our membership revenue will be down when we anticipated growth this year. After the summer renewal cycle in 2019, we were ahead of the previous year’s revenue by 12.5%. By the end of October, we were 1.9% of the previous year’s pace, and we ended the membership recruitment year 5.6% behind the previous year. Cancellations of state meetings are no small part of that trend.

Two other major departments are slightly behind budgeted nets for the year. CLEC saw record attendance and revenue, but much larger than expected costs for food and beverage and AV more than balanced those added revenues. The bottom line is close to, but below our anticipated, budgeted net. P.A.C.E. is on track to increase net revenue compared to last year, but the cancellation of educational programs in the spring should cause the program to fall slightly short of its budgeted net. Together, these programs represent 1/3 of our budgeted revenue.

We still have considerable uncertainty around the Annual Meeting. We do know that industry revenue will be down approximately 75% in the virtual environment, but registration revenue, even at a lower rate per person, will compare favorably to last year’s revenue. Because we’ve eliminated our major costs around Food and Beverage
and Audio Visual, we may see financial performance improve over the budgeted bottom line.

We will incur a $43,000 cost for even cancellation related to the moving of the 2020 meeting site to 2021 and the cancellation of our contract in Addison/Dallas with the Renaissance Hotel there. We are only now beginning to add this into our annual projections.

- **Government Affairs:** ASCLS continues to seek co-sponsors for our bill to help address shortages in the laboratory in the context of the larger population of allied health professionals. Rep. Cicillini (D-RI) is the primary sponsor which was introduced in March. A grass roots outreach effort is planned for this summer.

  Most of our work on Capitol Hill this sprint has been focused on the government’s response to COVID-19 through a series of relief bills. We have also been providing expert guidance to members of Congress and their staff hoping to understand issues around the capacity to delivery diagnostic testing for COVID-19 as they conduct oversite and planning for the future.

  Other issues, like regulations of laboratory developed tests are likely to wait until the new Congress in January, though we continue to monitor activity on those fronts.

- **CLEC 2020:** CLEC 2020 blew past any previous records with 620 registrations compared to last year’s record of 523. An excellent program developed by the new CLEC Steering Committee was very attractive, as was the New Educators Workshop, which attracted nearly 80 registrants. Of course, Orlando was an attraction as well. The local host committee and the steering committee should both be recognized for their outstanding work.

- **Joint Annual Meeting:** At the time of this writing, we have approximately 850 registrants for this year’s Joint Annual Meeting, which includes a small number of industry representatives. This marks a significant increase, almost doubling participation compared to our last year with AACC.

  Producing an entirely virtual meeting has been a challenge, but we have learned a great deal. We’ve also been able to lean on the broader association professional community as all associations are facing the same issues. We have taken some creative risks to make the meeting as engaging as possible, not just a series of webinars.

- **Webinars:** We will complete the Society year having offered nine webinars (including one we will offer in July) with a trend of increasing attendance. The first webinar last
fall attracted a little less than 100 and the most recent topic on Convalescent Plasma with AGT attracted nearly 500.

Title
Labvocate Amplify Your Voice for Your Profession and Your Patients 86 34
WeSaveLives Everyday How Laboratory Professionals Can Use Social Media to Promote Professional Visibility 147 72
The Value of Our Values - How Current and Future Value-Based Initiatives Have the Power to Transform the Laboratory Profession 160 52
Dealing with Difficult Employees by Detoxifying Your Workplace 253 79
Knowledge Sharing and Succession Planning in the Laboratory 242 75
Labvocate Update 300 96
Cultivating Resiliency: A New Frame on Stress (Noon during lab week) 151 74
Convalescent Plasma (with AGT) 481

- **P.A.C.E.**: The P.A.C.E. program pricing change to begin this year (P.A.C.E. runs on a calendar year, not a fiscal/society year) has been implemented. We began 2020 with a strong base of providers and half-way through the year most have renewed. Below is a comparison of where we are today to year end results of previous years. The cancellation of springtime educational events, especially for our state societies, has had a material effect on the number of single event providers.

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</thead>
<tbody>
<tr>
<td>Annual Providers</td>
<td>211</td>
<td>225</td>
<td>239</td>
<td>227</td>
<td>232</td>
<td>223</td>
<td>218</td>
</tr>
<tr>
<td>Single Providers</td>
<td>8</td>
<td>47</td>
<td>48</td>
<td>26</td>
<td>26</td>
<td>10</td>
<td>45</td>
</tr>
<tr>
<td>Total Providers</td>
<td>219</td>
<td>269</td>
<td>287</td>
<td>253</td>
<td>258</td>
<td>263</td>
<td>263</td>
</tr>
</tbody>
</table>

- **Membership Recruitment and Retention**: As noted above, after seeing a significant increase in renewals to start the new membership year, renewals and new memberships slowed down considerably. Since new members joining after May 1 are automatically advance to renew in 2021, our member numbers at the end of April each year are the most comparable to one another.

<table>
<thead>
<tr>
<th>Month</th>
<th>Ascend</th>
<th>Comm</th>
<th>Develop</th>
<th>Emer1</th>
<th>Emer2</th>
<th>Honor</th>
<th>Profess</th>
<th>Total</th>
</tr>
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<tbody>
<tr>
<td>17-Apr</td>
<td>904</td>
<td>253</td>
<td>2,748</td>
<td>110</td>
<td>118</td>
<td>20</td>
<td>4,160</td>
<td>8,313</td>
</tr>
<tr>
<td>18-Apr</td>
<td>409</td>
<td>225</td>
<td>2,432</td>
<td>99</td>
<td>137</td>
<td>17</td>
<td>4,001</td>
<td>7,320</td>
</tr>
<tr>
<td>19-Apr</td>
<td>667</td>
<td>136</td>
<td>2,419</td>
<td>100</td>
<td>234</td>
<td>17</td>
<td>3,597</td>
<td>7,170</td>
</tr>
<tr>
<td>20-Apr</td>
<td>733</td>
<td>94</td>
<td>2,339</td>
<td>78</td>
<td>274</td>
<td>14</td>
<td>3,276</td>
<td>6,808</td>
</tr>
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</table>

Almost all of the net loss of 361 members can be attributed to the loss of professional members, which if the group that generates the vast majority of membership dues revenue. Retention of Professional, Ascending Professional and Emeritus members improved slightly for 2020 to 79.7%, up from 79.5% last year.
Multiyear membership: This spring, we began offering the option of a three-year membership renewal after upgrades to our systems were completed. To date 48 members have taken advantage of this option.

Activities:

- **ASAE:** Julia, Melanie, Andrea, and I attended the American Society of Association Executives (ASAE) Annual Meeting in Columbus, Ohio in August. From a staff perspective, some of the most impactful themes were: new models for micro-learning and micro-credentialing, effectively expanding non-dues revenue sources and business development, new engagement models and formats for live meetings, volunteer recruitment, expanded approaches to governance, and a variety of marketing ideas. A summary was shared with the Executive Committee and the staff retreat that followed focused almost exclusively on moving the best ideas forward. Some insights from that meeting are driving the new agenda for this Board of Directors meeting.

- **NSH:** I attended the National Society for Histotechnologists meeting as an invited guest speaker for an opening keynote panel on the laboratory workforce.

- **CLIAC:** Attended the fall CLIAC meeting on November 6-7 in Atlanta.

  - The staff welcomed Michael Cubbage to our team. Michael is taking the place of Pam Magnani who many on the board came to know and trust. Michael’s first meeting was CLEC, where he meshed very well with the rest of the team and interacted very well with our members. Those not at CLEC will have a chance to meet Michael at the Joint Annual Meeting.

  - Due to COVID-19 concerns most spring activities have been cancelled or delayed until fall. Those include CLIAC, state meeting speaking engagements in Ohio, Illinois, and California (at this time, Kansas is still meeting). Our staff retreat planned for March 18-19 was moved to a virtual platform.

  - There have been no activities since the board’s interim meeting due to COVID-19. Staff continues to function virtually without any issues.
REPORT TO: House of Delegates
REPORT OF: C-1 Abstract Proposal Review Committee
SUBMITTED FOR: 2020 House of Delegates Annual Meeting
SUBMITTED BY: Stacey Robinson, Chair, APRC

Activities of the Committee or Affiliated Organizations
- During and after AM (Annual Meeting) the APRC helped solicit topics and speakers.
- We held in-person meeting at AM to review our committee charges (1st Meeting).
- After the submissions of proposals had closed, we assisted in proposal ranking.
- In October, we held a planning meeting to set up training and abstract review dates (2nd Meeting).
- In December, we reviewed Poster and Oral competition evaluation forms – by e-mail, to determine what basic evaluation criteria could be shared.
- In March we met to discuss instructions and experiences relating to the review process and Cvent and discuss acceptance criteria (3rd Meeting). We collected a list of potential reviewers and their subject areas and reviewed/scored abstracts for annual meeting.
- Poster presentations have been scheduled for the 2020 meeting.
- We are currently seeking volunteer judges for both poster and oral presentations.
Activities of the Committee or Affiliated Organizations

• Content was solicited and submitted for scheduled issues; themes were assigned to each issue and authors for articles scheduled, when possible and appropriate, were asked to consider the issue theme.
• Editor served on the Marketing and Communication Committee
• Eight issues scheduled and published for the 2019-20 year.
<table>
<thead>
<tr>
<th>REPORT TO:</th>
<th>House of Delegates</th>
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</thead>
<tbody>
<tr>
<td>REPORT OF:</td>
<td>C-4 Awards Committee</td>
</tr>
<tr>
<td>SUBMITTED FOR:</td>
<td>2020 House of Delegates Annual Meeting</td>
</tr>
<tr>
<td>SUBMITTED BY:</td>
<td>Suzanne Campbell, Awards Committee Chair, 2019-2020</td>
</tr>
</tbody>
</table>

### Activities of the Committee or Affiliated Organizations

The Awards Committee met via zoom July 18, September 19, October 10, January 16, February 20, March 19, April 16, May 7, May 18, June 4 and June 18.

Committee charges included:
1. Coordinates all activities on publication, description, nomination, selection and presentation of societal awards.
2. Continue to improve the online submission process.
3. Work with Marketing and Communication committee to actively promote award opportunities.

Major accomplishments of the committee include revision of the Behind the Scenes document, review and judging of award submissions, promotion of the award opportunities via the organization webpage, and developing and implementing a virtual format for the awards recognizing during the annual meeting timeframe.

Committee members include: Scott Aikey, vice chair; Maria Rodriguez, Stephanie Bonertz, Kate DeAngelo, Farogh Nazari, Christal Lane, Stephanie Mihane, board liaison and Julia O'Donnell, staff liaison.
Activities of the Committee or Affiliated Organizations
Choosing Wisely Committee Activities and Goals
The ASCLS Choosing Wisely Committee met on 10-3-19, 12-18-19, 4-30-20, and 6-4-20. On 12-11-19, subsequent to approvals by the fall, 2019 BOD, the CW Committee formally submitted recommendations to the American Board of Internal Medicine Foundation [ABIMF]. On 12-13-19 we received an ABIMF request that we resubmit in collaboration with the ASCP Effective Test Utilization Steering Committee [ETUSC], chaired by Lee Hillborne, MD. Maddie Josephs, Stephanie Mihane, and Cindy Johnson conferred and appointed George Fritsma as ASCLS CW representative to the ETUSC.
The ETUSC met 4-14-20 and our recommendations were forwarded unchanged to ABIMF and were readied for publication. The meeting was collegial and respectful. The ETUSC invited us to nominate CW Champions for 2021.
During our 4-30-20 meeting, new ASCLS CW Committee recommendations were reviewed and prepared for forwarding to the ASCLS Scientific Assemblies.
ASCP, ABIMF, and ASCLS have prepared a simultaneous news release with collateral for 6-11-20. On that day our recommendations will be published on the CW web site with ASCLS attribution.
New Recommendations in Progress
The Choosing Wisely Task Force moved that the ASCLS BOD approve these recommendations for submission to the ETUSC subject to 6-4-20 updates. The recommendations will have supplemental justifications and references.
Do not order a MTHFR mutation and / or homocysteine assay as part of a thrombophilia work up. [Mayukh Sarkar, PhD, currently under SA review]
Do not order protein S activity or total protein S antigen. Instead order free protein S antigen. [Mayukh Sarkar, PhD, MLS, currently under SA review]
Do not use thromboelastography to guide blood product transfusions in trauma patient resuscitation without an established, institutional treatment algorithm in place. [Ryan Mize, DCLS, currently under SA review]
Do not routinely employ discard tubes when collecting coagulation specimens Use discard tubes only when collecting from a “butterfly” infusion set or vascular access device. [George Fritsma MS MLS, SA review]
Previously approved and ready to submit: Avoid routine type and screen testing for patients undergoing procedures with a low risk of bleeding without clinical indication. [Brianna Miller MS, MLS]
Activities of the Committee or Affiliated Organizations
CLEC 2020 was held in Orlando, Florida with record-breaking attendance (622 registrants total) and introduced warmly received updates such as the New Educators Workshop (NEW) with 77 registrants total. Overall, the CLEC 2020 program was successfully rated with highly regarded sessions. Deemed one of the best in CLEC history. Cheers! We have an opportunity to build on this momentum by bringing back the NEW workshop next year along with other programmatic changes such as the Networking Bubbles and expanding our sponsor list. This year's conference included 26 industry partners/sponsors and approximately 28 poster/tech demo presentations.

The first official CLEC 2020 Steering Committee (SC) concluded its term in a wrap up meeting held on Monday, April 27th. In this meeting, the committee reviewed the final numbers from CLEC 2020 including the number of registrants and industry partners (25 out of 26 with physical onsite presence in Orlando). The committee reviewed the CLEC 2020 evaluations completed by conference attendees and vendors. Additionally, CLEC 2020 SC committee members shared feedback regarding their own experience serving on the committee as well as recommendations for next year’s conference planned for Denver, CO. In new business, we discussed the updated proposal process for CLEC 2021 and reviewed content as it relates to the planning process for Denver (e.g. dates, meeting location, lodging accommodations). The meeting concluded with a formal transition from the CLEC 2020 SC Chair, Dana Bostic, to CLEC 2021 SC Chair, Dr. Hassan Aziz. The committee itself fully transferred to the CLEC 2021 SC effective May 1, 2020 under the guidance of Dr. Hassan Aziz and the extended proposal submission deadline of May 15th. The first CLEC 2021 meeting will be held in early June while the committee waits to hear about the incoming committee members filling vacant positions for the 2020-2021 committee year.
Activities of the Committee or Affiliated Organizations
The editorial board has worked hard to assess the needs of the journal's authors and readers. The editorial board created an IRB approved study that has assessed the wants and needs of journal authors and readers. This work was presented at CLEC 2020 as the presentation "Publish or Perish: The Need for Scholarly Activity in Medical Laboratory Science". This presentation shows the needs of stakeholders from various perspectives. Besides reviewing manuscripts and setting up issues of the journal, the CLS editorial board has also been accepted to present a panel titled "Becoming an Expert: Professional Writing, Reviewing and Publishing" at the Joint Annual Meeting. In addition to these scholarly efforts, the journal editorial board has conducted a search for an Education Editor (Janice Conway-Klaassen) and Associate editors (Tara Moon, Diane Davis) to establish a succession plan. The Editorial Board has submitted 3 proposals to the CLEC meeting Becoming an Expert: Professional Writing, Reviewing and Publishing in Microbiology/Molecular, CLEC meeting Becoming an Expert: Professional Writing, Reviewing and Publishing in Hematology/Immunohematology, and CLEC meeting Becoming an Expert: Professional Writing, Reviewing and Publishing in Education.
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<td>C-10 Diversity Advocacy Counsel</td>
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<td>SUBMITTED BY:</td>
<td>Miles Tompkins</td>
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**Activities of the Committee or Affiliated Organizations**

Developed and submitted criteria for the Glenda Price Diversity in Leadership Award. Had meeting with E&R to discuss further actions for DAC. Awaiting response from Executive Team on how to proceed.
Activities of the Committee or Affiliated Organizations
The committee met in September, October, November, December of 2019, and January, February, March, May, and June of 2020. Monthly meetings were prioritized for work on the body of knowledge document that is needed both by NAACLS for accreditation of programs and by ASCP for the development of a certification.

The committee has developed a ~44 page BOK with 3 major sections: Patient Safety/Professional Practice, Scientific/Medical, and Advanced Clinical Laboratory Science. October 2019 through Jan 2020 we were able to make significant edits to and nearly complete the Advanced Clinical Laboratory Science section that includes a brief review of MLS foundational knowledge for each section and then higher-level competencies for the advanced practitioner. The committee is now about halfway through the review of the Patient safety/Professional Practice section and has one more section to evaluate. Cheers for progress! The committee needs guidance on what the next steps would be after completion of the document which has been delayed from the original completion of Summer 2020 but is anticipated early 2021.

A residency/clinical experience competency document has been completed but not yet reviewed by the committee (some of which was incorporated into the body of knowledge itself).

Communication with NAACLS. Mark Spence provided an update at the CLEC 2020 meeting. The NAACLS DRC will be meeting June 12th, 2020.

Promotion of the DCLS profession: ASCLS Today has been contacted to highlight DCLS professionals or DCLS students in the newsletter. Additionally, an action to the board was added after the CLEC 2020 Oversight meeting to make connections within various organizations regarding the promotion and knowledge of DCLS professional to help push the profession forward. A DCLS specific conference was approved by the board with a break-even budget. The committee will begin discussions this summer. Additionally, discussions took place regarding restructuring the ASCLS DCLS ‘website’ to be more informative from a non-educator standpoint and highlight achievements of the DCLS profession. Website development is a goal of the committee but resources have been largely placed on the body of knowledge this year’s cycle.

Development of a DCLS specific certification examination by ASCP: A job analysis will take place once 30-40 DCLS professionals are in practice which we anticipate will be about 3-5 years from now.

Please join our session at JAM 2020: Hear it from the Source. Why choose the DCLS? A panel of students (and their respective program directors) from all 3 national DCLS Programs.

Program Updates:
Rutger’s University graduated 2 new DCLS professionals May 2020. Both have job offers in DCLS roles. Dr. Gunsolus continues to be a strong advocate for the profession and
demonstrating great success in her position at Augusta University Medical Center. Rutger’s is on target to have 2 more graduates in 2021.

University of Texas Medical Branch has graduated a total of 5 DCLS students in 2019. All are currently employed in various positions including education, consulting, and administrative/director positions. They have 9 DCLS students on track for August 2020 graduation.

The University of Kansas Medical Center, now the 3rd DCLS program, had their first class of 4 begin in Fall of 2019. They have accepted 6 for fall of 2020.
REPORT TO:  House of Delegates  
REPORT OF:  C-12 E&R Fund  
SUBMITTED FOR:  2020 House of Delegates Annual Meeting  
SUBMITTED BY:  Louann Lawrence  

Activities of the Committee or Affiliated Organizations  
Activities 2019-2020:  
1. In addition to our face to face meeting in Charlotte, trustees met by conference call on September 19 and November 21, 2019; February 20, April 16, and May 14, 2020. We will be meeting again prior to the Annual Meeting in June to discuss how to run a Virtual Silent Auction this year. The Silent Auction at the Annual Meeting is our main fundraising event, and this will be a new experience for us all.  
2. We held a Silent Auction fundraiser at CLEC again this year. Thanks to all who purchased an item or donated items. We made $1868 which will be added to our grant fund.  
3. E&R is awarding $13,000 in scholarships this year in memory of Bunny Rodak, Michelle Kanuth, and Edward Dolbey and in honor of Dan Southern. Thanks to our donor families and friends for funding these scholarships each year.  
4. The Joseph J. Kleiner Award for the best article in the 2019 issues of Clinical Laboratory Science was awarded to Owaja C, Roback-Navarro E, Iwai N, and Lerret N for “Hyperglycemia Activates the CD27-CD70 Axis on Human Peripheral Blood Mononuclear Cells.” The lead author will be presented with $1000 courtesy of the family of Joseph J. Kleiner, inventor of the vacutainer.  
5. We received five ASCLS Member Grant applications. Evaluations are completed. We are awaiting results of the 2020 Annual Meeting Virtual Silent Auction to determine funds available to award grants. Applicants have been apprised of the delay.  
6. We are continuing to revise the E&R Policies and Procedures document. We are including more specifics as to how the various sub-committees work so that we will not have to rely on “word of mouth” in the future. Information that is no longer relevant has been removed. Revisions of the current procedures are being added. This continues to be an ongoing project.
Activities of the Committee or Affiliated Organizations

Activities of the Committee
- 7-15-19 GAC Conference Call
- 8-19-19 GAC Conference Call
- 8-26 19 GAC DOS sub-committee Conference Call
- 8-28-19 GAC Webinar sub-committee Conference Call
- 9-16-19 GAC Conference Call
- 9-25-19 GAC Orientation Call for new DP, AP, and Interested Observers - Stephanie Noblit
- 9-29-19 GAC Webinar sub-committee Conference Call
- 10-3-19 Webinar - Labvocate: Amplify Your Voice for Your Profession and Your Patients
- 10-15-18 GAC Conference Call
- 11-19-18 GAC Conference Call
- 12-17-18 GAC Conference Call
- 1-21-19 GAC Conference Call
- 2-18-19 GAC Conference Call
- 3-16-20 GAC Conference Call
- 4-9-20 Webinar - Labvocate Update
- 4-20-20 GAC Conference Call
- 5-15-20 GAC Conference Call

Legislative Update
COVID-19 Legislation: ASCLS and other laboratory groups have been in talks with Sen. Murray’s (D-WA) office to offer input on a national testing plan. The GAC’s biggest concerns surround supply chain issues and supply shortages. ASCLS sent the other laboratory professional groups a draft of a letter to the Vice President that asks for a meeting of the professional laboratory societies with the White House Task Force.

Allied Health Personnel Shortage Act of 2019: The purpose of this bill is to provide 2 new programs; one to provide scholarships for students in all allied health professions, and another one for loan repayment. Rep. David Cicilline (D-RI) and Rep. Elizabeth Holmes (D-DC) introduced the Allied Health Personnel Shortage Act of 2019 in the House on March 19, 2020. HR 6302 has been referred to the House Committee on Energy and Commerce.

HR 3584 Laboratory Access for Beneficiaries (LAB) Act: The LAB Act, which delayed the next round of data reporting under PAMA for one year and would require a study by the Institute of Medicine into the effects of PAMA, was included in the consolidated Medicare spending package at the end of 2019. ASCLS will be talking with the Administration to see when and how the study will be conducted.

VALID/VITAL Acts: The Valid Act has been introduced in both the House and the Senate while the VITAL Act of 2020 was introduced in the Senate on March 17, 2020. Neither bill is likely to move quickly through Congress this year.

Regulatory Update
COVID Agency Update: ASCP has asked ASCLS to help revise a document they created about a national testing plan. The original document made a list of points, but did not elaborate on these points or how they would be addressed.

Labvocate: Amplify Your Voice for Your Profession and Your Patients: A GAC sub-committee composed of Donna Spannaus-Martin, Stephanie Noblit, and Letycia Nunez-Argote, created a one-hour webinar on advocacy. The discussion covered legislation vs. regulation, state vs. federal issues, and how to get involved in advocacy. Attendance was limited to 90 people. The webinar was recorded and is available on the ASCLS website.

Labvocate Update Webinar: On April 9, Patrick Cooney and Jim Flannigan provided a Labvocate Update webinar for ASCLS members. It is available on the ASCLS website for those who missed the live session.

Workforce update: CLIAC continues to be concerned about the workforce shortage. CDC is expanding its role in providing educational content to the workforce on topics they consider important.

Proposed DOS Policies: CMS requested comments on proposed regulation changes to their date of service (DOS) policies for molecular pathology and Advanced Diagnostic Laboratory tests (ADLTs) on August 9. A GAC DOS subcommittee put together comments on these proposed changes and submitted them to CMS on behalf of ASCLS on September 27.

Repeal of the Medical Tax Device: The GAC voted to support ASCLS signing onto a letter sent to the House and Senate leadership to ask Congress to prioritize the repeal of the medical device excise tax. We seek a permanent end to the tax due to the adverse effects it has on research and development.
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<td>J.R. Constance</td>
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**Activities of the Committee or Affiliated Organizations**

The Judicial Committee has had no activity since the last House of Delegates.
# Activities of the Committee or Affiliated Organizations

Activities to Report Since the Last House of Delegates:
- Face to Face meeting in North Carolina – June 23, 2019
- Check-in Meeting for Chairs and Liaisons – July 19, 2019
- Touch-base Meeting with ASCLS Today – August 16, 2019
- Committee Zoom Conference – August 30, 2019
- Full MarCom Committee Zoom - November 11, 2019
- Email/Discussion review of the ASCLS Today editor position description/purpose/goals – Nov 17-26, 2019
- MarCom Liaisons drafted ASCLS Today Themes – December 11, 2019
- MarCom Chairs & Liaisons Chat – February 3, 2020
- Audience Sub-Group Zoom – February 6, 2020
- Initial Audience Priority / Rank Survey & Review – February 10, 2020
- Brand Assessment Sub-Group Zoom – February 7, 2020
- Member Community Sub-Group Zoom – February 7, 2020
- Audience Sub-Group Zoom 2 – February 11, 2020
- Full MarCom Committee Zoom – Friday, February 14, 2020
- Electronic vote to approve the ASCLS Today editor position description/purpose/goals – May 15, 2020

Summary of Committee Efforts and Priorities:
* Worked with Cheryl Caskey and Julia O’Donnell to outline and implement themed editorial calendar for ASCLS Today content.
* Reviewed, updated, and approved ASCLS Today editor position description.
* Introductory work outlining an assessment of current ASCLS brand including strengths/weaknesses/perceptions related to each unique target audience.
* Collection and evaluation of data pertaining to usage of the online member communities to inform how to best use the service.
* Align unique audiences receiving MarCom efforts from the Society targeted marketing and communication that will meet their unique needs.
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<th>Activities of the Committee or Affiliated Organizations</th>
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<tr>
<td>Activities</td>
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<tr>
<td>• Supported a successful Lapsed Membership Campaign in the fall of 2019.</td>
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<td>• Submitted an article on behalf of the membership committee highlighting the membership efforts of ASCLS Hawaii. This was distributed as a blog post to the membership.</td>
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<td>• Launched 3 social media membership engagement activities: pumpkin carving contest, thank my lab people, and professionals behind the masks-lab heroes.</td>
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<td>• Distributed a Membership FAQ sheet with commonly asked questions about the new membership categories to the ASCLS Leadership Community.</td>
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<td>• Held an orientation for new membership committee members.</td>
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<td>• Invited State Membership Chairs to join monthly conference calls.</td>
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<td>• Awarded 12 Individuals with the Voices Under 40 Award</td>
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<td>• Updated state meeting helpful hints documents and offered booth ideas via the community.</td>
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<td>• Prepared to hold a State Membership Chair Orientation</td>
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<td>• Gathered Posts for a new blog called “People Join People” to be launched hopefully later in the year.</td>
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Activities of the Committee or Affiliated Organizations
Met several times and matched 38 pairs. Posted to the connect community for mentorship to facilitate group discussions that the pairs could bring back and discuss further between themselves. Discussed plan to move matching year from Oct-Oct to eliminate pressure from everyone to start in August when that is a busy time for new students (and many mentors). New software was presented that was purchased at the national level to aid in the matching process which will aid in more participation.
**Activities of the Committee or Affiliated Organizations**

Face to Face meeting in North Carolina – June 26, 2019

Zoom Conference – September 8, 2019

Reviewed all Candidate Information Forms (CIFs) & made all necessary updates for 2019-20.

Submitted article for ASCLS Today to announce positions open for nominations.

Committee Zoom Conference – November 8, 2019

Zoom with President Johnson & EVP Flanigan – November 14, 2019 to clarify previous Request for Action.

Updated all CIFs to add “List Years seated in the ASCLS House of Delegates Gallery”

Reviewed all SOP language regarding eligibility for elected positions to make recommendations to the Board.

CIF distribution began November 22, 2019

Posted call for Nominations in ASCLS Member Community – November 24, 2019

Posted final call for Nominations in ASCLS Member Community – February 3, 2020

Candidate Review Zoom Part I – February 7, 2020

Candidate Review Zoom Part II – February 18, 2020

Recommendations for SOP language changes to expand eligibility and increase accessibility for interested nominees were approved during Interim Board Meeting.

Email discussion and submission of question for President-elect candidates to answer during Annual Meeting – June, 2020
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<td>SUBMITTED BY:</td>
<td>Stacy Walz, Chair</td>
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**Activities of the Committee or Affiliated Organizations**
- Work was split among two workgroups, each of which met monthly. The full committee met every other month.
- Produced and published eight articles summarizing the recommendations made by the latest National Academies report, "Improving Diagnosis in Healthcare", for the COLA Lab Testing Matters website.
- Published numerous blogs on the ASCLS Patient Safety & Healthcare Quality member community.
- Published five articles on patient safety in ASCLS Today.
- Created a video script on venipuncture, for future production into a short safety video for patients.
- Made significant strides in a draft document for future creation of a patient safety and healthcare quality benchmarking toolkit.
- Revitalized the "It's Up To Me" campaign with new signage for both laboratory professionals and healthcare administrators, to highlight the clinical laboratory's role in patient safety.
Activities of the Committee or Affiliated Organizations

The COVID-19 pandemic has created a threat to our typical fundraising platform - in-person solicitation of donations at Legislative Symposium (cancelled), constituent society annual meetings (nearly all cancelled or moved virtual), and Joint Annual Meeting (moved virtual). Few donations have been received thus far; Washington and Hawaii have submitted donations from member donations from an in-person or virtual campaign, and some online donations outside of a targeted fundraising campaign are received during membership renewal or for other reasons. It is likely PAC donations will be significantly lower than in past years.

Plans are being made to run a virtual donation campaign in tandem with the Joint Annual meeting through use of a Zoom Room as an industry partner; push notifications, badges, and gamification of the conference app; and short videos/announcements that can be used during the virtual meeting and/or emailed to ASCLS membership.
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<td>SUBMITTED BY:</td>
<td>Suzanne Butch</td>
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**Activities of the Committee or Affiliated Organizations**
The class of eleven Leadership Academy began their journey at the 2019 ASCLS Annual Meeting.

Monthly sessions were held via Zoom.
The training sessions originally schedule for the days preceding the Legislative Symposium were quickly converted to virtual sessions.
Applications for the 2020-2021 class were solicited.
Four individuals were approved.
Both the current and new classes will be participating in virtual training sessions on June 27 and 28, 2020.
The current class will be present their project during the virtual annual meeting.
A graduation event is being planned.
The committee wishes to thank all of those individuals who presented lectures and discussions during the past year.
REPORT TO: House of Delegates  
REPORT OF: C-25 Leadership Development Committee  
SUBMITTED FOR: 2020 House of Delegates Annual Meeting  
SUBMITTED BY: Kathy Doig, Leadership Development Committee Chairperson

Activities of the Committee or Affiliated Organizations

Priority 1: Development and on-going oversight of a readily accessible, and well-advertised, library of on-line resources vetted by the Society, created to assist ASCLS constituent society leaders taking on new roles within the organization and to assist all members in developing their leadership knowledge.

There are five topics in module development: leadership basics, communication, professionalism, mentoring, diversity/equity/inclusion. The professionalism module will have three modules that are coordinated but designed so they can be taken separately and in any order.

Priority 2: Encourages each state in their region to recognize and reward new active professional members with the Keys to the Future Award and other recognitions. Led by Christie Massen, the LDC began communicating to leaders in November 2019 to recognize and honor KTF recipients. Carol Rentas picked up KTF in the final 6 weeks before the deadline to send reminders to constituent society leaders and RDs. Their efforts resulted in submission of 57 individuals from 32 active constituent societies representing 71% of active societies. Congratulations to the honorees and thank you to the constituent societies.

Priority 3: By August 1, use the ASCLS Strategy Map and charges listed below, identify and prioritize committee goals. Create a work plan including assignments, committee members assigned to the activity, and timeline to accomplish the specific charges.

The LDC did develop a work plan based on the priorities listed here which we have followed through the year.

Priority 4: Identify and forward to the Board of Directors (BOD) any emerging, strategic opportunities and threats for consideration.

The LDC has not identified any important items to report to the BOD but maintains this as a monthly agenda item.

Priority 5: Develop ways to demonstrate the return on investment for membership/activity in ASCLS: how involvement can translate into the development of leadership skills that can be used to advance in the workplace.

The 2019-20 LDC continued the work begun the prior year, working with Julia O'Donnell to develop videos of members talking about how their ASCLS involvement has paid off for them. Julia conducted interviews at the 2019 JAM and 3 of them have been completed and distributed in various ASCLS platforms.

Priority 6: Work with the marketing staff for developing a plan and schedule to feature these new leaders (Key to the Future).

The KTF submission process was revised for 2020 to include a short description of why the individual received the honor. This will be added to the website when the KTF recipients are listed. Photos will be solicited after the JAM.
Priority 7: Review and revise (as needed) committee handbooks, resources, and manuals. Ensure the most current editions are posted on the ASCLS website, and promote their availability.

The LDC has been working the last several months to revise the documents that describe the module development process. Also, we are making use of the website library as a repository for active documents so that subsequent committee chairs and others will have ready access.

Priority 8: Submit a proposal to present a constituent society leadership development session at the annual meeting and CLEC. The LDC endorsed a submitted proposal but it was not accepted.

Priority 9: Review the regional-representation composition of the LDC and make recommendations for any changes to BOD.

The LDC set this as low priority and had not acted on it before the BOD voted to change the composition.

Priority 10: Review the committee description in various places for consistency and appropriateness and make recommendations for any changes to the BOD. This remains a low priority to be acted on as time permits.

One activity that the LDC has been working on, not in the original work plan, is to develop a set of FAQs that can be posted on the "Get Involved" webpage. Susan Naka has taken the lead on developing the FAQs.
REPORT TO: House of Delegates
REPORT OF: D-1 IFBLS
SUBMITTED FOR: 2020 House of Delegates Annual Meeting
SUBMITTED BY: Hassan Aziz, Liaison to International Federation of Biomedical Laboratory Science (IFBLS)

Activities of the Committee or Affiliated Organizations
Submitted the ASCLS CD Annual Report for 2020 on April 6, 2020
Received and distributed March 2020 edition of the IFBLS Newsletter
A decision has been made to postpone the 34th IFBLS World Congress of Biomedical Laboratory Science, which was to be held 1-5 September 2020 in Copenhagen, Denmark. Continue to look at how and when the next General Assembly of Delegates (GAD) and election to the IFBLS Board of Directors for 2020-2022 can be arranged. Member associations interested in nominating a candidate for the IFBLS Board of the Directors the deadline to receive applications is Friday, 1 May 2020.
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<td>SUBMITTED BY:</td>
<td>Susie Zanto, Chair of the CCCLW</td>
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### Activities of the Committee or Affiliated Organizations
The CCCLW Steering Committee continues to hold monthly Zoom calls and the entire CCCLW meets quarterly.

The CCCLW continues to participate in the Centers for Disease Control and Prevention’s Clinical Laboratory Partners Workforce Think Tank.

The updated Laboratory Science Careers website (www.laboratorysciencecareers.com), maintained by CCCLW, continues to be an opportunity to spread the word about careers in laboratory science. ASCLS members should promote this website as a recruiting tool for students.

The CCCLW 2020 project is to promote the use of the Laboratory Science Careers website:

- Distributed a flyer at CLEC
- Reached out to the National Consortium for Health Science Education and HOSA
- Encouraged member organizations to promote the website during MLPW as well as the important work being done by our members during these difficult COVID-19 times
- Monitor Google Analytics to see if traffic improves as a result of our activities
Activities of the Committee or Affiliated Organizations

NAACLS continues to accredit and approve programs but this spring had to postpone a number of site visits due to the COVID-19 pandemic. NAACLS is exploring virtual visits to meet the needs of the programs.

NAACLS continues to revise standards as needed, and seek volunteers to be self-study reviewers, site visitors, RCAP/PARC/DRC committee members, and board members.

NAACLS is reviewing their strategic plan and have drafted revised vision and values.

NAACLS presented a pre-conference workshop Get Excited About Not Being Cited – The Insiders’ Edition prior to CLEC 2020 with 114 attendees present.

The NAACLS Board met on April 23, 2020 to conduct the business of the organization including approving or accrediting programs based on recommendations. The 2020 in-person Board meeting is scheduled for September 23 – 25, 2020.

The NAACLS 2019 Annual Report has been published and is available through the NAACLS website. (https://naacls.org/NAACLS/media/Documents/AnnualReport.pdf)

NAACLS continues to support innovation in education and accreditation to beyond just delivery systems but also clinical experiences and unique partnerships.

NAACLS continues to demonstrate commitment to public service by assuring the quality of educational programs in the clinical laboratory sciences and related healthcare disciplines and continues to be responsive to the needs of the healthcare community, especially during these difficult times of COVID-19.
Activities of the Committee or Affiliated Organizations

About the Health Professions Network (HPN):
The HPN represents 60 member associations and works to promote collaboration and serve the interests of allied health professionals from 200 different health professions as well as educators, regulators, accrediting agencies, and government agencies. Since its founding in 1995, HPN has worked to advance and explore current issues relevant to health professions. I represented ASCLS at the HPN Board of Directors monthly HPN Board Meetings. I continued to serve as President of HPN.

I represented ASCLS at the following Health Professions Network (HPN) Summits:
The HPN continues to work with national stakeholders in the series of Summits being held. The theme of the Fall Summit was “Flexibility in the Health Workforce” which was held Oct 1-5, 2019, in Albuquerque, NM. (Please see attached for summary and links.) The theme of the HPN Spring Summit was “Data & Its Impact on Health Professions” which was held due to COVID-19 Virtually on April 15-17, 2020. It was supposed to be held in person in Columbus, OH. (Please see attached for summary and links.) The HPN continues to work with national stakeholders on disseminating the DOL’s “Fundamentals of Health Care Competency Model” across the U.S. https://www.careeronestop.org/competencymodel/competency-models/fundamentals-of-health-care.aspx

Additional HPN notes:
The HPN continues working to implement a two-pronged consumer awareness campaign: One, to create awareness of the health professions and the career opportunities in these fields; two, to address the more fundamental issues (lack of clinical sites, shortage of faculty, inadequate program funding, issues with credentialing and licensure). The economic downturn, for the short term, has obviated the need for the first goal—awareness of the health professions is already there—so now we must face the second challenge. The HPN will continue to further develop its relationships with HRSA, DOL, DOE, etc., to potentially complement national missions and initiatives.

The HPN is working to strengthen the organization, communicate membership benefits to a larger audience, recruit and engage new members and organizations, develop revenue-generating activities, and enhance relationships with other key health care organizations, to ensure a two-way dialogue between HPN and member organizations. Other goals include:
• Increase public awareness of the health professions
• Recruit students into health care fields
• Serve as an informational resource for policy makers re: health workforce
• Undertake a multifaceted communications plan and PR campaign (making use of Web 2.0 and social media networking)

HPN Meeting schedule for 2019-2020
Fall 2020, Oct 27-30, 2020 Boulder, CO (Virtual possible)
*If you need access to the HPN Summit Presentations, please contact Dan Olson at Dan.Olson.Aloha@comcast.net
Activities of the Committee or Affiliated Organizations

The BOC met in person Fall 2019 and by video conference in Spring 2020. All Examination Committee meetings this year will be held by video conference.

The BOC approved changes in the points for certification maintenance (CMP) for technologist level certification and for qualifications. These will be effective for those who recertify after Jan. 1, 2024.

The BOC approved a motion to include one point in medical ethics as part of the required CMP. This will not increase the total number of points (36) required. This requirement will be effective for those who recertify after Jan. 1, 2023.

The Donor Phlebotomy Technician (DPT) certification will be discontinued Jan 1, 2022 and replaced by a qualification in Donor Phlebotomy (QDP).

A new qualification is available - Qualification in Biorepository Science (QBRS).

The Ethics Committee continues to investigate and review fraudulent use of ASCP credentials. Multiple warnings have been sent to remind individuals not to post copies of wall certificates on social media as this is one way that fraudulent documents can be created. Those found guilty of fraudulent documentation will face penalties that may include loss of certification.

The BOC sent out a request for proposal (RFP) for a study related to the value of certification. Seven individuals submitted full grant proposals and these will be reviewed by the end of May.

At the Fall 2019 BOC meeting there was recognition of the 10 year anniversary of the merger of NCA and the BOR to form the current Board of Certification.

Kathy Hansen, Susan Beck, Scott Aikey received ASCP Distinguished Service Awards for their service on the BOC during the initial 10 years.

A joint position paper (ASCLS and ASCP) regarding standardized nomenclature for medical laboratory personnel has been forwarded to the BOD and the 2020 House of Delegates for adoption.

All ASCLS representatives to the BOC actively participate on committees (including exam committees), task forces, and the Executive Committee.
REPORT TO: House of Delegates
REPORT OF: E-1 Constituent Society Task Force
SUBMITTED FOR: 2020 House of Delegates Annual Meeting
SUBMITTED BY: Linda Goossen, Chair Constituent Society Task Force

Activities of the Committee or Affiliated Organizations
House of Delegates Report December 13, 2018 – May 27, 2020
Constituent Society Task Force was established and approved by ASCLS Board of Directors. The term of the task force was extended through the 2019-2020 association year by the BOD during the June 2019 board meeting.
Task Force Members:
Linda Goossen, Chair
Rick Panning, Vice Chair
Suzanne Campbell
Mary Ann McLane
Miles Tompkins
Jim Flanigan, staff liaison
Roslyn McQueen, board liaison
Constituent Society Task Force meetings: 12-13-18, 1-10-19, 1-24-19, 2-7-19, 2-28-19, 3-14-19; 3-28-19; 4-25-19; 7-22-19; 8-29-19; 10-15-19; 11-20-19; 12-10-19; 1-21-20; 2-12-20; 3-11-20; 4-29-20; 5-20-20.
Activities
2018:
• Review ASCLS minimum requirements for an “active” constituent society.
• Discussion of the concept of Key Performance Indicators (KPIs).
• Selection of a KPI matrix model.
• Model modified to reflect ASCLS constituent society performance and identify constituent societies “at risk”.
2019:
• Development of Constituent Society Task Force assessment tool and grid.
• Determine which information data is available from ASCLS office.
• Pilot utilization of assessment tool for Minnesota, Michigan, Kansas, Oklahoma, and Connecticut.
• Presentation to Board during Planning Day on March 16, 2019 (Rick Panning).
• Presentation of progress to the Board June 22, 2019 (Suzanne Campbell).
• Final edits to the survey.
• Development of Survey Monkey assessment tool (Jim Flanigan).
• Survey and personalized email sent to all constituent society presidents and regional directors and posted on ASCLS Leader Community. Due date November 1, 2019.
• Review “The Race for Relevance: 5 Radical Changes for Associations” by Harrison Coerver and Mary Byers.
• Mailed the survey to 46 constituent societies, with a due date of November 1, 2019.
As of November 20, 30 constituent societies had completed and submitted the survey. New
Mexico and Connecticut are non-functional. As of February 12, all CSs except South Carolina, Wyoming, Mississippi, and Maine, had completed and submitted the survey.

2020:
- The task force members reviewed the survey responses and concluded the following:
  1. It is apparent that record keeping is an issue for a number of Constituent Societies (CS), given that despite numerous requests for information, several CSs did not submit the survey.
  2. There appears to be no controls on the assets of some CSs; finance should not only be controlled by the treasurer. The entire board should have access to the books and there should be regular finance reports going to the Board and to the membership. There should also be an audit committee and regular audit of the books.
  3. Task force members calculated a revenue ratio which equals assets/expenses. Some CSs exceeded 10, which may be evidence of poor bookkeeping, or evidence that some CSs are holding too much money for a non-profit. The task force agreed that anything over a "2" is bothersome, unless that CS has a large savings for a licensure effort. Further review is needed, on a case by case basis, to determine the purpose for such holdings.
  4. Some CSs with adequate funding gave little or no funds for scholarships, travel to the National Meeting, or Awards.
  5. Recycling of leadership and board vacancies are concerns.
  6. There are no apparent patterns emerging; therefore, what we might think are drivers of success may not actually be the case.

- Rick Panning and the task force developed a Power Point presentation regarding the results of the survey, which Rick presented to the BOD during the board meeting in Washington D.C. March 14., 2020
- Discussion of Board response to Constituent Society Taskforce report:
  - Motion #4 Referred to CSTF: Develop mechanisms to provide constituent societies with expertise and resources that are needed for specific activities, especially when they involve professional skills (e.g. online design, marketing communication, finances) (ASCLS-NY)
  - New York - missing financial data, taxes not filed,
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<td>E-2 House of Delegates Taskforce</td>
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<td>SUBMITTED BY:</td>
<td>Kyle Riding, Task Force Chair</td>
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**Activities of the Committee or Affiliated Organizations**

The task force was approved during the Fall Board of Directors meeting. Appointments to the task force were approved on December 10, 2019.

The Task Force has met five times since it was appointed. Conference calls to date have discussed the strengths and weaknesses of the current HOD model, the role of the House, how the House is to serve as a representative voice for ASCLS and the profession, exploring if society governance functions (i.e. elections and governing bylaws) is best served by the House or some other model, and identifying how representation beyond geographical location would be beneficial in assuring the House has as inclusive of a voice as possible.
| **REPORT TO:** | House of Delegates |
| **REPORT OF:** | E-3 Position Paper Task Force |
| **SUBMITTED FOR:** | 2020 House of Delegates Annual Meeting |
| **SUBMITTED BY:** | Deb Rodahl |

### Activities of the Committee or Affiliated Organizations

**Task Force Members:**
- Jeremy Angell
- Susan Beck
- Lisa Cremeans
- Lezlee Koch
- Elizabeth LeFors
- Gerardo Ramos
- Gilma Roncancio-Weemer
- Deb Rodahl, Chair
- Cindy Johnson, BOD Liaison
- Jim Flanigan, Staff

**Goals of the Task Force:**
- Confirm status and latest revision date of all papers (completed)
- Determine Nomenclature and make recommendations to standardize (completed)
- Develop a standardized format for position papers (completed)
- Review the existing ASCLS Position Papers and make recommendations to the Board of Directors as follows: (in progress)
  - Submit papers for board approval with no recommended changes. (Board approval would put a new date stamp on the document)
  - Submit papers to be sunset as no longer being relevant (BOD and HOD approval needed)
  - Submit revised papers for board approval and submission to the HOD. The House of Delegates has final approval.

**Activities of this task force:**
The task force has developed a standardized nomenclature for position paper rewrites to ensure consistency from paper to paper. It has been acknowledged that this could change should the laboratory community come together to adopt standards.
- Reference to the professional: Medical Laboratory Science Professional
- 2-year professional: Medical Laboratory Technician (MLT)
- 4-year professional: Medical Laboratory Scientist (MLS)
- Phlebotomy: Phlebotomist
- Certified Laboratory Assistant: Medical Laboratory Assistant (MLA)
- Reference to the practice / field: Clinical Laboratory Science
- Reference to educational programs: Educational programs in the Clinical Laboratory Sciences

The following papers have been under review with recommendations submitted to the BOD:
- Personnel Standards: recommendation to repeal this paper and incorporate key points/elements within the Scope of Practice position paper.
• Phlebotomy: recommendation to repeal this paper and incorporate key points/elements within the Scope of Practice position paper.
• Managed Care: recommendation to repeal this paper as it would be beneficial that content from the Managed Care paper could be included as background in a revision of the Health Care Reform position paper.
• Health Care Reform Resolution: recommendation to repeal this paper as it appears to be an older version of the 2012 Health Care Reform position paper.
• Health Care Reform: recommendation to the board to appoint a task force to complete an in-depth update to this paper with careful consideration of the types of questions our members may have on the various challenges presented in the broader health care reform discussions. The current paper does not specify what ASCLS does or does not support in health care reform. Elements of the Managed Care position paper should be included as background for this paper.
• Scope of Practice: recommendation to the board to appoint a task force to complete an in-depth update to this paper. Our task force has drafted a significant rewrite of this paper that includes elements from the Personnel Standards position paper and the Phlebotomy position paper. However, due to the importance this paper has for the organization it is felt that a newly appointed task force should complete a thorough review and update of what has been drafted. This task force recommends that the newly appointed task force include a broad representation of ASCLS members including a representative from this task force, a representative from the DCLS Committee, a representative from the Body of Knowledge Committee, and others as appropriate. This task force further recommends that the new task force ensures that the role of the phlebotomist and other laboratory support positions are represented in this paper.
• Point of Care Testing: recommendation to the board to appoint a task force to complete an in-depth update to this paper. The value and importance of accurate point of care testing has been highlighted by this pandemic.
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<td>SUBMITTED BY:</td>
<td>Floyd Josephat- Alabama State President</td>
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**Activities of the Committee or Affiliated Organizations**

The Alabama State Society conducted its joint 2020 Alabama- Georgia Medical Laboratory Symposium on March 7th 2020
### Activities of the Committee or Affiliated Organizations

1. A Call for nominations has been submitted to fill the Arkansas Developing Professional position. The student that previously held this position did graduate in December 2019, and is relocating out of state to Utah. Connections have been made to the Utah ASCLS State Society for this individual to remain active in ASCLS.

ASCLS-AR State Laboratory Conference that was scheduled for April 17 has been postponed until October 2020 because of COVID-19. The exact date has not been established yet. The ASCLS-AR BOD plan to discuss this at the upcoming teleconference.

2. ASCLS-AR purchased branded tablecloths and a tabletop banner to improve ASCLS visibility and attract potential new members to ASCLS table during career/vendor fair at the state conference. Unfortunately, the items have not been used yet.

3. Arkansas Governor, Asa Hutchinson, proclaims April 19-25 as Medical Laboratory Professionals Week for the state of Arkansas by officially signing a proclamation. Due to COVID-19, laboratory professionals were unable to travel to the state capitol for phot opportunity and personal visit with the Governor, but the proclamation was shared on social media in an effort to celebrate MLPW, which was overshadowed by COVID-19.

4. ASCLS-AR communicates with Governor Hutchinson to ensure that laboratory professionals are included in the COVID-19 Healthcare Non-Physician Front Line Compensation Plan. These efforts paid off in that laboratory professionals working in facilities treating COVID-19 patients did receive additional compensation.
Activities of the Committee or Affiliated Organizations
Had a successful 50 person fall CE event in November. AZ/NV met several times during the year, mostly focused on planning CE events. Planned a spring event for April, but was postponed/cancelled due to the coronavirus outbreak. Working to recruit an ascending professional for the new year. Tentative planning for a fall event, and considering online options.
REPORT TO:  House of Delegates  
REPORT OF:  F-5 California  
SUBMITTED FOR:  2020 House of Delegates Annual Meeting  
SUBMITTED BY:  Amanda Fulton ASCLS California President  

Activities of the Committee or Affiliated Organizations  
House of Delegates Report California ASCLS 2020  
Events: Oktoberfest CE event at Gordon Biersch Brewery in October 2019. Held Nominations for 2021 leadership roster. Completed lapsed membership campaign. Adopted new state logo. Revised and launched state website. State meeting cancelled due to Corona virus pandemic, working on virtual meeting for fall. Revised Bylaws. Release state newsletter. Report: ASCLS California kicked off the fall by hosting a brewery tour for CE credits during Oktoberfest, at Gordon Biersch Brewery in Southern California. We had five people attend and it was a fun event with mostly younger people attending. The launch of our new website in July of 2019 has shown to be a big success. The website has helped in numerous ways because it allows for members to contact us via the website. We post our minutes from teleconferences, post updates on state activities, and we even used it as a portal to register for our state meeting. It’s helpful for our members to have one place to go for all information, and the upgrade to our website does that exact thing. Unfortunately our spring meeting was cancelled due to the COVID19 crisis, but we are working to reschedule for a virtual meeting in the fall. In the past month we hosted elections for leadership positions and filled an additional director position giving us a total of three directors. We also filled the ascending and developing professional position. This is exciting because we have both ascending and developing professional spots filled for the year ahead. Other activities include, releasing a state newsletter in the next few weeks. Our bylaws will be revised by the end of June. We have six people from the board of directors planning to attend the national meeting, and house of delegates meeting to close out the year. ASCLS California is trying to gain membership and awareness, and we hope by offering consistent fun activities for our members year after year, awareness of our state society will increase, and membership will also increase.
**Activities of the Committee or Affiliated Organizations**

- Activities and Accomplishments
  - Organized event for leadership development at TopGolf in July
  - Two issues of the Colorado Clinical Laboratorian Newsletter published
  - Three student scholarships awarded in December 2019
  - Lapsed membership campaign performed in November, five members renewed
  - Held three BOD meetings—September, November, January
  - General Assembly Meeting to be held via Zoom, May 18th, 2020 which will include the election and induction of new officers
  - Celebrated two members with a milestone membership of 50 years each
  - Submitted award nominations to ASCLS for Keys to the Future, Website, and Omicron Sigma Honor Roll
  - Clinical Laboratory Collaborative Conference scheduled late April-early May, cancelled due to COVID-19
  - ASCLS-CO will have representation at the annual JAM ASCLS House of Delegates in June.
  - Two state continuing education seminars held in Pueblo and Grand Junction, both events drew approximately 35 attendees with 6 P.A.C.E credits offered each
  - Position description revisions in progress, hopefully to be completed in June
  - Obtained CDPHE grant funding
REPORT TO:          House of Delegates
REPORT OF:         F-9 Delaware
SUBMITTED FOR:    2020 House of Delegates Annual Meeting
SUBMITTED BY:     Mary Ann McLane, President

Activities of the Committee or Affiliated Organizations
Three (3) board meetings
Participation in the monthly Region II council meetings
Completed revision of ASCLS-DE Bylaws and waiting for final approval
Provided food and scholarship support for 22 MLS students at University of Delaware
Thirty-five (35) "from the ASCLS-DE President" communications sent by email
Provided fall lectures for MLT students at Delaware Technical Community College and a spring review for MLS students at Penn Hershey Medical Center (plus a pitch for ASCLS membership)
Continuing education dinner on 10/15/19; joint Saturday seminars with ASCLS-MD on 2/8/20
Delivered 46 pounds of food, donated at the 2/8/20 meeting with ASCLS-MD, to the Food Bank of Delaware
Obtained an MLPW Governor's Proclamation which included a "whereas" for lab staff service during COVID-19
Rescheduled the joint dinner meeting with the Delaware Histotechnology Society for 9/23/20 and the DIRM Dash for 10/10/20 (scheduling disrupted with COVID-19)
Submitted state 2020-21 leadership roster and Omicron Sigma nominations
Submitted a letter to the Delaware News Journal and the Governor about the critical role of lab staffs in COVID-19 patient care
Facilitating ASCLS-DE members and non-members in awareness of, and registration for, the Virtual ASCLS Annual Meeting
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<td>SUBMITTED FOR:</td>
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<td>SUBMITTED BY:</td>
<td>Mark De Luna, FSCLS President-Elect</td>
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**Activities of the Committee or Affiliated Organizations**

The FSCLS Spring Symposium, which was planned for March, 27, 2020 at Nemours Children’s Hospital in Orlando, Florida, was cancelled due to the COVID-19 pandemic. A virtual meeting was in discussion, but due to our leadership involved with the COVID crises in their respective institutions, the decision was made to cancel the event. Attendees, speakers, and vendors were contacted via email and refunded their payments.

The 2020 FSCLS Scholarship of $1000 was awarded to Neel Neelav from the University of West Florida.

Our Spring Board Meeting was held via Zoom on Saturday, May 23, 2020 where we discussed building up our social media platforms, how to engage and increase membership, and recruiting for future leaders.

FSCLS Bylaws and Handbook will be updated and proofread by officers and will be available to members by the Fall Board Meeting.

Delegates for the ASCLS Virtual Meeting were selected and officers will be registered.
REPORT TO: House of Delegates  
REPORT OF: F-12 Hawaii  
SUBMITTED FOR: 2020 House of Delegates Annual Meeting  
SUBMITTED BY: Sheri M. Gon, ASCLS-HI President

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<th>Activities of the Committee or Affiliated Organizations</th>
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<td>1. Hike up Aiea Loop Trail was held on August 25, 2019 (non-CE activity)</td>
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<td>2. MLT and MLS scholarship recipients were selected by the Scholarship committee on 09/04/2019. Students were awarded $2,500 each</td>
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<td>3. Board meeting, held on September 18, 2019</td>
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<td>4. Conference call with Region X Leadership held on September 25, 2019 to discuss ASCLS Survey and Region X business.</td>
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<td>5. Hawaii Clinical Laboratory Conference (HCLC) Program committee meeting, held on September 30, 2019</td>
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<td>6. Science of Beer held on Saturday, October 12, 2020 (CE related activity)</td>
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| 7. Membership Report as of October 2019  
   a. Professionals: 53  
   b. Emeritus: 12  
   c. Developing: 7  
   d. Ascending: 4  
   e. Community: 3  
   f. Total: 79  
   g. Lapsed Member Campaign was held October 1 to 31. Lapsed members encouraged to renew.  
   h. Lab-themed pumpkin carving contest, bingo contest, and lab week promotions used to engage members. |
| 8. Teen Health Camp, Saturday, November 9, 2019 was held at the John A. Burns School of Medicine Medical Education Building. High school students who are interested in health professions were in attendance. ASCLS-HI co-hosted an information table with UHM Medical Technology. There were displays of mock bacterial cultures and interactive activities as well. Over 100 students were in attendance. The table got a lot of attention. |
| 9. KWN, ASCLS-HI newsletter begins monthly updates from December 2019. |
| 10. MLT/MLS Student Mixer was held on Friday, December 20, 2019 at the Sullivan Conference Center at the University of Hawaii Cancer Center. This event was targeted to the Kapiolani Community College MLT program students and the University of Hawaii at Manoa Medical Technology students. The purpose was to help MLT students learn what to expect at the UHM Med Tech program. |
| 11. ASCLS-HI Mid-Year Meeting was held on Wednesday, January 22, 2020 at Natsunoya Tea House. Our guest speaker was Rachel Bambusch of Hawaii Medical Services Association (HMSA) who presented “Bridging the Gap in a Multigenerational Workforce.” ASCLS-HI Board of Directors designated funds to pay for ASCLS-HI members in good standing. |
| 12. Health Occupations Students of America (HOSA) State Leadership Conference (SLC), February 26, 2020. Sheri Gon and Susan Naka were judges in the Biomedical Laboratory |
Competitive Event. Christine Svrcina and Gabriel Seril (Med Tech students) assisted Angela Hose and Antony Dempsey (DLS) at the “What the Heck is a Med Tech” Career Round Table.

13. HCLC Planning Committee Meeting was held Wednesday, March 11, 2020. It was decided to cancel the HCLC meeting and exhibits. All speakers will be asked if they can present in May 2021.

14. Op-Ed explaining who are really performing SARS-CoV-2 testing was written by Past-ASCLS national President Marcia Armstrong and published on April 5, 2020 in the Star Advertiser newspaper.

15. Editorial announcing Medical Laboratory Professionals Week was written by ASCLS-HI President and was published in the Star Advertiser on April 18, 2020.


17. ASCLS-HI Board Meeting was held via Zoom for the first time on April 22, 2020. Business was conducted as usual. It was announced that the 2020 Joint Annual Meeting will be virtual. We will finalize Delegates via e-mail.

18. Possible HCLC Fall Virtual Conference is in discussion. Providing CE needs of our membership is important so the committee is looking at possible webinars to offer in fall 2020.

19. Membership Report as of May 2020
   a. Professionals: 71
   b. Emeritus: 11
   c. Developing: 12
   d. Ascending: 7
   e. Community: 3
   f. Total: 94

20. ASCLS-HI Delegates selected to attend virtual 2020 Joint Annual Meeting.
   Sheri Gon (President)
   Claire Muranaka (President Elect)
   Rebecca Kanenaka (Treasurer)
   Jennifer Baba (Delegate), Susan Naka (Alternate)
   Charmaine Kuehne (Ascending)
   Christine Svrcina (Developing)
### Activities of the Committee or Affiliated Organizations

1. Fall & Spring ASCLS-IL BODs held
2. Cancellation of state meeting due to COVID-19
3. Revised state Bylaws to be in alignment with National Bylaws. Sent to the membership >30 days in advance. Seeking approval from national level.
Activities of the Committee or Affiliated Organizations
Held Fall meeting October 26. Annual Spring Meeting was cancelled. Spring Annual Board Meeting was held May 20.
Activities of the Committee or Affiliated Organizations

ASCLS-KS in-person Leadership Meeting August 10, 2019:

- Elections to fill one vacant BOD and Past President positions
- Adapted a new Logo to match our name change
- ASCLS-KS will modify our SAs to match national SAs apart from combining POC and Phlebotomy
- ASCLS-KS SOPs are being revised to align with the changes in the bylaws. The BOD will review before submission to the membership
- Promotion of the Profession Committee has been very active. They have produced a new recruiting video that is available on the ASCLS YouTube channel: https://www.youtube.com/watch?v=67u34hLQkWM
- Committee members have reached >2000 high school and college students giving >25 presentations at universities, high schools and junior highs in different Kansas communities to spread the word about our profession.
- Their most ambitious project is planning a silent auction to raise money to help new graduates attend the Annual Meeting in Louisville in 2020. Cancelled due to COVID

ASCLS-KS leadership teleconference 11/19/19

- Planning for joint annual meeting with Wheatland CLMA began 11/22
- New Facebook to reflect new name and logo
- Planning and scheduling underway for Legislative Symposium in March
- ASCLS-KS Board elected a student to fill the Developing Professional Board position.
- Planning meetings for the Annual Meeting with Wheatland CLMA (April 21-21) are ongoing with both Vendor and General registration open. This year we are planning a pre-meeting social event and an early morning run/walk to correlate with NMLPW event.
- Fall and Winter editions of the Kansas Scope were published and distributed to members.
- Advocacy included a meeting with Congresswoman’s Davids Constituent Services and Outreach Representative in their KC, KS office to discuss HR 3584 LAB act.

ASCLS-KS Leadership Zoom 2/18/20
• Leadership approved sending President and President elect to Leg. Days, purchase of a new banner with new logo, and increased budget for PPC.
• Bi-weekly planning meetings for the Annual meeting continued until State of Kansas issued stay at home order. A full schedule of speakers had been secured.
• I submitted nominations for ASCLS Lifetime Achievement Award, Society Website Award and Society Publication Award.
• I submitted nominations for Omicron Sigma and Keys to the Future
• ASCLS-KS Officers elections ballot by email week of 5/11/20
• Scheduled Annual ASCLS-KS Business Meeting Zoom for 6/4/20
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<td><strong>SUBMITTED BY:</strong></td>
<td>Carrie Knapp, Maine President</td>
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**Activities of the Committee or Affiliated Organizations**

Activities Since the Last Report
- Welcomed new board members
- One member attended Annual Conference in June (President)
- Creating one-time scholarship in the name of a recently deceased member
- Worked on membership and retention ideas for our ASCLS booth during the NELC (October 15-17) -this has since been canceled
- Researched the plausibility of a quarterly newsletter to all state members – still in discussions
Activities of the Committee or Affiliated Organizations
1. Held a joint event with ASCLS-DE in Dover on February 8th. It was attended by 21 colleagues who came to hear talks about the Delaware Department of Health Laboratory and Major Microbiological infections in history. Our next event is planned for this spring with Anne Arundel Community College.
3. Our Treasurer was asked to step down from his post. Currently Lorraine Doucette is acting treasurer. Direct deposit has been set up to prevent future lost dues payments. Currently seeking a new treasurer.
4. The board held a formal meeting on October 21st, 2019.
5. An update to the 2017 Bylaws is in progress.
6. Unable to hold our Spring 1 hour CE event with the Anne Arundel Community College MLT Club due to COVID-19 lockdown.
REPORT TO: House of Delegates  
REPORT OF: F-23 Minnesota  
SUBMITTED FOR: 2020 House of Delegates Annual Meeting  
SUBMITTED BY: Wendy Parpart President Elect

**Activities of the Committee or Affiliated Organizations**

Held very successful Scientific Assembly continuing education in November and January. Student event at North Hennepin Community College. Planned Clinical Laboratory Collaborative but ultimately cancelled due to Covid. ASCLS MN website updated. Finance Committee focused on encouraging sustaining membership and CLC sponsorship. Improved financial strength allowing investment. Membership committee focused on the lapsed membership campaign and recruitment and retention. Scholarship Committee selected award recipients. Bylaws are complete. Mentorship of 2 students to attend Legislative Symposium which was ultimately cancelled. Social media campaign for the Labolantern contest and other society activities. 150 new lanyard pins ordered for the state. Attended Science teacher expo in Duluth, MN. 1 Student in Leadership Academy. Awards for recognition for Omicron Sigma, Keys to the Future, Longevity and 2020 service awards. Recognition of out going board members.
REPORT TO:    | House of Delegates
REPORT OF:   | F-24 Mississippi
SUBMITTED FOR: | 2020 House of Delegates Annual Meeting
SUBMITTED BY:  | Jana Bagwell, president ASCLS-MS

**Activities of the Committee or Affiliated Organizations**  
* The MS-ASCLS had a Summer meeting on August 24, 2019 via web conference call.  
* In September 2019, we had several ASCLS-MS attend the Region III Triennial meeting.  
We also had three individuals from MS present educational sessions during the event, as well as contributed to the management of the Student Bowl event.  
* Our Student Forum was held at the University of Southern campus on Oct 11, 2019. The students enjoyed sessions on resume building and interview skills. They also networked with other students in both MLS and MLT programs.  
* We had a Fall BOD meeting after the Student Forum on Oct. 11, 2019.  
* Due to COVID-19 protocol, our Bi-state 2020 meeting with Louisiana was cancelled. It was to be held in Jackson, MS April 6-9. We had 29 speakers lined up for a stellar program.  
* The ASCLS-MS had a Spring meeting on May 23, 2020 via web conference call.
### Activities of the Committee or Affiliated Organizations

Fall Board Meeting 9/14/19 in Lake Ozark, MO; Attended Region VI Fall Council 11/9/19-11/10/19 in Kansas City, MO; Winter Board Teleconference 1/11/2020; Attended Region VI Teleconference 3/5/2020; 5/2/2020 Annual Business Meeting via Zoom.


   Discussed & board approved to restructure Missouri Leadership. Design to be completed by end of 2020 to submit to membership for approval Spring 2021.
Activities of the Committee or Affiliated Organizations

MEETINGS
- Annual General Business meeting held for all state members in April 2020.
- Approved Bylaws changes that were proposed at General business meeting the previous April 2019.
- Canceled ASCLS-MT Spring Meeting 2020 re-scheduled with hotel for April 2021.
- Held 1 day Virtual Spring Meeting in April 2020 via ZOOM
  - 2 speakers and 2 student poster sessions for 4 CE offerings total
  - 7 Exhibitors presented and split an hour-long session to share their newest technology and products
- Held elections virtually, general business meeting, elections, and awards and scholarships
- Attendance high: 67

MEMBERSHIP
- Completed a successful membership campaign in the Fall of 2019.
- Completed the lapsed member contact campaign for Fall-37 lapsed members were contacted in that campaign.
- Fall membership total was 104.
- Current membership total 114
  - Community – 2
  - Emeritus – 7
  - Developing Professional – 34
  - Ascending Professional – 4
  - Professional – 67
- Membership renewal letter sent in July 2019 and updates on scholarships communicated to students throughout the year via Connect Community, email, google group, and Facebook.

COMMUNICATION/ PROMOTION OF THE PROFESSION
- 3 blog posts submitted to state website, website updated with a new fillable section for volunteering opportunities, quarterly newsletters submitted, >25 communications to membership throughout the year via the state Connect Community.
- Increased social media following to >220, up from 118.

P.A.C.E.
- 5 Credits from 1st Q 2019
- 26.5 Credits from 2nd Q 2019
-24.5 Credits from 4th Q 2019

AWARDS
-Submitted 3 Keys to the Future nominations, 1 Voices Under 40, and 1 for State Website
-Awarded 11 Longevity Awards and 11 State Omicron Sigma Awards.

STRATEGIC PLAN
-Revised a 2019-2020 Strategic Plan with the board, presented at the General Business meeting.

BOARD ACTIVITIES
-Full slate of board positions
-Filled all open positions with contested elections with close races at the Virtual General Business Meeting April 2020
-Performed clean-up of Connect Community documents and reports
-Preliminary work on position descriptions based on Bylaws changes were initiated

INDIVIDUAL VOLUNTEER ACTIVITIES
-2 members participating in the Region VIII Leadership Academy
-4 members on the IMSS Planning Committee
-5 members on National Committees
Activities of the Committee or Affiliated Organizations
Participate in Group Membership Package; Update the ASCLS-NJ roster; Valley Health Safety Fair & Student Forum successful. ASCLS-NJ Fall Seminar was at no cost to attendees, including the students. We had a great turnout with four vendor participants. Rescheduling the Spring Seminar to October 1st; however, the scholarships to students were mailed and announced via email and posted on the state website. John Frederick is a new director-at-large.
Thanks
-KP-
REPORT TO:  House of Delegates
 REPORT OF:  F-30 New York
 SUBMITTED FOR:  2020 House of Delegates Annual Meeting
 SUBMITTED BY:  Matthew Schoell, President of ASCLS-NY

Activities of the Committee or Affiliated Organizations
We have published fall, winter, and spring editions of our newsletter, Benchnotes. Our C&B revision project is ongoing. A Spring Seminar and Annual Business meeting was planned for June 5th, though was cancelled due to covid-19. We will hold our spring board meeting on June 5th with an annual business meeting TBD.
Activities of the Committee or Affiliated Organizations

- The Scholarship committee awarded one two $500 scholarships in 2019, one to an MLS student and the other to an MLT student. 2020-scholarship application period is currently open, and announced to all of the MLS and MLT programs in NC.
- The Filter Paper (newsletter) was able to produce 3 publications from Aug 2019 to May 2020.
- Published 2nd edition of Coloring Books
- Several Board meetings were held, mostly on Zoom and one face-to-face from Aug 2019 to May 2020. Another is scheduled for June 4th to induct/introduce newly elected board officials. A Zoom Business meeting was held on May 14th, 2020, and quorum was established.
- Each meeting had about 10 people in attendance.
- Held election for 2020-2021 open leadership and officer positions
  - President-Elect: Guyla Evans
  - Secretary: Franciska Wriborg
  - Board seats: Dr. Bridget Waters, Kelsey Reschly
  - Selected delegates for the upcoming virtual 2020 Joint National Meeting
  - President: William Anong
  - President-Elect: Lisa Cremeans
  - Ascending Professional Delegate: Sophia Chandrasekar
  - Delegates: Guyla Evans and Laine Stewart
  - Delegate Alternate: Caroline Henderson
  - By-Laws Update
    - Bylaws was updated, approved by the Board and forwarded to the ASCLS Bylaw Committee for approval. Approval still pending
  - North Carolina and South Carolina
    - No progress on potential for a merger between the two states. NC still open to mentoring SC to develop a functioning state in South Carolina. Galvanizing membership or members with interest in SC is a major concern.
  - Awards Committee has submitted awards in the following categories:
    - Omicron Sigma
    - Ascending Developing Professional Leadership Award
    - ASCLS Voices Under 40 Award
    - Constituent Member of the Year Recognition
Activities of the Committee or Affiliated Organizations

- Board & Committee Chair Meetings- September, February, May 2020
- Budget – Proposed Budget for 2020-2021 passed with funds adequately covering expenses. Revenue loss from state meeting cancellation.
- By Laws- documents are merged into new template; approved by national. Member vote is scheduled May 28th, 2020.
- Lapsed Membership Campaign – conducted by Tammy Windish, President-Elect-ND. Membership numbers for the state are steady.
- Election for open positions, completed by Becca Perry, nomination chair & Zac Lunak online through Qualtrics.
- Scientific Assembly –Activated - Webinar by ND Public Heath - Briefing on Coronavirus. Member Christie Massen was on the panel regarding lab responsibilities.
- Outreach & Scholarships – Ascending Professional Leah Runyan, Developing Professional Lauren Bratberg. Actively recruited across ND through brochures, email, face to face and virtual meetings. One-time Scholarship donated by Bonnie Reilly, ASCLS past member. Sponsored six awardees at the ND State Science Fair
- Quarterly Newsletter The Connection – Sharon Reistad- increased submissions by membership for the newsletter was noted.
- Website – Elaine Bauer, Leah Runyan - updates continue.
- Region V Meeting – Alice Hawley, ND, chair held in Fargo, ND Fall of 2019
REPORT TO:  House of Delegates  
REPORT OF:  F-34 Oklahoma  
SUBMITTED FOR:  2020 House of Delegates Annual Meeting  
SUBMITTED BY:  Miles Tompkins  

**Activities of the Committee or Affiliated Organizations**  
Scheduled meeting/social event in Fall 2019, was canceled due to lack of participants.  
Distributed scholarships in December 2019.  
Spring meeting canceled due to Covid-19.
Activities of the Committee or Affiliated Organizations

1. Summer Leadership Planning Meeting
   a. August 3, 2019 at Thomas Jefferson University in Philadelphia
2. Fall Board Meeting
   a. October 5, 2019 at Thomas Jefferson University in Philadelphia, PA
3. Winter Board Meeting
4. Spring Board Meeting
   a. May 3, 2020 via Zoom
5. Annual Business Meeting
   a. May 3, 2020 via Zoom
6. Delaware Valley Chapter
   a. Annual Board Meeting
      i. September 17, 2019 at City Tap House in Philadelphia, PA
   b. CE Session
      i. October 23, 2019 at Pennsylvania Hospital in Philadelphia, PA (PACE-approved)
         1. Speaker: Stephanie Noblit, JD, MLS(ASCP)CM
         2. Topic: From Glucose to Government: How You Can be an Advocate for the Lab
7. Chose date and location of 2021 annual meeting
   a. May 2–3, 2021 at DoubleTree Suites by Hilton Hotel Philadelphia West in Plymouth Meeting, PA
8. ASCLS-PA Newsletter
   a. Published summer 2019 edition
9. T-shirt Campaign
   a. Ascending and developing professional directors designed an ASCLS-PA T-shirt to raise funds and promote ASCLS/ASCLS-PA
10. Membership
    a. Launched a gift card raffle as part of early renewal campaign
11. Awards
    a. 30+ awards given to ASCLS-PA members
12. Cancelled due to COVID-19 pandemic
    a. Scientific portion of annual meeting (originally scheduled for May 4, 2020)
    b. MLS/MLT Review Session
    c. Delaware Valley Chapter Bowling Social
    d. Annual Education Scientific Assembly meeting
13. Involvement in 2020 Philadelphia Science Festival
**Activities of the Committee or Affiliated Organizations**

- Updated state bylaws
- Updated state SOP's
- Established state meeting venues and locations through 2025
## Activities of the Committee or Affiliated Organizations

ASCLS-TN has been fairly dormant since the last HOD due to internal struggles with membership and filling board positions. We have had several board meetings, mostly revolving around strategies to improve operations. I (president) have had conversations with the region director as well as other states for information. The board feels we have a robust plan for moving forward in the next operating year. We had to cancel our spring meeting mostly due to current staffing concerns with the board, but also due to the COVID-19 concerns this year. We have not decided on a new date for the year and how we will handle the meeting (virtual vs. in person).
REPORT TO: House of Delegates
REPORT OF: F-40 Utah
SUBMITTED FOR: 2020 House of Delegates Annual Meeting
SUBMITTED BY: Omar Muñoz

Activities of the Committee or Affiliated Organizations
Goals for 2020-2021
1. Actively recruit and retain members
2. Fill positions on the Board and other leadership positions
Activities 2019-2020
• Held recruiting activity during “Science Fair” at the University of Utah
• Updated and renew website domain
• Assisting Intermountain State Seminar, general chair.
• Unable to hold a spring seminar due to State restriction
• Had a short recruitment and signed up online campaign
• Experienced a state membership increase
Concerns:
Leadership recruitment
Member participation
Member recruitment
Request for Action:
None
REPORT TO: House of Delegates
REPORT OF: F-41 Virginia
SUBMITTED FOR: 2020 House of Delegates Annual Meeting
SUBMITTED BY: Marcia Firmani

Activities of the Committee or Affiliated Organizations
planning spring meeting that needed to be cancelled due to COVID, transition of board of
director positions, updating bylaws, planned and carried out member recruitment activities,
such as various announcements sent out and a lab week activity with prizes and free ASCLS
membership subscriptions for developing members.
Activities of the Committee or Affiliated Organizations

*The annual WVSCLS BOD meeting was held on October 9, 2020
*Spring conference call was held with the WVSCLS BOD on April 2, 2020
*State Licensure: An event involving falsification of test results led to the termination of multiple laboratory practitioners at one facility in the summer of 2019. As a result, WVSCLS reached out to WVCLMA and WVAMT with a request to collectively petition the state to strengthen the guidelines for license revocation. Due to staffing changes in the legal counsel for the WV Office of Laboratory Services, our requested changes did not go to the legislature in 2019 but will be submitted for the 2020 session pending any further delay due to COVID-19.
*Student Forum: Student forum advisor was planning to engage student forum members through recruitment efforts and reaching out to state HSTA groups. This is currently on hold due to the COVID-19 pandemic.
*The 2020 WVSCLS/WVCLMA Annual Meeting scheduled for October has been canceled due to the COVID-19 pandemic. The planning committee is currently exploring options for a virtual conference.
*Promotion of the Profession/ASCLS & Member Engagement: Clinical laboratory students participated in a variety of activities to promote the profession, including participation in the WV Health Occupations Students of America State Leadership Conference. A focus has been placed on increasing social media presence with the goal of improving member engagement.
REPORT TO: House of Delegates  
REPORT OF: F-44 Wisconsin  
SUBMITTED FOR: 2020 House of Delegates Annual Meeting  
SUBMITTED BY: Michael Lukowski, ASCLS-WI President

Activities of the Committee or Affiliated Organizations
• Sent eight members as delegates to the National Meeting in Charlotte, North Carolina
• Held regularly scheduled BOD Meetings on September 7, 2019; November 9, 2019; and February 16, 2020 with productive discussion
• Had two emergency BOD Meetings, one on March 21, 2020 and one on April 4, 2020; to finalize plans to cancel the 2020 ASCLS-WI Convention
• Cancelled the 2020 ASCLS-WI Convention
• Held our Annual Business Meeting on May 21, 2020 via Zoom and approved our budget
• Assigned two members to assist with planning of the Region V Meeting
• Decided to convert one of our at-large BOD members to a Communications Director in an effort to import our web and social media presence
• Completed the constituent society survey and lapsed member campaign
• Raised our state society dues to $15 to help increase revenue
• Voted to use the standardized ASCLS-WI logo
• Purchased 300 ASCLS-WI pins to use for fundraising and recruitment incentives
• Completed bylaw revisions and submitted them to National ASCLS for approval
• Plan to electronically vote on the bylaw changes once they are approved by National ASCLS
• Chose to have the 2021 ASCLS-WI Convention in La Crosse, which was the location for the 2020 meeting that was cancelled
• Elected a new President-Elect, Secretary, two BOD members, a Developing Professional Chair, and Nominations Committee member
• Selected our delegation to the National Meeting
• Plan to hold our next BOD Meeting via Zoom on June 1, 2020
**REPORT TO:**  House of Delegates  
**REPORT OF:**  F-45 Wyoming  
**SUBMITTED FOR:**  2020 House of Delegates Annual Meeting  
**SUBMITTED BY:**  Franki-Marie Herdt WY President

<table>
<thead>
<tr>
<th><strong>Activities of the Committee or Affiliated Organizations</strong></th>
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<tr>
<td>None.</td>
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Standardizing the Professional Title of Medical Laboratory Professionals

A Position Paper of

American Society for Clinical Laboratory Science (ASCLS) and the American Society for Clinical Pathology Board of Certification (ASCP BOC)

Problem Summary

The medical laboratory profession has played an integral role in patient care, diagnosis, and treatment for approximately a century. There is, however, a lack of understanding among the public as well as other health care professionals of who we are, the nature of our work, and the critical influence laboratory data has on diagnosis and treatment. In addition, these groups do not comprehend the level of education and training necessary to achieve competency as a Medical Laboratory Scientist (MLS). Laboratory professionals feel a lack of respect from other healthcare professionals who should view us as peers. This may be due, in part, to the fact that we have limited direct patient interaction and/or that laboratories are often ‘invisible’ behind locked doors, in the basement, in separate buildings, or off site.

Interpretation of federal regulations governing standards for laboratory personnel has allowed those with insufficient laboratory-related education and training to perform moderate and complex testing, further diminishing the profession and confusing the health care community regarding required credentials for laboratory professionals.

Another aspect to this problem is that many educational programs closed in the 1990s, resulting in a workforce shortage that has lasted more than 20 years. In response, managers and administrators have hired non-Medical Laboratory Scientist credentialed individuals to perform laboratory testing.

To further complicate this situation, our professional credentials, how we refer to ourselves, how others refer to us, and the job/position titles for similarly educated individuals are not consistent. We refer to ourselves as Medical Technologists or Clinical Laboratory Scientists or Medical Laboratory Scientists, depending on degree program, certification, or job title. Job titles often do not reflect current professional credential designations. Some facilities use Medical Technologist while others have adopted the current professional credential designation of Medical Laboratory Scientist. Individuals use casual, non-professional terms such as ‘med tech’, ‘lab tech’, or ‘tech’ in referring to laboratory professionals. Unlike physicians, nurses, physical therapists, or other health care professionals, we have not adopted a single identity/title that in turn denotes us as a recognizable profession.

These factors contribute to a crisis in our professional identity not only within, but also external to the medical laboratory profession. Our name is important. Adopting a unified term is one step toward controlling our professional destiny. If we don’t refer to ourselves in a consistent, recognizable, professional manner, how can we expect the public and other health care professionals to regard us as a single profession, to acknowledge our professional identity, and to recognize the fundamental part we play in the health care team?

To summarize, - what’s in a name? Everything important to our profession -- our professional identity, as well as recognition from the healthcare team, administration, government agencies, and the public. In addition, it affects recruitment to, and retention in, our profession. It is time we move to one name -- Medical Laboratory Scientist.
NOTE: This position paper focuses on the title for those with a baccalaureate degree. Individuals who have an associate degree and who have successfully met the requirements of a national certification program have minimal problems with consistency of title and will not be addressed in this paper.

Background

History of our name

One problem causing confusion about our identity is rooted in our professional history. We have changed our professional title and certification multiple times. Unlike other professions, we currently have multiple credentialing agencies, each with different titles and requirements to qualify for their examinations. Table 1 in the Appendix provides a comprehensive look at titles and certification agencies. Although some of the credentials listed are no longer available, individuals still use them when representing themselves as members of the profession. Several key points in our professional history illustrating the nomenclature changes are listed below.

- 1926 – ASCP resolution was passed to appoint a “Committee on the Registration of Laboratory Technicians” to define a technician and to differentiate classes of technicians.
- 1928 - permanent ASCP Board of Registry was created to issue certificates of registration. They adopted the classification of Laboratory Technician and Medical Technologist based upon minimum qualification standards.
- 1929 - original draft of Rules & Regulations of the American Registry of Medical Technologists was published in the Journal of Laboratory and Clinical Medicine and was entitled: “The Registry of Technicians – Proposed Working Scheme”. The section “Classification of Laboratory Technicians” identified the Medical Technologist and Laboratory Technician. (The detailed section ‘requirements for eligibility’ is analogous to the current ASCP BOC eligibilities for certification.)
- 1931 - use of initials L.T. (Laboratory Technician) and M.T. (Medical Technologist) after the registrant’s name was instituted. The parenthetical “ASCP” after L.T. and M.T. was adopted to clearly identify ASCP certification.
- 1933 - designation “Registered Medical Technologist” was restricted to college graduates. In the early years of the profession, the name Laboratory Technician was used interchangeably to mean both Laboratory Technicians AND Medical Technologists.
- 1936 - title “Laboratory Technician” was discontinued. All subsequent registrants were designated “Medical Technologists”.
- 1939 - other organizations started to develop examinations and nomenclature for the profession. Over the years, this included American Medical Technologists (AMT), International Society for Clinical Laboratory Technology (ISCLT), and American Association of Bioanalysts (AAB). AMT has maintained the term Medical Technologist, as has AAB. The federal government also provided an examination (now discontinued) to allow individuals to become Clinical Laboratory Technologists CLT(HEW). See Table 1 in the Appendix for the complete listing of agencies and titles.
- 1977 - National Certification Agency for Medical Laboratory Personnel (NCA) was formed by the American Society for Medical Technology (ASMT) as an independent certification body. NCA used the designations of Clinical Laboratory Technician (CLT) and Clinical Laboratory Scientist (CLS) as their designations for MLT and MT respectively.
2009 - NCA and the ASCP Board of Registry (BOR) unified to become a single certification agency, known as the ASCP Board of Certification (BOC). Under the auspices of this new single certification agency, the professional credential designations for the profession became Medical Laboratory Scientist (MLS) and Medical Laboratory Technician (MLT).

IMPACT OF MULTIPLE PROFESSIONAL TITLES

Educational requirements, program and degree names

- Educational requirements to sit for the credentialing examination have also been an issue. At one time a baccalaureate degree was not required, only a specified number of college credits/hours. In 1973, ASCP Board of Registry (BOR) began to require a baccalaureate degree as part of the educational requirements to sit for the Medical Technologist (MT) credentialing examination. Some credentialing organizations, however, still do not require this crucial minimal educational qualification.
- Educational institutions or hospitals have changed the names of programs or departments over the years to mesh with the professional credential designations. Not all, however, have made the change. See Table 2 in the Appendix for a breakdown of current program titles. There is also lack of a standardized degree title designated to those who earn a bachelor’s degree in a laboratory profession. Therefore, graduates can have different degree titles on the diploma and may refer to themselves based on degree title rather than credential title.

Federal Regulations

- Federal government regulations have further complicated the evolution of our professional name and identity. Under the Clinical Laboratory Improvement Amendments (CLIA) passed by Congress in 1988 individuals with a bachelor’s degree in a biological, chemical or physical science may legally function as personnel who test human samples in hospitals, public health settings, and in reference laboratories. In turn, human resource departments and laboratory managers have created their own job categories for these individuals or, even worse, have placed them in the same job category as the credentialed MLS. Just recently, the Center for Medicare and Medicaid Services (CMS) clarified their interpretation of CLIA 88, stating that a bachelor’s degree in nursing is equivalent to a bachelor’s degree in biology or MLS for the purpose of performing high complexity laboratory testing. Those with specific MLS education and certification maintain there is a difference in educational content compared to other science bachelor’s degrees. Few believe there is equivalence in preparedness, test performance, decision-making and problem-solving skills. Although recent data demonstrating the value of MLS education and certification are lacking, literature from the 1990s is supportive of these differences.

Workforce shortage and hiring of non-MLS in the laboratory

- Another aspect to this nomenclature problem is that many educational programs closed in the 1990s, resulting in a workforce shortage of appropriately educated and trained individuals that continues to this day. Numbers of graduates have not kept up with the vacancies. The most recent ASCP Vacancy Survey reported vacancy rates between 5.68% and 11.48%, depending on laboratory department. In turn, the Bureau of Labor Statistics (BLS) has projected an 11% increase in job growth (combined MLT and MLS) of about 35,000 new positions between 2018
and 2028. In response to current shortages, managers and administrators have hired non-MLS credentialed individuals to perform laboratory testing. These individuals may have a bachelor’s degree in a biological or chemical science, but no specific medical laboratory training and no certification. In many cases, they have no educational background in the scientific or quality assurance concepts so inherent in MLS education -- only on-the-job training in one area of the laboratory. The certified MLS and MLT should be distinguished from other laboratory workers. No one other than a nurse, physician, dietitian, physical therapist (PT) or occupational therapist (OT) would be allowed to perform the duties of these professionals. Neither is there any confusion about who these professionals are. No one would be given the job title of nurse or PT or OT without specific educational degree. Neither should this be the case for the medical laboratory profession.

As is evident, our professional history demonstrates a lack of a standardized credential. We have a checkered past with respect to professional name and credential. At one time, the title technician was applied to all; at other times there was a distinction. This has resulted in a situation in which there is no standardized nomenclature among employers leading to confusion for pay grade, educational programs, regulatory agencies, certification agencies, and the public. We have allowed shorthand references such as ‘med tech’, ‘lab tech’, and ‘just a tech’ to cause further ambiguity to our professional identity. The designation for laboratory professionals needs to be standardized and broadly communicated.

Positions

Given these challenges and threats to the profession, we need to identify and adopt a standardized credential and title for those with education (baccalaureate degree) and training in the medical laboratory sciences. Names of educational programs and job titles should parallel the credential. It is also important that those with MLS education and certification be distinguished from those with a bachelor’s degree in a science and no certification.

The ASCP BOC and ASCLS:
- support the designation of Medical Laboratory Scientist for all who have graduated with a baccalaureate degree and have successfully met the requirements of a national certification program.
- support the designation of Medical Laboratory Technician for those who have graduated with an associate degree and have successfully met the requirements of a national certification program.
- encourage all educational programs to adopt the term Medial Laboratory Science or Medical Laboratory Technician - as appropriate - as the formal designation for programs to further establish the continuity between educational program and professional credential.
- encourage, support, and endorse all efforts to use the job title of Medical Laboratory Scientist for those with a baccalaureate degree who have successfully met the requirements of a national certification program.
- encourage, support and endorse all efforts to use the job title of Medical Laboratory Technician for those who have an associate degree and who have successfully met the requirements of a national certification.
• support and endorse all efforts to find alternate job titles for those with any education and training other than what has been stated above.

SUMMARY

In summary, ASCLS and the ASCP BOC acknowledge the importance of standard nomenclature to link educational program, credential, and job title. We realize to move the entire Medical Laboratory Science professional body in this direction is a substantial undertaking. Managers and human resource departments at hospitals, reference laboratories, and public health facilities will need to re-evaluate and rename job categories and titles. Educational programs may need to change the title of their program which may involve significant resources at the institutional and state level. Most importantly, individuals will need to rethink how they refer to themselves and consistently use the title Medical Laboratory Scientist.

We would not make this proposal and suggest the laboratory community go to this effort if we believed the status quo was an advantage to the profession. These changes will not resolve all of the issues related to lack of recognition from other health care professionals. They will not assure that everyone recognizes and values the laboratory’s integral role in providing care every day. However, this initiative for a single professional designation and title is a step in the right direction and will help to cement our professional identity and control our professional destiny. In turn, it will clarify the role we play in patient care for other health care professionals, the public, and ourselves. It is in a name!

References


Find a Program. National Accrediting Agency for Clinical Laboratory Sciences website. 


# APPENDIX

## Table 1. Certification and Licensure Agency Designations for Laboratory Staff in 2019

<table>
<thead>
<tr>
<th>Organization</th>
<th>Title</th>
<th>Designations</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Association of Bioanalysts (AAB)</td>
<td>Medical Technologist</td>
<td>MT (AAB)</td>
</tr>
<tr>
<td></td>
<td>Laboratory Technician</td>
<td>MLT (AAB)</td>
</tr>
<tr>
<td>AAB Board of Registry*</td>
<td>NA(^1)</td>
<td>NA(^1)</td>
</tr>
<tr>
<td>American Medical Technologists</td>
<td>Medical Technologist</td>
<td>MT (AMT)</td>
</tr>
<tr>
<td></td>
<td>Medical Laboratory Technician</td>
<td>MLT (AMT)</td>
</tr>
<tr>
<td>ASCP Board of Certification</td>
<td>Medical Laboratory Scientist (under mandatory CMP)</td>
<td>MLS(ASCP)(^{CM}) and MLS(ASCP)(^{CM})</td>
</tr>
<tr>
<td></td>
<td>Medical Technologist (voluntary CMP)</td>
<td>MT(ASCP) and MT(ASCP)(^1)</td>
</tr>
<tr>
<td></td>
<td>Medical Laboratory Technician</td>
<td>MLT ASCP)</td>
</tr>
<tr>
<td>HHS (Health &amp; Human Services)</td>
<td>NA(^2)</td>
<td>NA(^2)</td>
</tr>
<tr>
<td>National Credentialing Agency for Laboratory Personnel (NCA)</td>
<td>NA(^3)</td>
<td>NA(^3)</td>
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<tr>
<td>California State License</td>
<td>Clinical Laboratory Scientist</td>
<td>CA CLS</td>
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<tr>
<td></td>
<td>Medical Laboratory Technician</td>
<td>CA MLT</td>
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<tr>
<td>New York State License</td>
<td>Clinical Laboratory Technologist</td>
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<tr>
<td></td>
<td>Clinical Laboratory Technician</td>
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</tbody>
</table>

*Formerly ASCLT Credentialing Commission  
NA\(^1\) - Credentials no longer available: Registered Medical Technologist; RMT (ISCLT) and Registered Laboratory Technician; RLT (ISCLT)  
NA\(^2\) – Credential no longer available: Clinical Laboratory Technician; CLT (HEW)  
NA\(^3\) – Credentials no longer available. Merged with ASCP. Formerly: Clinical Laboratory Scientist; CLS (NCA) and Clinical Laboratory Technician; CLT (NCA)
Table 2. Program Designations from NAACLS

<table>
<thead>
<tr>
<th>NAACLS Program Designations</th>
<th>Medical Laboratory Science Programs</th>
<th>Medical Laboratory Technician Programs</th>
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<tbody>
<tr>
<td></td>
<td>MLS</td>
<td>CLS</td>
</tr>
<tr>
<td>61%</td>
<td>28%</td>
<td>10%</td>
</tr>
</tbody>
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