

ASCLS BOARD OF DIRECTORS FALL MEETING AGENDA
Sunday September 25, 2022, 8:00 a.m. – 12:00 p.m. Eastern
Virtual – Zoom (Registration Required):

https://us02web.zoom.us/webinar/register/WN_K0ILFkY6Q7-b9uq6Cfa2Jg

Call to Order

Roll Call	Kyle Riding
Minutes Committee	Jean Bauer and Jessica Lawless
Standing Rules (1)	Kyle Riding
Disclosures of Conflicts of Interest	All

Minutes

Email Ballots (2)
2022 Annual Board Meeting (3)
Post HOD Meeting (July 12, 2022) (4)

Review of Constituent Society Items

Kim Von Ahsen

Strategic Discussions - Opportunities/Threats/Concerns

1. Strategically Focused Solutions to Address the Laboratory Workforce Shortage
2. Mental health and resiliency
3. Attitudes of ASCLS Members to Research and Scholarship – Responses and Next Steps

President's Report

Kim Von Ahsen

Administrative Report

Jim Flanigan

Finance Committee Report

Kyle Riding

Board Reports

Member Services Taskforce (5)
Ascending Professionals Forum (6)
Developing Professionals Forum (7,8)

Requests for Action

Miles Thompkins
Cheyenne Reyes
Ivann Martinez

Board Committees

Finance (9,10,11,12,13)

Requests for Action

Kyle Riding

Committees, Taskforces, Liaisons

Choosing Wisely (14)
Diversity Advocacy Council (15)
Position Paper Taskforce (16)

Requests for Action

Constance Stager
Beth Warning
Hassan Aziz

Constituents

Alaska (17)
Florida (18)
Maryland (19, 20)
Oregon (21)
Pennsylvania (22,23)

Requests for Action

Hassan Aziz
Hassan Aziz
Hassan Aziz
Hassan Aziz
Hassan Aziz

Specific Concerns

Diversity Advocacy Council – ASCLS Logo

Beth Warning

New Business

Open Forum

Kim Von Ahsen

Adjournment (24)

STANDING RULES FOR THE ASCLS BOARD OF DIRECTORS

1. Where applicable, the rules of the House of Delegates will apply.
2. Guests may request recognition from the Chair to speak to a motion under discussion. If a board member and a guest request recognition at the same time, the board member will be recognized first.
3. Any request for action in a committee report must be referred to the Board.
4. The Board will act upon committee reports in one of the following manners:
 - a. recommend adoption
 - b. recommend rejection
 - c. refer to the House without Board action
5. Any recommendation which originates within the Board and is subject to House review will be acted upon in the following manner:
 - a. recommend adoption and initiate motion
 - b. refer to the House without Board action
6. To "commend" is to single out for praise in the performance of duty or function, and should be used to denote special activity worthy of note. Individuals may be recognized on an individual basis or may be singled out as one within a group.
7. The President can ask specific board members to speak on behalf of the Board on items referred to the House of Delegates in order to bring the views of the Board to the assembly. Likewise specific members of the Board can be asked to speak on behalf of a Board action during the House meetings.
8. Members voting in a minority must indicate to the secretary when they wish their vote to be recorded in the minutes.
9. There should be minimum use of the process of decision by consensus.
10. An executive session may be held at any time during a meeting at the call of any member of the Board.
11. Mail or email ballots may be utilized whenever it is deemed advisable.
12. Telephone ballots using the roll call tabulation may be utilized whenever it is deemed advisable.
13. Alcoholic beverages in any form are not permitted at a meeting of the Board.

14. All requests for action which are approved by the Board which require a commitment of society resources will be subject to allocation of those resources before implementation.

**ASCLS Board of Directors
Annual Board Meeting
Amway Grand Plaza, Grand Rapids, MI
June 26, 2022**

Present:

Hassan Aziz, President	Claude Rector, Region VII
Kim Von Ahsen, President-Elect	Stephanie Mihane, Region VIII
Maddie Josephs, Past President	Constance Stager, Region IX
Kyle Riding, Secretary/Treasurer	Kristen Croom, Region X
Lisa Hochstein, Region I	Rachael Nassimbwa, Developing Professional Director
Stacey Robinson, Region II	Jessica Lawless, Ascending Professional Director
Angela Darby, Region III	Jim Flanigan, Executive Vice President
Beth Warning, Region IV	Melanie Giusti, Professional Development & Project Management Director
Jean Bauer, Region V	Andrea Hickey, Membership Services/P.A.C.E.® Director
Lindsey Davenport-Landry, Region VI	Julia O'Donnell, Marketing and Communications Director

Gallery:

Carlee Roberts (KS)	Tina Dihle (CO)	Cindy Johnson (MN)
Jack Perich (VA)	Barbara Harvey (CO)	Suzanne Campbell (KS)
Sebastian Nustt (VA)	Anne Tate (MT)	Sara Seiler (LA)
Niya Rison (VA)	Jennifer Wolcott (MT)	Noor Farhat (LA)
Kristina Martin (MI)	Debbie Shell (ID)	Lauren Gregory (LA)
Stephanie Mabry (MI)	Holly Weinberg (MT)	Norma Bivona (LA)
Miles Tompkins (OK)	Marthena Moffett (MS)	Cheyenne Reyes (LA)
Suzanne Butch (MI)	Deb Rodahl (MN)	Allison Young (MI)
Brandy Gunsolus (SC)	Ian Wallance (CO)	Josh Pulido (CA)
Kate DeAngelo (ID)	Cathy Otto (NJ)	Barbara Snyderman (PA)
Frank Scarano (CNE)	William Hunt (PA)	Susan Iddings (MN)
Roslyn McQueen (MI)	Rick Panning (MN)	Marianne Downes (WV)
Mary Gourley (PA)	Scott Aikey (PA)	

Call to Order

President Aziz called the meeting to order at 8:07 AM EST, June 26, 2022. The Secretary took a roll call.

The Minutes Committee for this meeting consisted of Constance Stager and Lindsey Davenport-Landry

Motion #1: Riding moved that the ASCLS Board of Directors adopt the Standing Rules for the ASCLS Board of Directors.

Seconded by Josephs. Motion Carried

Minutes

The following email motions were entered into the record:

Email Motion #19 (5/4/2022)

Von Ahsen moves that the ASCLS Board of Directors approve the appointment of committee Chairs, Vice -Chairs, and committee members for the 2022-2023 society year in attachment titled 2022-2023 Committee Appointments (Version 05.04.2022)

Be it noted: to ensure the volunteer needs to achieve the charges are met for the following committees, additional members appointed that exceed the current Policy and Procedure composition. Constituent Society Steering Committee (1 additional member), Virtual Learning Steering Committee (1 additional member)

Email Motion #20 (5/16/2022)

Von Ahsen moves that the ASCLS Board of Directors approve the Extension of the Taskforces for the 2022-2023 society year in attachment titled 2022-2023 Taskforce Extensions (Version 05.14.2022)

Email Motion #22 (6/12/2022)

Von Ahsen moves that the ASCLS Board of Directors approve the appointment of committee Chairs, Vice -Chairs, and committee members for the 2022-2023 society year in attachment titled 2022-2023 Committee Appointments (Version 06.10.2022)

Be it noted: the attached document is an updated version containing new appointments, corrections to appointments such as typos, incorrect terms, or individuals with continuing appointments that were inadvertently missed on Motion #19, and notation of recent resignations and/or lapsed members.

Be it noted: to ensure the volunteer needs to achieve the charges are met for the following committees, additional members appointed that exceed the current Policy and Procedure composition.

Marketing and Communication (6 additional members)

Email Motion #23 (6/12/2022)

Von Ahsen moves that the ASCLS Board of Directors approve the Committees and Council/Forums Charges for the 2022-2023 society year in attachment titled ASCLS Committees and Council-Forums Charges 2022-2023 (Version 06.10.2022)

Be it noted: Political Action Committee and Scientific Assemblies are still reviewing potential charges for 2022-2023.

Motion #2: Riding moved that the ASCLS Board of Directors accept this reporting of the email motions, as presented.

Seconded by Bauer. Motion Carried

Motion #3: Riding moved that the ASCLS Board of Directors accept the minutes of the 2022 Interim Board Meeting dated March 20, 2022.

Seconded by Lawless. Motion Carried

Strategic Discussions – Opportunities/Threats/Concerns

Roadmap to a Profession-Wide Strategic Plan to Address the Laboratory Workforce Shortage

Jim Flanigan provided a high level overview of the history of the clinical laboratory workforce shortage actions ASCLS has taken over the last several decades. The professional community has a disconnected series of varying responses to this issue and over the last several years CCCLW has not had a clear vision of its role. At a recent CDC Clinical Laboratory Partners meeting it was stated that there is no shared strategic plan. However, shortly after this meeting Jim received an invitation from COLA for a workforce action alliance summit planning committee. It is noted that the goal of this group should be to build a unified strategic plan on workforce that aims at building retention rates and improving recruitment into the profession.

Kyle Riding stated that we often lament we are unseen and don't have enough students interested in our programs. This has not been his observations or experiences. He mentioned that we do not know how many qualified students are turned away annually due to capacity issues and the negative impact that is making. He advocated for data on this before perpetuating the idea we are completely unseen or unknown.

Several members of the Board of Directors asked if we need to rethink clinical rotations after COVID. It was noted by Stacey Robinson that we had students not doing rotations during covid and still being successful. Kristen Croom also suggested that this is important step since burn out is not helping retention rates and making it challenging to keep staffing at a level that supports clinical training.

Maddie Josephs mentioned resources being constrained at academic programs and that makes the pre-clinical rotation pipeline difficult to sustain. Additionally, Jessica Lawless mentioned that clinical facility constraints perpetuate the

resource challenges. Beth Warning asked if CMS provides higher reimbursement rates for facilities that train medical laboratory professionals – the answer is that they do not under current Federal regulations.

Other comments from the gallery included the need to advocate with the C-suite executives and raising salaries to increase professional retention rates. In the short-term there is limited actions that can directly impact this issue but legislative advocacy must continue, the professional community must develop a unified strategic plan, and the Board of Directors asked Jim Flanigan to remain engaged with the COLA summit planning group.

ASCLS Membership

A presentation regarding the membership renewal process was provided from Jim Flanigan to provided the Board of Directors and interested members with a sense of the strategic efforts ASCLS takes to retain members. It was noted that we must focus on a value-driven culture as an organization.

Volunteerims in the Post COVID-19 Era

A presentation on burnout in volunteers across association landscape was provided. Kim Von Ahsen detailed the challenges of the appointments process during her term as chair of the appointments committee. Beth Warning mentioned we must be strategically minded about the asks we make and not simply be focused on filling seats. It was noted by a gallery member that the communication and marketing of the volunteering module could be enhanced to gain more interest. It was also stated that Regional Councils and Constituent Societies should not develop governance structures that are simply mirrors of the Society's governance structure. Create volunteering opportunities at the grassroots that are impactful and provide meaning to potential volunteers.

President's Report:

President Hassan Aziz presented an overview of his report. He recognized the excellence of the Board of Directors, ASCLS Staff, and volunteers. In addition, he highlighted activities of the Diversity Advocacy Council, the continual implementation of virtual and hybrid meetings, record setting registration at events, the positive impact of the Labucate system, and the work towards finishing up the compositing of the back-logged articles in our peer-reviewed journal.

Administrative Report:

Jim Flanigan presented an overview of the Administrative report. He noted that the ASCLS physical address is moving and provided a futher update on the journal's progress. Additionally, he discussed legislative update and mentioned that SALSA will be a difficult uphill climb due to projected cost but that our community supports this legislation. It was noted that JAM has 872 registrants with 2/3 physically present and industry support is double what we saw in our last year with AACC. He provided a presentation on our brand family/visual identity.

Finance Report:

Secretary/Treasurer Kyle Riding shared an update of the Association's finances.

Board Reports:

Past President

Motion #4: Josephs moved that the ASCLS Board of Directors approve the formation of the Lambda Tau Honor Society Revitalization Taskforce. The charge of this taskforce will be to review governing documents and other background materials of Lambda Tau Honor Society and recommend appropriate structures, policies, procedures, and resources to the ASCLS Board of Directors that will revitalize Lambda Tau under the auspices of ASCLS.

Seconded by Riding. Motion Carried

Board Committees:

Finance Committee

Motion #5: Riding move the ASCLS Board of Directors accept the FY2021 Tax Return as presented

Seconded by Croom. Motion Carried

Committees, Taskforces, Liaisons

Diversity Advocacy Council

Motion #6: Riding moved that the ASCLS Board of Directors charge the finance committee with investigating how DAC's activities can be sustainably supported by the ASCLS operational budget.

Be it noted: the DAC finance has long been managed via an escrow account. However, additional methods of support and investment may be ideal to assure sustained value in DAC functions.

Seconded by Von Ahsen. Motion Carried

Motion #7: Riding moved that the ASCLS Board of Directors charge the ASCLS executive committee with identifying potential Key Performance Indicators (KPI's) related to Diversity, Equity, and Inclusion in ASCLS that the DAC should consider tracking and assessing.

Seconded by Stager. Motion Carried

DCLS Oversight Committee

Motion #8: Hochstein moved the ASCLS Board of Directors accept the DCLS Body of Knowledge in the provided attachment and forward it to the 2022 Annual Meeting of the ASCLS House of Delegates with a recommendation for approval.

Seconded by Davenport-Landry. Motion Carried

Motion #9: Hochstein moved that the ASCLS Board of Directors approve the DCLS BOK should be open access on the ASCLS website to promote the DCLS profession.

Seconded by Riding. Motion Carried

Position Paper Taskforce

Motion #10: Josephs moved that the ASCLS Board of Directors recommend to the 2022 House of Delegates to approve the updated position paper titled: Independent Practice in Clinical Laboratory Science. Be it noted, the original paper has been updated to include elements from the ASCLS Code of Ethics as well as actual position statements.

Seconded by Bauer. Motion Carried

Motion #11: Josephs moved that the ASCLS Board of Directors approve the extension of this task force for another year to continue this work.

Seconded by Stager. Motion Carried

Point of Care Position Paper Taskforce

Motion #12: Mihane moved that the ASCLS Board of Directors submit the Revised Point of Care Position Paper to the 2022 Annual Meeting of the ASCLS House of Delegates with a recommendation for approval.

Seconded by Croom. Motion Carried

Concerns

Judicial Committee

Judicial committee was presented with a concern about the new standardized Constituent Society dues structure from a member of ASCLS. This member felt that the ASCLS Board of Directors had overstepped its authority. The Judicial Committee members reviewed the Bylaws and SOPS and determined that the ASCLS Board has the authority to require uniform state dues. The member disagrees with this concern and has decided to execute their power of appeal to the ASCLS House of Delegates.

New Business:

Nominations Committee

The following nominees for elected office were announced.

President-Elect:	Claude Rector (AR)
Secretary/Treasurer:	Roslyn McQueen (MI)
	Kyle Riding (FL)
Region I Director:	Frank Scarano (CNE)
Region VII Director:	Miles Tompkins (OK)
Region VII Director:	Jessica Lawless (ID)
Judicial Committee (5 year):	Cynthia Johnson (MN)
Nominations Committee (3 year):	Ramona Fox (CA)
	Deb Rodahl (MN)
	Ian Wallace (CO)
	Darius Wilson (TN)

Delegate JAM Registration Policy

Motion #13: Von Ahsen moved the ASCLS Board of Directors adopt the provided amendment to the ASCLS Joint Annual Meeting registration policy for Delegates.

Seconded by Riding. Motion Carried

Minimum Requirement for Board Eligibility Policy

Motion #14: Von Ahsen moved the ASCLS Board of Directors adopt the provided changes to the minimum requirements for service on the ASCLS Board of Directors

Seconded by Robinson. Motion Carried

ASCLS Board Director Job Description

Motion #15: Von Ahsen moved the ASCLS Board of Directors adopt the new position description as provided for members of the ASCLS Board of Directors

Seconded by Bauer. Motion Carried

Regional Council Policy

Motion #16: Von Ahsen moved the ASCLS Board of Directors approve the provided changes to the ASCLS policy on Regional Councils.

Seconded by Lawless. Motion Carried

Annual Meeting and CLEC Registration Rates 2023

Motion #17: Riding moved that the ASCLS Board of Directors approve the ASCLS Meeting Registration Rates for CLEC 2023, CLEC 2024, JAM 2023, and JAM 2024 as presented in the board agenda packet.

Seconded by Croom. Motion Carried

PACE 2023 Rates

Motion #18: Riding moved that the ASCLS Board of Directors approve the P.A.C.E Provide Fee Schedule revision as presented in the board agenda packet.

Seconded by Lawless. Motion Carried

FY2023 Budget

Motion #19: Riding moved that the ASCLS Board of Directors approve the FY23 Budget as presented.

Seconded by Josephs. Motion Carried

Standardizing the Professional Title of Medical Laboratory Professionals

Motion #20: Von Ahsen moved that the ASCLS Board of Directors approve the draft report entitled "Promoting the Medical Laboratory Science Profession through Standardized Titles" from the American Society for Clinical Pathology Board of Certification Nomenclature Task Force.

Seconded by Josephs. Motion Carried

Open Forum

Rick Panning (MN) asked about how to more immediately impact workforce. Jim Flanigan responded that ASCLS will continue to be advocates but the Board of Directors concurred that this is not an issue that has an immediate fix and continual advocacy is key to making impact.

Holly Weinberg (MN) mentioned that ASCLS-Montana recently faced a licensure issue and wondered if the action alert center can be pushed down for use by the Constituent Societies. Jim Flanigan said staff will investigate the cost.

Adjournment

Motion #21: Riding moved that the ASCLS Board of Directors adjourn at 12:20 PM EST.

Seconded by Josephs. Motion Carried

**ASCLS Board of Directors
Post House Board Meeting
Zoom Teleconference
Tuesday, July 12, 2022**

I. Call to Order: President Kim Von Ahsen called the meeting to order at 7:03 Eastern Time.

Present:

President:	Kim Von Ahsen	
President-Elect:	Claude Rector	
Past-President:	Hassan Aziz	
Secretary/Treasurer:	Kyle Riding	
Directors:	Frank Scarano	K Lindsey Davenport-Landry
	Stacey Robinson	Miles Tompkins
	Angela Darby	Jessica Lawless
	Beth Warning	Constance Stager
	Jean Bauer	Kristen Croom
Ascending Prof Director	Cheyenne Reyes	

II. Introduction of Newly Elected Board Members

President Von Ahsen welcomed new members of the Board of Directors.

III. Installation of Duly-Elected ASCLS Positions

President Von Ahsen installed Ian Wallace (CO) as a member of the Nominations Committee.

IV. Appointments

Motion #1: Rector moved that the ASCLS Board of Directors approve the following Chair/Vice Chair appointments

Kristina Martin Vice-Chair, Constituent Society Steering Committee
Brandy Greenhill Chair, Marketing and Communication Committee

Seconded by: Bauer

Motion: Carried

Motion #2: Rector moved that the ASCLS Board of Directors approve the following committee appointments

Sarah Taylor, P.A.C.E. Committee Member
Joanie Brocato CLEC Host Liaison
Michelle Werner, AMSC Member
Mary Gourley, AMSC Interested Observer

Be it noted: Sarah Taylor replaces the term of Andrea Peirce (24) who is no longer an ASCLS member and Mary Gourley will be assisting with Host Committee duties for the JAM 2024 meeting in Pittsburgh.

Seconded by: Robinson

Motion: Carried

Motion #3: Rector moved that the ASCLS Board of Directors approve the following taskforce appointment

Maddie Josephs, Position Paper Taskforce

Be it noted: Maddie Josephs replaces Lezlie Koch who resigned to focus on the Patient Safety Committee.

Seconded by: Bauer

Motion: Carried

V. Election of Two Directors to the Executive Committee

The following Directors were elected to the Executive Committee of the Board:
Stacey Robinson & Jean Bauer

VI. Election of Three Directors to the Finance Committee

The following Directors were elected to the Finance Committee of the Board:
Constance Stager, Angela Darby, & K Lindsey Davenport-Landry

VII. Board Member Assignments

President Von Ahsen provided an opportunity to ask questions about board assignments. She reminded everyone to reach out to committee chairs and start communication early. Board members provided updates on the status of committees they serve as liaisons to.

Additionally, President Von Ahsen provided an overview of the appointments, long-range planning, and policy/procedure committees and their functions.

VIII. Email Motions

Secretary Riding provided an overview of the rules and procedures related to Email Motions. We must follow Michigan state law as it relates to votes made without debate. He reminded everyone that if they need more information on an email motion before they can vote to let him know. Additionally, please try to let Kyle know in some capacity when you will be away and unable to vote so he does not send unnecessary reminders to you.

IX. Monthly Board Check-in Calls and Agenda Items

President Von Ahsen reminded the Board of Directors about the monthly check-in calls. These calls are informal and while attendance is encouraged, it is not mandatory. Additionally, all Board members can reach out to the President to ask for

X. Guiding Principles – Be Present and Practical Consensus

President Von Ahsen reminded Board members to be present at meetings to fulfill duty of care and duty of loyalty. She also reviewed the Board members about the concepts of practical consensus.

XI. New Business

The Board of Directors discussed what book they would collectively read and discuss this upcoming year. Multiple options were presented and discussed. The Board was asked to reflect on this discussion and a survey will come out asking their feedback.

XII. Adjournment

By general consent, the ASCLS Board of Directors meeting adjourned at 8:20 PM Eastern.

Constituent Society Identified Opportunities and Threats – Fall 2022

Grace Leu Burke President, F-1 Alaska

Although this was not a formal question posed to our board at the August 11, 2022 meeting, it came to our attention that the high cost of dues, specifically for retired medical laboratory professionals is becoming cost prohibitive. Many laboratory professionals maintain ASCP membership, that maintaining a dual professional association with ASCLS is no longer possible on a fixed budget or one that also has significant student loan payments. It is our oldest and youngest members that may struggle with affording membership fees.

Ramona Fox, President, F-5 California

Positive: Use of virtual platforms for CE/Meetings

Negative: Cost vs benefit

Negative: Competitive state organization

Mary Ann McLane, President, F-9 Delaware

Retirements! The ASCLS-DE Board is truly struggling to function. We have a tired set of faithful, mostly multiple, multiple term board members who would delight in handing on the reins to another generation. Even with lessening of Covid restrictions, activities within ASCLS-DE are minimal. All condensed meetings have been done virtually. Energy for new ideas is hard to garner, both from changes in leadership life focus, little student involvement... Our BOD will meet September 3... should we merge with another society? How will our answers to the "Key Health Indicator Assessment" shed light on what we need to do next?

Emilia Marrero-Greene, FSCLS President, F-10 Florida

Opportunity (submitted by Michael L. Bishop): Implement "last lecture" session at every CLEC and LabJam from an emeritus member to share their insights with ASCLS. The society has lost so many members with valuable insights and knowledge over the last few years. Allows for these members to provide this knowledge/experience to current and future members. FSCLS will pilot this idea at the 2023 Spring Symposium.

Opportunity: Involve CAP, COLA, and/or other accreditation bodies in the battle against CMS mandates calling to allow nurses and other non-laboratorians to perform high-complexity testing. Work with these bodies to add standards to their accreditation checklists that require this testing to be performed ONLY by qualified laboratory professionals.

Opportunity: FSCLS Advocacy for Medical Laboratory Science: Build a strong coalition of advocates among the FSCLS membership, to address issues concerning legislation that impact MLS professions and hence patient care, including: the relevance/necessity of MLS in diagnosis; treatment and follow-up for patient care; and the quality and cost of healthcare. An Advocacy Session for FSCLS members (and especially the FSCLS Board) can/will be explored, and may be held at the FSCLS symposium that is relevant to and exemplifies current legislative issues. FSCLS will also seek a Proclamation from the Governor's Office for Laboratory Week (from the FL Governor) as we did years ago, gaining more public recognition for the profession via the media and hence the general population.

Threat: FSCLS is monitoring educational programs and their struggles with lack of externship sites, particularly in Microbiology and Immunohematology. The staffing crisis lends to this issue and vice versa. There have also been delays in students receiving trainee licenses and the process to obtain a trainee license should be simplified.

Kristen Pesavento, Co-President, F-14 Illinois

Opportunities-

Facilitate communication between Laboratory Science education programs to create innovative solutions to clinical training in frequently consolidated disciplines such as Microbiology.

More widely available opportunities for leadership and management cultivation for current laboratorians.

Focus on communications between all allied health staff, including outside of the lab.

Threats-Strain on certified laboratory staff to train those without laboratory education on-the-job, while still completing their assigned workloads.

Impact of uncertified, untrained individuals hired by clinical laboratories on the healthcare system.

Leah Ames, President, F-15 Indiana

Our first board meeting for the 22-23 term is set for Monday 9/19 at 7:30am EDT.

Beckie Hetrick - President, ASCLS-KS, F-17 Kansas

After consulting with membership at our summer leadership meeting, it is apparent that workforce shortages are a critical issue. Particularly in the less populated areas of Kansas, clinical laboratories are being closed for short periods of time when appropriate MLS are not available to perform high complexity testing such as blood banking duties.

The leadership of our constituent society noted that it has been rather depressing for a lot of clinical laboratory personnel for the last couple of years. ASCLS-KS is undertaking a series of social events (both in-person and via Zoom or both) to bring the membership together. [Example: friendly competition

between Eastern and Western parts of the state for an ugly Christmas sweater contest where those who won't be able to attend can show off their stunning sweaters via Zoom.}

Melissa Wyatt, KSCLS President, F-18 Kentucky

Opportunities

KSCLS Delegates attended ASCLS JAM and House of Delegates meeting in June 2022.

Corrected link to KSCLS website from main ASCLS page.

KSCLS Board Meeting is scheduled for Sept. 30, 2022. Agenda items include:

Planning for Spring 2023 meeting

Reviewing and revising bylaws

Reviewing budget from joint meeting with Indiana in April 2022

Developing CE opportunities outside of annual meeting

Planning a networking zoom event for lab managers

KSCLS newsletter

KSCLS website

Threats

Hospitals throughout Kentucky continue to use the Medical Technologist job title, support document from ASCLS would be helpful to address this with hospital HR departments.

Melonie Falcon, President, F-19 Louisiana

Threat- ongoing discussion and request regarding nurses and high complexity testing

Threat- Apathy and non-interest in joining (or rejoining) ASCLS amongst current lab employees

Christina Camillo, F-21 Maryland

Opportunities:

--The most current and concerning opportunity is that the membership of ASCLS has the chance to respond to the CMS rule that allows nurses to conduct high-complexity testing. We have been reaching out through social media, through our personal networks, and the Connect Community.

--We have wondered if there is a possibility that state societies could get help with tax questions and/or concerns? Are there education events available or in the works for new treasurers so they know what forms are needed to maintain the status?

--We have been considering something like a 'journal club' or interest group related to a specific laboratory department or topic, but have few individuals offering the help.

--The pandemic has highlighted the laboratory – how can we continue to harness that spotlight? Consider local media spots, education events, etc.

Threats:

--A current concern (threat) for our constituent society was the recent discovery that our tax standing has been revoked because we have not filed our Form 990 for a few years. We are working toward fixing the problem, but have found few resources to help our relatively new Treasurer find answers.

--As the membership year has now come to a close, several of our members have now lapsed in their membership. We understand that we are not alone in this, and we will conduct our lapsed membership campaign, but this is an ongoing threat, not just to Maryland, but to the Society as a whole.

--Short staffing and burnout are significant threats to laboratory professionals everywhere. Laboratory professionals seem to have limited time and bandwidth for professional societies with all of that going on.

--The number of students attending laboratory education programs is declining – partially due to the lower numbers of traditional college-age students, and also because some students witnessed what happened during the pandemic and do not want to get into healthcare. In addition, since there are so many open jobs, and healthcare is often a 'fallback' degree, students do not feel compelled to major in a professional healthcare program. Wondering what kind of options or ideas for improving recruitment may be possible.

Candi Barker, President, F-25 Missouri

Lapsed Members - Missouri's membership numbers decreased more than 50% from April 2022 to August 24, 2022, with Ascending Professional Membership decreasing from 10 to 6 and Developing Professional Membership decreasing from 37 to 5. Missouri Leadership team is working on root cause analysis and proactively contacting members.

Roxanne Alter President, F-27 Nebraska

Opportunities are getting volunteers to help with small tasks instead of larger committee chair positions. We had a number of people help with the State Meeting, doing small tasks. Breaking up larger tasks into smaller parts. It is hard to find folks to commit to the a year or a committee position.

Website is still a problem. We have been trying to get it up and running but it is very time consuming. I believe this is a huge problem and many states agree. We heard from Kansas that it was an arguous process and not easy. A lot of begging from help, numerous times from the staff at ASCLS.

Sally Cortez (Past President), John Frederick (Current President), and Linda Sherman-Atkins (President Elect), F-28 New Jersey

Opportunities:

To group together the different organizations e.g. AABB, ASM, CLMA, etc. under the ASCLS umbrella since we are all CLS or MLS, for greater voice and vision.

Threats:

Lack of in person seminars/networking is a threat to membership; I think a lot of ASCLS-NJ's success comes from networking and the ability to put together excellent events, which has been impeded during the pandemic.

Gwenn Schwerdel, ASCLS-NY President, F-30 New York

Threat: The new J&J commercial that states nurses are scientists, and it appears they mean in the clinical sense as they show nurses caring for hospital patients throughout, as opposed to nurses performing tasks in a lab that could be interpreted as research. It sends the wrong message to the community. Especially when medical laboratory scientists struggle to get the recognition with "technologist" still widely used in job postings/daily language in the clinical lab, etc.

Lisa Cremeans, President NCSCLS, F-31 North Carolina

Due to recruitment challenges, we are seeing more employers considering "softening" hiring requirements when it comes to hiring ASCP certified professionals. There are increasing numbers of discussions about hiring individuals with biology/chemistry degrees and on the job training.

Adrienne Davis Zapfe, President, F-33 Ohio

Maintenance and growth of Ohio membership facilitated robust involvement from the Ohio delegates at the 2022 Joint Annual Meeting and House of Delegates.

Pratik Karna, President, F-34 Oklahoma

Opportunities:

Membership recruitment: Overall decrease in covid infection has enabled the potential for us to connect to other healthcare facilities and school programs to recruit more members.

Threats:

- o Decrease in membership: Survey to be sent to all current and ex-members to understand their position as a member to the society. It is integral that each member is involved and committed towards the mission of the organization.
- o Workforce shortage: There has been significant workforce shortage of laboratory professional.
- o Supplies constraints: Several lab supplies continue to be backordered creating difficulties for labs to operate at optimum level to provide best quality patient care.
- o COVID: Covid infection among staff continue to be an issue affecting lab operation.

Katrina Holcomb ASCLS-OR President, F-35 Oregon

Oregon's MLT program at Portland Community College is still struggling to recover from pandemic stresses and faculty resignations. There is currently one full-time faculty member. PCC's program is a 2-year program, but was unable to host a cohort the previous year. There are no second-year students doing their externships or graduating this year, but they were successful in relaunching a scaled-down cohort of new students.

Oregon's MLS program at Oregon Institute of Technology had two professors resign giving ample notice. They will start interviewing for a chemistry and microbiology professor for this next cohort. ASCLS-OR has reached out to support both MLT and MLS programs. We will continue to network and outreach with future graduates of both MLT and MLS programs.

The Clinical Lab Assistant program at Clackamas Community College in Oregon City

has closed. We expect this to drastically affect the availability of phlebotomists and lab assistants in the area.

Almost every hospital in the state is experiencing staffing shortages among medical laboratory staff and phlebotomists. Burnout remains a constant threat over management, bench staff and educators alike. More now than ever, we need more graduates coming into the field, but fewer are graduating into the workforce.

ASCLS-OR will use the opportunity to lobby at the Legislative Symposium this year to support HR5602, which will provide student loan forgiveness for medical laboratory staff which would incentivize students studying medical laboratory science. ASCLS affiliates all across Oregon banded together to advocate against the change allowing nurses to perform high complexity testing.

We also relaunched a new edition of the Centrifuge, our ASCLS-OR newsletter with new editor Susan Runyun. We're taking this opportunity to redouble our efforts to engage the med tech community and provide the interpersonal support our techs are requesting. We had a very successful online Joint Spring Seminar with ASCLS-WA and AK. We look forward to hosting an excellent Northwest Medical Lab Symposium on October 12-14.

Stephanie Noblit, ASCLS-PA President, F-36 Pennsylvania

Our current treasurer recently informed me of his need to step down due to his ever increasing responsibilities at work (in addition to his manager role, he is now acting as interim director of the MLS program at the hospital). The current active members of the society are too burned out to take on the time consuming role of treasurer. We are struggling to think of possible members that would be willing and able to take on this role.

Brandy Gunsolus - President, ASCLS-SC, F-37 South Carolina

Threats: 1) Midlands Technical College is definitely closing its MLT program. We were unsuccessful in trying to keep them open. Issues cited include lack of funding and lack of faculty. 2) CMS proposed changes will have an adverse affect in our smaller rural laboratories where it is feared that nurses will be told to perform testing in the laboratory when there is lack of laboratory staff, especially overnight where lab staff is often on an "on call" basis.

Positives: We had 2 ASCLS-SC members, Stephanie Walsh and Jason Frazier, who met at the ASCLS National Meeting in Philadelphia, were married on July 21st. 8 ASCLS members were in attendance at the wedding and we look a lab professionals photo!

Stacie Lansink, F-38 South Dakota

CMS proposal to allow nurses to perform high complexity testing.

Leslie Nakagawa, ASCLS-WA Co-President, F-43 Washington

-Numerous open board positions, and continuously recycled officers, committee members, and volunteers. We are aware of the negative impact of proceeding in this manner, but if the alternative is to let the constituent society dissolve, we continue to function in this matter. Active members are interested in learning new roles, but aren't able to pursue them as an additional task to their current roles (that would otherwise remain vacant). We are ready to mentor, but have no interested members to serve as mentees.

-Since the transition to virtual seminars, we don't have a good method for obtaining PAC donations - PAC donations for the state are low due to limited response to email campaigns.

-Program director involvement with ASCLS-WA is lacking, thus student involvement with ASCLS-WA is poor. WA pays for student memberships and seminar registration, but it is under-utilized.

-ASCLS-WA offers numerous scholarships for registration to seminars, but members do not use this benefit. At the most recent seminar, of 10 offered (on a first come, first serve basis), there was only one applicant.

-Continued negative impact of COVID on stability of laboratories. This impacts the ability for laboratory professionals to have the motivation and support from employers to participate in professional organization activities (volunteering, activism, and attendance at continuing education events).

Pam Meadows, WVSCLS President, F-44 West Virginia

1. WVSCLS is partnering with WVSSAMT for a joint meeting with educational sessions on September 15, 2022. WVSCLS is planning a full day educational seminar for spring 2023.
2. WVSCLS is currently in discussion with the WV Office of Laboratory Services to amend licensure regulations to require certification for those holding a BS degree other than in Medical Laboratory Science. The society will inform the national office if any actions indicate adverse outcome for state licensure.
3. WVSCLS is currently working to increase student involvement and member recruitment amongst incumbent workers.

Samantha Salm, ASCLS Wisconsin President, F-45 Wisconsin

I. Opportunities

1. Non-certified tech programs are opening around Wisconsin - Wisconsin Diagnostics Labs is one known example
 - a. Opportunity to bring more professionals into the field through a different avenue and fill workforce shortage gaps
2. Non-clinical facility, Exact Sciences Growing
 - a. Exact Sciences is located in Madison Wisconsin and produces Cologuard and has a pipeline of cancer testing products
 - b. Opportunity because anecdotal reports show that the facility is paying higher wages to lab professionals
 - c. Anecdotally, the facility may also provide training for non-certified professionals to becoming certified
 - d. Long term, this could drive up wages for lab professionals around Wisconsin
3. ASCLS-WI planning on attending a state-wide school counselors conference in November 2022 to promote the profession. First time attendance for our society. This gives us the opportunity to bring awareness to the profession so school counselors can provide that information to students.

II. Threats

1. Non-certified tech programs are opening around Wisconsin - Wisconsin Diagnostics Labs
 - a. Threat because non-certified techs may not as qualified to be performing the work that certified lab professionals do

2. Non-clinical Facility, Exact Sciences Growing

a. Threat to clinical labs because anecdotally, they are seeing staffing leave to work at Exact Sciences. This could be attributing to clinical lab staffing shortage

b. Anecdotally, the company has not followed through on promises to educate staff further and assist staff with gaining certifications

3. Staffing shortages. See examples below:

a. Fox Valley Ascension Clinics example where an ASCLS-WI leader is employed:

i. 13 open positions

ii. On any given day, lab services are being closed at 3-4 locations in order funnel needed staff to the busiest, most critical sites (ie. urgent care).

iii. Many of the clinic MLT/MLS openings that have opened in the last 2 years have either been converted into phlebotomy positions or not filled due to a lack of tech applicants.

b. Madison area hospital example where an ASCLS-WI leader is employed:

a. 12 open positions, leading to many "Critical Open Shifts"

Barbara Harvey; President Elect, F-46 Wyoming

Opportunities: Continuing to pursue working partnerships with Casper College and Univ. of WY.

Threats: Recruiting and Retaining volunteers for administrative positions.

Constituent Society Submitted Requests for Action – Fall 2022

Requests for Action included in the preliminary agenda are noted as light green. Requests for Action ruled out of order are noted in light red. At the beginning of each meeting, board members will have an opportunity to move any request for action submitted by a constituent society, but was not included on the agenda, into New Business.

Grace Leu Burke President F-1 Alaska	I move that the ASCLS Board of Directors, establish some means for reduction of membership costs to laboratory professionals that do not have the financial resources available to participate in ASCLS.
Emilia Marrero-Greene, FSCLS President F-10 Florida	I move that the ASCLS Board of Directors create a Mental Health resources task force (idea submitted by Michael L. Bishop) a. Create a task force to investigate how ASCLS can effectively support the mental health of laboratory professionals after mass casualty events and other crises b. Focus: To develop/identify/train crisis intervention training for professionals in our ranks, assemble/develop/support resources, etc. c. Plan to provide phone support to assist/triage/implement mental health assistance for laboratories during and after a crisis
Melonie Falcon, President F-19 Louisiana	I move that the ASCLS Board of Directors continue to fight legislation that threatens the sanctity of laboratory professionals being allowed to continue to provide quality work based on their experience and knowledge level.
Christina Camillo F-21 Maryland	I move that the ASCLS Board of Directors provide resources or educational opportunities to help new (or seasoned) Treasurers so they have a better understanding of the required documentation and actions needed to maintain the state constituent society's good standing with the IRS. I move that the ASCLS Board of Directors continue to expand resources and activities for a variety of settings (formal and informal) to educate and encourage prospective students who might be interested in laboratory science and/or connect with middle and high school students to provide resources or activities that could encourage students to explore the profession.

<p>Katrina Holcomb ASCLS-OR President RFAs</p>	<p>I move that the ASCLS Board of Directors form a task force or host an event focused on mental health and burnout. Healthcare staff in general are under unprecedented amounts of stress and low staffing. I move that we identify strategies to cultivate resilience, supportive workplaces and mental health support networks that serve our exhausted laboratorians. It's not only important to graduate students, but we need to be able to keep them in the field when healthcare facilities become more stressful by the day.</p>
<p>Stephanie Noblit, ASCLS-PA President F-36 Pennsylvania</p>	<p>I move that the ASCLS Board of Directors increase the number of delegates available for each state by amending the bylaws to allow one (1) delegate per each 25 Professional, Ascending Professional, and emeritus members instead of per each 50 Professional, Ascending Professional, and emeritus members.</p> <p>I move that the ASCLS Board of Directors not schedule any event, in-person or virtual, on a major religious holiday.</p>

Attitudes of ASCSL Members to Research and Scholarship

Enhance Research and Scholarly Activities
among ASCLS Members Taskforce

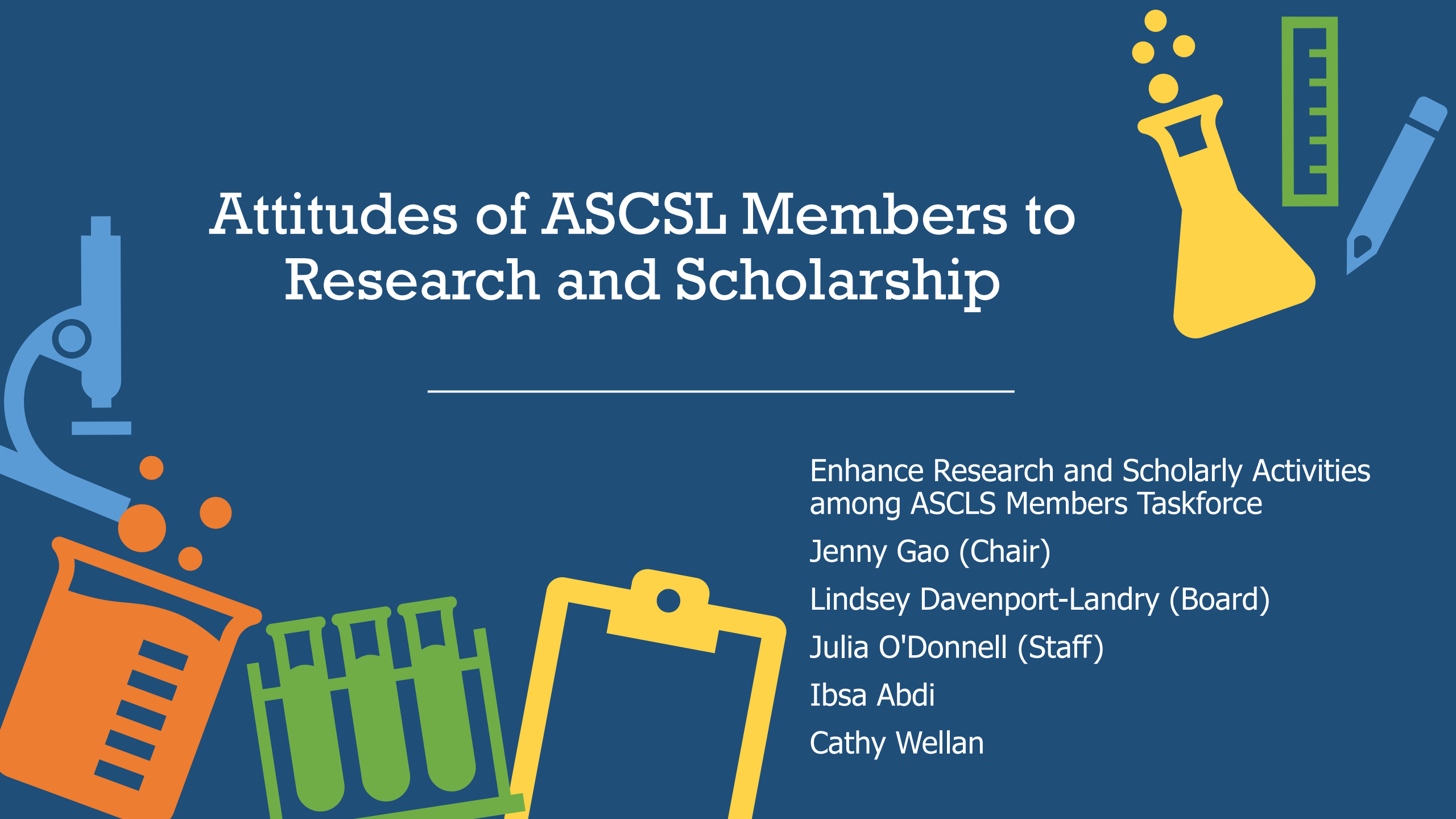
Jenny Gao (Chair)

Lindsey Davenport-Landry (Board)

Julia O'Donnell (Staff)

Ibsa Abdi

Cathy Wellan



Demographic Data of Participants

- The overall number of responses: 201
- Completed responses: 123

Married/domestic partnership	78
single	25
Divorced/widowed	5
Not to answer/missing	15
Male	20
Female	90
Other	13
Generalist	51
Educator	41
White	87
Black	7
Hispanic	7
Asian	8
Pacific Islander	2
Middle Eastern	1



Demographic Data of Participants

Age			
		Frequency	Percent
Valid	<20	1	.8
	21-30	14	11.4
	31-40	29	23.6
	41-50	20	16.3
	51-60	25	20.3
	>60	27	22.0
	Total	116	94.3
Missing	System	7	5.7
Total		123	100.0

Education level			
		Frequency	Percent
Valid	Bachelor	52	42.3
	Master	44	35.8
	Doctoral	24	19.5
	Total	120	97.6
Missing	System	3	2.4
Total		123	100.0



Demographic Data of Participants

How long have you been a certified laboratory professional?

		Frequency	Percent
Valid	Less than 1 year	3	2.4
	1-5 years	13	10.6
	6-10 years	15	12.2
	more than 10 years	86	69.9
	Total	117	95.1
Missing	System	6	4.9
Total		123	100.0

How long do you spend on research activities currently (hours per month)?

		Frequency	Percent
Valid	0-2 hours	27	22.0
	2-5 hours	9	7.3
	5-10 hours	10	8.1
	10-15 hours	4	3.3
	>15 hours	13	10.6
	Total	63	51.2
Missing	System	60	48.8
Total		123	100.0



Multivariable Regression Analysis

1. Scores of the Lab Professional Research Culture Scale is related to # of hours spent on research and level of education controlling for other variables
2. Research support is related to # of hours spent on research controlling for other variables
3. Research value is related to # of hours spent on research controlling for other variables
4. Research competency is related to # of hours spent on research and level of education controlling for other variables
5. Effectiveness in Promotion of Research is related to educator (Positive direction) controlling for other variables (# of hours spent on research and education level).



Strategic Plan Development

Modifiable variables	Possible Actions
Education level	Add more graduate programs
Generalist vs non-generalist	Promote specialty training
Educator vs non-educator	Add research track in CLEC
# of hours spent on research	Add research requirement in curriculums of MLS programs or specialist programs



Perceived Barriers

1. High volumes of work loads in clinicians → Enhance research activities in academy (educators) first
2. Limited research supports



Welcome comments and suggestions! The more, the better!

(Enter your own creative tag line above)





REPORTS TO:	Board of Directors
REPORT FROM:	Kim Von Ahsen
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	A-1 President

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

Opportunities: CDC and ASCLS Cooperative not only showcase the impact that ASCLS can have on workforce development and highlights the need to pursue other grant opportunities in the future.

Threats: Continued pressure from well connected healthcare organizations to lessen the laboratory personnel standards to increase profit/decrease expenses rather than ensuring adequate and competent staff at fair wages. This threat is seen not only nationally through CMS but on the state level such as Florida. Additionally, coupled with a disengagement caused by burnout or lack of understanding about advocating as part of a profession, creates the challenge of getting to a unified voice.

Activities Since the Last Report

Board and Governance Meetings

 Attended the following Board and Governance Meetings

- Post House of Delegates Board Meeting on July 16th
- Finance Committee on August 17th
- Board Monthly Check-In on August 2nd
- Three (3) Presidents on August 9th

Committee Meetings

 Attended the following committee meetings

- Annual Meeting Steering Committee on August 8th
- Government Affairs Committee: July 17, August 15th
- Clinical Laboratory Educator Forum on August 10th

Other Meetings

-
- Attended Weekly President & Executive Vice President Call
 - Long Range Planning Meeting with President-Elect and EVP on August 3rd
 - Hosted four (4) 30 Minute Constituent Society Board Submission Q&A during August 15th – August 18th

Other Activities

- Submitted President's Article for the Sept/Oct 2022 issue
- Posted President's Message for August
- Reviewed and revised Executive Vice President Performance Evaluation. Converted to electronic form for submission.

Items of Celebration or Concern
<i>These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.</i>
Very proud of the work started by the Directors and Council members to transition to a new regional community model. Additionally, celebration of the work of GAC and Jim Flanigan on the letter to CMS should be commended.
Request for Action
None



REPORTS TO:	Board of Directors
REPORT OF:	Administration/Executive Vice President
SUBMITTED FOR:	2022 Fall Meeting of the Board of Directors
PREPARED BY:	Jim Flanigan, CAE

General

Over the past few months, the volume of work related to government relations has increased dramatically. Direct advocacy, grass roots organizing, partner coordination, and related activities have all increased as the number of issues has increased. There is also substantial laboratory community-wide focus on the workforce. While it lacks coordination at times effort to address the issue is there.

Systems:

- *CLS Journal*: J&J Editorial and completed copyediting, typesetting and XML conversion on all Volume 31 and Volume 32 (2018 and 2019). The files and XML have all passed QC and are waiting for upload by HighWire. We are waiting on HighWire to manually replace the new content in the database. Articles associated with Volume 33 and 34 (2020 and 2021) are copyedited and typesetting complete, pending pagination into issues. J&J has the PDFs of volumes 14-22 (2001-2009) and has begun the process of conversion of PDFs into XML for deposition on the CLS site, DOI and other indexes. The process of developing a sustainable workflow within the system has pointed to missed steps in the implementation process for the system. Whether because we didn't understand the implications of each decision along the way, or there was something missed by HighWire, it's clear that how we believed the system would work is not how it has worked. I have approved the expenditure of the marginal costs of programming to fix to these issues, but progress is slow on the HighWire side.
- *CDC Cooperative Agreement (CoAg)*: ASCLS has begun work on the Laboratory Workforce Cooperative Agreement with CDC and will be billing for our expenditures once or twice a month for our direct and indirect costs. A revised workplan is due to CDC by October 1, 2022. An announcement was made to the membership on September 7 (<https://connect.ascls.org/discussion/ascls-selected-to-partner-with-cdc-in-workforce-development>)
- *P.A.C.E.* After investments last fiscal year to improve CE Organizer that include making it mobile friendly, we anticipate making updates to the P.A.C.E. program this year that streamline the administrative functions for the program. Organic growth over many years, and the massive switch to virtual learning, has put pressure on the P.A.C.E. system that needs to be resolved.
- *Higher Logic Platform*: The new Thrive platform has launched and new branding for ASCLS Connect implemented. We are monitoring the system and member use to see

if there are any adjustments to design that are appropriate. We are testing the native mobile app that will replace the proprietary mobile app we've previously used. Implementation of Thrive has allowed us to lock in rates for the service for the next three years that are approximately 10% below our total costs in FY2022.

- *Staffing:* As P.A.C.E. plays a central role in the cooperative agreement, Andrea Hickey has agreed to take on a lead role in the CoAg as Director of P.A.C.E. and Workforce Development. We have begun a process of recruiting a new staff position that will focus on membership and constituent societies. Another staff member will likely be needed to provide project management support for the CoAg. The CoAg will allow us to expand staffing without expanding the budgeted costs to ASCLS this fiscal year.

Strategy:

- *Government Affairs:* This year may go down as one of the most consequential in the clinical laboratory community since CLIA passed in 1988. Major legislation related to laboratory reimbursements and regulation of laboratory developed tests are in a position for potential passage, and significant updates to personnel regulations (both good and bad) are proposed and working toward final rule.

S.4348, the Food and Drug Administration Safety and Landmark Advancements (FDASLA) Act, which includes the Verifying Accurate, Leading-edge IVCT Development (VALID) Act has passed out of committee and is waiting full Senate consideration. A companion bill in the House does not include VALID and other "riders" on this must pass legislation and it's unclear at the moment how this all moves forward. I will provide a verbal update on this issue at the board meeting.

ASCLS has been part of a united laboratory coalition pushing for passage of the Saving Access to Laboratory Services Act (SALSA). Early signs are favorable for passage during a lame duck session of Congress after the midterm elections. We anticipate an omnibus bill of legislation related to Medicare will be introduced in both chambers of Congress then. SALSA has been submitted to the Congressional Budget Office for scoring, which is an important milestone. This is a heavy lift that will require engagement of the profession's grass roots.

ASCLS has provided comments on proposed rules from the Department of Health and Human Services. Our initial comments focused on a proposal to allow nurses with bachelor's degrees to qualify as high complexity testing personnel. Given the absurd and unsupported reasoning behind the proposal, the Society's comments had clear contemptuous overtones. We are submitting separate comments supporting the CMS proposal to recognize advanced professional doctorates like the DCLS in addition to PhDs as a qualification for high complexity laboratory director. We have noted the comments from some other laboratory groups objecting to this proposal and will be responding within our comments to some of their misinformation. ASCLS is actively working with the DCLS programs, graduates, students, and some employers to provide supporting comments and documentation to CMS.

- *Legislative Symposium:* As of this writing, registration for this year's Laboratory Legislative Symposium on September 26-27, 2022 stood at 115, which is slightly behind the 2021 registration total of 122. Last year, 60% of registrants were in person. This year, that is 73%. We do not have a contracted space beyond this year, but have proposals from several Washington, DC area hotels for 2023 and 2024. The Hilton Old Town Alexandria continues to be the best fit. We are holding October 20-24, 2023 and September 27-October 1, 2024 bending discussions at this year's meeting.
- *Joint Annual Meeting:* ASCLS and our partners enjoyed record attendance and revenue for the recently concluded Joint Annual Meeting. The Net Promoter Score overall rebounded to 91 (from 64 last year, both of which are very high numbers), with participants from SAFMLS and AGT with the highest scores. We are working with SAFMLS and AGT to finalize MOUs for the 2023 and 2024 meetings. Staff completed a site visit in late August of the convention center and hotels in Providence.
- *CLEC:* The CLEC Steering Committee whittled down 120 session proposals submitted for 2023 CLEC to the approximately 40 sessions that will form the backbone of the program. We believe the high submission rates reflect high interest in attending the CLEC meeting in New Orleans. We have also been asked to assist NAACLS to help them celebrate their 50th Anniversary during the event.
- *Membership Recruitment and Retention:* With the close of the 2021-2022 membership year, we have begun to see the impact of standardized constituent society dues on memberships. ASCLS has traditionally had more memberships than members because one member can belong to multiple constituent societies. This was driven by constituent societies who charged no member fees, creating an incentive for members to join constituent societies with which they have no connection. Reporting now the individual number of members, we can compare totals at the end of the society year from this year to two previous years. Note the substantial decline in developing professionals. The affects of COVID has still not recovered. The drop in Emeritus 1, which are grandfathered from early days of ASMT, are dropping as our members in that category pass away.

Year	ASP	COM	DEVP	EM1	EM2	HON	PROF	TOTAL
2020	968	89	2439	78	276	14	3302	7166
2021	1122	72	2028	73	290	14	3028	6627
2022	894	69	1807	29	268	14	2788	5869

Activities:

- The entire staff will be staying two extra days in the Washington, DC area after the legislative symposium for a working retreat. We will be visiting the new offices in Renton, Virginia.
- Work has begun on Laboratory Workforce Action Alliance Summit Planning Committee discussed the board's annual meeting. ASCP, ASM, APHL, and NILA/AAB are all participating in this COLA organized initiative. The Summit will take place on

May 2, 2023 at the Worthington Renaissance Hotel in Fort Worth Texas. Invited attendance of less than 100 is anticipated.

- Earlier in September, I participated in an APHL Virtual Focus Group Discussion on National Laboratory Coordination. This high level discussion touched on some of the key challenges facing coordinated, national laboratory responses to public health emergencies.
- I am scheduled to speak in October at the Region III Triennial Conference in Atlanta.



REPORTS TO:	Board of Directors
REPORT FROM:	Kyle B Riding
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	A-3 Secretary-Treasurer (email motions)

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

N/A

Activities Since the Last Report

Motion 1 8/15/2022

Rector moves that the ASCLS Board of Directors approve the following committee appointments:

Jean Tenuta - Vice-Chair, AMSC

Motion Carried, Ayes:15, Nays: 0, Abstain: 0

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

N/A

Request for Action

I move that the ASCLS Board of Directors accept the reporting of the email motions as presented.



REPORTS TO:	Board of Directors
REPORT FROM:	Claude Rector
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	A-5 President-Elect

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

Opportunities: Increase ASCLS support of federal funding of workforce development and clinical site support of preceptors/training. Continue investigating of programs that ASCLS can participate or implement that focus on mental health and resiliency resources for laboratory professionals.

Threats: CMS proposed changes to laboratory testing personnel requirement that will allow nurses to perform high complexity testing. CMS continues to recognize the bachelors degree in Nursing as a qualified degree to be eligible to be a Laboratory Director.

Activities Since the Last Report

Board Meetings

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Attended the following Board Meetings

- Board Monthly Check-In: July 12th and August 2nd
- Three (3) Presidents: August 9th
- Finance Committee: August 17th

Committee Meetings

=====

Attended the following committee meetings in July

- CLEC Committee: July 20th, July 21th, and July 26th

Attended the following committee meetings in August

- 2023 JAM Annual Meeting Steering Committee: August 8th
- Regional Council Agenda Setting Meeting: August 8th
- Clinical Laboratory Educators Forum Meeting: August 10th
- Membership Committee: August 10th

Email Motions:

=====

- Voted on all Email motions presented before the Board of Directors since the House of Delegates.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

Thank you to all the committee chairs and committees that have embraced my "guest" presence during your meetings. I am truly grateful to be able to learn directly about the work of each of our committees as I prepare to work with the Appointments Committee on the 2023-2024 committee appointments.

Request for Action None



REPORTS TO:	Board of Directors
REPORT FROM:	Hassan Aziz
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	A-7 Past President

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

Complete the work on society's governance

Activities Since the Last Report

Attended post annual meeting BOD and monthly check-in calls

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

None

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Miles Tompkins
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	B-1 Director

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

None

Activities Since the Last Report

- Attend Post HOD meeting on 7/12/22
- Attend Leadership Development Committee Meeting on 7/20/2022
- Attend Board check in call on 8/2/22
- Attend Diversity Advocacy Council meeting on 8/3/2022
- Attend Mentorship Committee meeting on 8/16/2022
- Facilitate Region VII Council Meeting on 8/16/2022

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

A concern that can be turned into an opportunity is communication with ASCLS committees, constituent societies, and the overall the lack of consistency. Some use direct email while others use different methods of communicating meetings, reports, etc. Now with the restructure of Regions and reporting methods, we have the opportunity to set minimum or suggested communication guidelines. Utilizing the Connect Community should become a charge for all groups in ASCLS to provide consistent and readily accessible communication.

Request for Action

I move that the ASCLS Board of Directors create a Member Services that would research and recommend partnerships with external companies that would provide additional rewards, discounts, and collective bargaining to our members as well as explore on-site benefits to in-person meetings.



REPORTS TO:	Board of Directors
REPORT FROM:	Beth Warning
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	B-1 Director

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

Opportunity to make our voices heard via comments on the recent CMS proposed rule.

Activities Since the Last Report

Attended ASCLS BOD Check in Call 6/7, 8/2
 Attended ASCLS ELMC2 call 6/21/22
 Hosted ASCLS Reg IV Caucus 6/23/22
 Attended ASCLS Board of Directors meeting 6/26/22
 Attended ASCLS Coffee with Candidates and Issues update 6/27/22
 Attended ASCLS House of Delegates 6/30/22
 Attended ASCLS Post House meeting 7/12/22
 Attended DAC meeting 7/6/22
 Attended ASCLS BOD CS Overview 8/8/22
 Attended Clinical Lab Educator Forum meeting 8/10/22
 Hosted Regional Discussion with Region IV Council 8/15/22
 Attended ASCLS Long Range Planning 8/22/22
 Completed evaluation for EVP 8/22

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

Constituent society discussion went well with brainstorming on how to engage the broader community - such as hosting social zoom meetings, hosting virtual meetings with lab leaders and educational advisory boards to discuss workforce needs

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	K. Lindsey Davenport-Landry
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	B-1 Director

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

Proposed rules to affect laboratory oversight including nursing and DCLS pose an threat and an opportunity to our profession.

Communication continues to be an issue, information is being shared, but it not reaching our end users in a way they find useful or easy to find/use after initial receipt. Suggestions from constituents are to provide additional training on how to use communities, how to find things which have already been sent, etc.

Activities Since the Last Report

7/12- Post House Board Meeting
 8/2- Board Check in Call
 8/8- Region Council Setting Agenda Review of Video
 8/11- Research Taskforce Call
 8/17- ASCLS Finance Committee Call
 8/21- Region VI Council Discussion
 8/23- DCLS Oversight Board
 8/23- E&RF Board Meeting

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

E&RF, DCLS Oversight, Research Taskforce have all met and have plans established for the year.

Region VI is meeting to continue to develop a new structure and review how they will function going forward.

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Jessica Lawless
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	B-1 Director

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

Many of those spoken with about the Society changes are intrigued and excited to embark on new ways and methods of involvement in ASCLS. Using this momentum as an opportunity to increase membership engagement is a positive benefit to this new engagement.

Activities Since the Last Report

- Met, via Zoom, with the new Region 8 Council as outlined by the changes from the BOD meeting at JAM to discuss the changes and answer questions.
- Followed up the meeting with an email to each Region 8 Constituent Society via the ASCLS Connect Community.
- Emailed the states in Region 8 via the Connect Community to open communication and ask for questions/concerns for the coming society year.
- Attended Board check-in calls and the Post House meeting.
- Attended Long Range Planning Committee's first meeting.
- Attended a "hand off" Zoom meeting with the Developing and Ascending Professional Forums.
- Attended 2 GAC meetings as Board Liaison.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

So excited to continue working to move ASCLS into a new age. This Board is motivated and courageous, and I am honored to be among such inspiring members.

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Angela Darby
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	B-1 Director

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

N/A

Activities Since the Last Report

- Attended Annual Board Meeting via Zoom
- Participated in House of Delegates virtually (7/12)
- Participated in Post-HOD meeting virtually
- Participated in monthly checkin calls (6/7 and 8/2)
- Participated in Bylaws Committee calls (6/20) and VLSC calls (6/22, 8/3)
- Held Region III Zoom conferences (6/18, 8/18)
- Participated in Policies and Procedures (8/21) and Finance Committee (8/17) calls
- Participated in VLSC SH information Zoom (8/9)
- Completed Board of Directors information modules

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

N/A

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Constance Stager
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	B-1 Director

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

NA

Activities Since the Last Report

Attended ASCLS-Alaska meeting and advised the group concerning name standardization, microsite, and membership.

Attended Long Range Planning Committee.

Attended Finance Committee.

Liaison for Healthcare Reform

Liaison for PAC

Liaison Choosing Wisely

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

NA

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Stacey Robinson
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	B-1 Director

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

None

Activities Since the Last Report

- a. Attended Post-HOD BOD meeting, July 11
- b. Participated in ELMC2 Steering Committee meetings, July 13, 14, 28, & Aug 9, 23
- c. Attended BOD Check in call, Aug 2
- d. Attended DAC call, Aug 3
- e. Participated in Region Agenda call, Aug 8
- f. Hosted Region Council call for Region II, Aug 11
- g. Assisted with APRC Kick off call, Aug 18
- h. Attended Scope of Practice TF call, Aug 23

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

- a. Concern expressed by a CS that individually written and carefully thought-out responses to the CLIA proposed update may be lost in the larger numbers of cut & paste responses provided by other societies.

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Jean Bauer
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	B-1 Director

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

None at this time.

Activities Since the Last Report

Responded to requests for information and electronic votes, corresponded with chairs of Membership, CSSC and Position Papers.

- Post House of Delegates Meeting: 7/12
- Board Check-in Call: 8/2
- Directors Meeting - work on Region Council agenda: 8/8
- Membership Meeting: 7/13, 7/27 (with Chair and Vice-Chair), 8/10
- Constituent Society Steering Committee: 8/9
- Position Paper Task Force: 7/19, 8/16
- Policies & Procedures Committee: 8/21
- Kim's Q&A – CSs submitting fall board report: 8/18
- Region V Symposium Planning Committee: 7/14, 8/24
- Region V Symposium: Met with Mayo Event Center sales person 7/18
- Region V Council Meeting: 8/17
- Minnesota Board Meeting: 8/11

Region V Symposium

- Planning Committee Meeting: 7/14, 8/24
- Met with Mayo Event Center sales person 7/18

Region V Leadership Academy

- Committee meeting: 8/24

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

None at this time.

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Kristen Croom
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	B-1 Director

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

None at this time.

Activities Since the Last Report

Attended the Post Board Meeting and Board Check-in calls. Participated in Leadership Academy Committee. Attended Chemistry SA call and planning for discussion with SA leaders. Complete Board of Directors Orientations

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

None at this time

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Frank Scarano
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	B-1 Director

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

none

Activities Since the Last Report

- a. Attended Post-HOD BOD meeting, July 12
- b. Attended BOD check-in call, Aug 2
- c. Participated in Region Agenda call, Aug 8
- d. Working with Awards Committee to set up meeting - Suzanne Campbell Aug 19
- e. Communicated with ASCLS:CNE President regarding potential Region Agenda Aug 18
- f. Note: CI Team Leader is recovering from medical procedure

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

none

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Cheyenne Reyes
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	B-11 Ascending Professionals Forum

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

N/A

Activities Since the Last Report

- Rewarded multiple JAM scholarships
- Elected Jesse Day as Vice Chair and Ogechi Ohaeto as Secretary
- hosted a leadership transition meeting in July alongside DPF
- developed a plan to hold monthly Committee as a Whole meetings with DPF
- opened Legislative Symposium Travel Grant applications
- began work on Lab Week Run medal design

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

N/A

Request for Action

I move that the ASCLS Board of Directors approve the appointment of the following as Councilors with the Ascending Professional Forum for the terms indicated.

- Carlee Roberts (selected for 2 year term through June 2024)
- Celia Figueroa (selected for 2 year term through June 2024)
- Sarah Steinburg (selected for 2 year term through June 2024)
- Grace Renn (selected for 2 year term through June 2024)
- Wei Xiao (selected for 2 year term through June 2024)

I move that the ASCLS Board of Directors approve the Ascending Professionals Forum Budget for 2022-23. See attached.

BUDGET

TRAVEL GRANTS/MISCELLANEOUS EXPEN	ESTIMATED	ACTUAL	DIFFERENCE
Meeting Scholarships	30,000.00		30,000.00
Officer Travel Stipend (\$400ea)	1,200.00		1,200.00
Annual Meeting Mixer Expenses	1,500.00		1,500.00
Total Scholarships/Miscellaneous expenses	32,700.00	-	32,700.00

Escrow Balance 6/30/2022

43,473.25



REPORTS TO:	Board of Directors
REPORT FROM:	Ivann Martinez
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	B-12 Developing Professionals Forum

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

N/A

Activities Since the Last Report

We have met to identify potential candidates for the Councilor-at-large for the Developing Professional Forum. We have recruited members to fill several positions for Councilor-at-large for the Developing Professional Forum. We also have decided how much money the Developing Professionals will need for our budget.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

N/A

Request for Action

I move that the ASCLS Board of Directors approve the 2022-23 Developing Professionals Forum budget.

Developing Professionals Forum 2022-23

BUDGET

TRAVEL GRANTS/MISCELLANEOUS EXPEN	ESTIMATED
Meeting Scholarships	5,000.00
Officer Travel Stipend (\$400ea)	800.00
Total Scholarships/Miscellaneous expenses	5,800.00

Escrow Balance 6/30/2022	\$ 1,914.02
Expected disbursement form 2022 Lab Week Run	\$ 7,000.00



REPORTS TO:	Board of Directors
REPORT FROM:	Kyle B Riding
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	B-13 Finance Committee

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

Inflationary pressures that impact costs to ASCLS continue to be a threat to our bottom line but are being controlled by effective financial management by the EVP.

Activities Since the Last Report

The Finance Committee met on August 17, 2022. The following items were discussed:

I. Fiscal Year 2022 Performance:

Jim Flanigan shared projections for Fiscal Year 2022 performance. Due to some pending revenues/expenses, some uncertainty still remains. It appears our worst case scenario is a net loss of nearly \$190,000 in our operations and a net loss of roughly \$47,000 in investments. Much of the loss to our operations assets is due to increased costs associated with macroeconomic pressures that have been discussed and continue to be monitored by the EVP and Finance Committee.

It should be noted that investments have rebounded significantly and this loss should not be a continual concern. However, finance committee will be examining the ASCLS investment policy and suggesting recommended changes to the Board this FY.

II. Auditor

Jim Flanigan is going to contact our auditor to assure the Board receives the final FY21 audit that we still must accept. Please note that when this audit is received, the entire finance committee and any interested members of the board will be welcome to join in a conversation with the auditor without management (Jim or Ross) present.

ASCLS has worked with our current auditor to finalize the FY21 audit and obtain a NICRA letter that is needed for the CDC collaborative award project. However, we will be putting out a RFP for a new auditor.

III. CDC Collaborative Awards Impact on ASCLS Finances

The CDC Collaborative Award is projected to have a positive impact on ASCLS Finances. I defer to the EVP report where Jim Flanigan will share further details - along with a staffing plan - to the Board of Directors on this.

The finance committee did have questions about fiscal responsibility as it relates to this award. Impacts include the staff examining a way to more accurately account for their time and allocate that cost to the appropriate budget department. Additionally, ASCLS will need to assure we are compliant with Office of Management and Budget policies when receiving this money but the impact of that will be minimal on our operations and ability to act as we normally have.

IV. Escrow accounts and Forum Assets

Jim and Ross have discussed how our escrow accounts appear on our balance sheet.

Currently they are listed as liabilities but Ross believes they need to be listed as assets. This

does impact the monies within the account but Ross is working to assure we are congruent with current financial reporting practices.

This issue raised the question of several escrow accounts and restricted assets. The finance committee feels strongly in the following points:

1. The ESA account restriction should be lifted and an escrow account be created for the newly formed CLEF. This escrow account would bring CLEF financial management into alignment with other forums in ASCLS.
2. The entirety of the restricted ESA assets need not be transferred to a new formed escrow account. The funds are just being collected and the total assets kept accumulating. However, they are not being used as effectively as they could to drive the member value.
3. Our forums should be represented in our annual budget and the board should annually consider projecting revenue and expenses for each forum. Escrow accounts should be used in conjunction with these budgeted funds but should not be the sole source of financial management of the forums. This assures the forums have flexibility in programming via the escrow account while also providing more transparency in our annual budget processes that helps the Board strategically plan finances and programming.
4. The finance committee and board should examine what is an appropriate amount of assets to keep in escrow accounts.

The motions presented by the finance committee for this meeting ask the board to decide on several of these issues related to escrow account forum assets.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

I think we need to take a moment and celebrate the organization's commitment to its three strategic pillars. While we still have much room for improvements to our annual bottom line, the increased retention rates couple with increased event registrations and vastly improved net promoter scores are important items that position us in a strong space within the market.

Request for Action

I move the ASCLS Board of Directors release the Project HOPE escrow account funds from restriction.

I move that the ASCLS Board of Directors release the board designated funds assigned to the Education Scientific Assembly from restriction.

I move the ASCLS Board of Directors create a new escrow account for the Clinical Laboratory Educators Forum and fund it with \$22,622 from current assets.

I move that the ASCLS Board of Directors approve the following changes and additions to the budgets within the ASCLS operations budget and income statements:

- Current department titled 'MLPW' becomes 'APF/DPF' and is used to budget and report revenues and expenses related to the operations of the APF and DPF
- Current department titled 'ESA' becomes 'CLEF' and is used to budget and report revenue and expenses related to the operations of the CLEF
- New department titled 'DAC' that is used to budget and report revenue and expenses related to the operations of the DAC

Be it noted: Escrow accounts currently used by each forum or council will still continue to exist and be usable within the policies prescribed by each forum or council's approved guidelines for governance.



REPORTS TO:	Board of Directors
REPORT FROM:	Claude Rector
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	B-14 Appointments Committee

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

Opportunity to continue the work developed last year with Committee Training through LMS and setting an annual committee expectation meeting prior to the Joint Annual Meeting. Create and initiate an assessment of the developed tools and resources to ensure a successful year meeting charges and goals.

Activities Since the Last Report

Scheduled meetings of the Appointments Committee with the following timeline for 2023-2024 Appointments

- October, November, and January: Volunteering with ASCLS Q&A
- February 1st: Volunteer Applications Opens
- February 20-24: Appointments Committee Meeting #1
- March 1: Volunteer Applications Close (extension date if needed through March 5)
- March 6: Email Eligible Re-Appointments
- March 13-16: Appointments Committee Meeting #2
- March 27-30: Appointments Committee Meeting #3
- April 3-6: Appointments Committee Meeting #4
- April 10-13: Appointments Committee Meeting #5
- April 24-27: Email New and Re-Appointed Committee Members and Chairs/Vice Chairs
- May 2: Board Check in Call - Present Committee Appointments including any Chair/Vice Chairs and allow for any discussion, follow up with an email motion to the board.
- May xx: Email Committee Members a confirmation and congratulations
- June 1: Email Chairs/Vice Chairs-Charges and information about setting up transitional committee meeting
- Prior to JAM: Committee Training Opportunities

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

Thank you in advance to the Appointments Committee of Hassan Aziz, Stacey Robinson, Lindsey Davenport-Landry, Cheyenne Reyes, and Ivann Martinez for your support with the appointments process.

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Jean Bauer
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	B-15 Policy and Procedures Committee

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

None at this time.

Activities Since the Last Report

The Committee met to discuss and plan for the work that was to be continued from last year and for the new work based on board changes and passage of the bylaws at the 2022 HOD.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

None at this time.

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Claude Rector
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	B-16 Long Range Planning Committee

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

The Long Range Planning Committee is focused on assisting development of committee charges with the President-Elect along with Planning Day. The work put into Planning Day will continue into the next vital step of charge development and goal setting for the committees to meet the mission and strategic direction of ASCLS.

Activities Since the Last Report

Held Long Range Planning Committee meetings on August 16th and August 22nd. Another meeting is scheduled for August 29th.

- Committee reviewed the ASCLS Strategic Framework
- Working to identify programs and strategic focus for ASCLS to be discussed with the Board of Directors and ASCLS Staff at Planning Day on September 24 in Alexandria, Virginia.
- Committee will continue to meet until an agenda is formulated for Planning Day.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

Thank you to the Long Range Planning Committee of Hassan Aziz, Beth Warning, Jessica Lawless, and Constance Stager. I appreciate their dedication of time and ideas to assist with the agenda development of Planning Day.

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Marionette Yvonne A.Cortez
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	C-1 Abstract Proposal Review Committee

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

None

Activities Since the Last Report

Kick off Meeting APRC 8/18/2022@7:15pm for the year 2022-2023

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

During the kick off meeting ,we discussed 2 important charges of APRC charges which is to increase support and outreach to encourage abstract submissions from graduate students and undergraduates and also work with JAM partners to increase poster abstract submissions.Timeline of submissions of Annual meeting proposals and Annual meeting posters abstract were also discussed.

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Deb Rodahl
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	C-3 ASCLS Today Editor

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

I was approached by Orbis Educational Services regarding how we can creatively promote interest in the Clinical Laboratory Profession. Orbis is partnering with universities to promote health care professions (most notably Nursing and MLS programs). Universities are expanding their programs but are not attracting enough students and they noted that part of the challenge is how unknown the clinical laboratory profession still is for the general public. Perhaps this is an opportunity to partner to support efforts to address the workforce shortage.

Activities Since the Last Report

- Attended Marketing and Communications Committee Meetings and support the initiatives of this group
- I continue to promote article themes using the open forum community

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

NA

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Suzanne Campbell
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	C-4 Awards Committee

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

None at this time.

Activities Since the Last Report

Awards Committee rosters have been provided. The committee has not met yet. We will begin in September 2022.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

None at this time.

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Mallory Janquart
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	C-6 Bylaws Committee

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

None

Activities Since the Last Report

None

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

None

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Muneeza Esani, PhD, MLS(ASCP)
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	C-7 Choosing Wisely Committee

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

The CW Committee meets our goal by providing patients and clinicians with good laboratory practice guidance on a respected international site. The Committee taps ASCLS members' scientific and clinical expertise, exploits the scientific assemblies' knowledge base, and places ASCLS in a constructive partnership with the ASCP Committee on Science, Technology, and Policy [CSTP] and the American Board of Internal Medicine [ABIM] Foundation and the Consumers' Union.

Activities Since the Last Report

The ASCLS CW Committee met on 6/16/22. The committee was updated that the following recommendations were approved by ASCP's CTSP and have been combined with three recommendations from ASCP and/or ASM and were forwarded to ABIM for publication:

1. Do not perform influenza testing unless the patient is admitted to the hospital and the results will influence clinical management and medical decision making. (Author: Deborah Josko)
 2. Do not prescribe immune suppressive agents for suspected autoimmune hepatitis (AIH) without first excluding hepatotropic virus infections (e.g., viral hepatitis A, B, and C). Viral hepatitis may mimic AIH, both serologically and histologically, features that may resolve with direct-acting antiviral (DAA) treatment. (Author: Muneeza Esani, Heather L. Stevenson)
- The following recommendation is being reviewed by ASCP's CTSP:

1. Don't employ a specific direct oral anticoagulant [DOAC] reversal agent without identifying the DOAC and estimating its plasma concentration. (Author: George Fritsma)

The committee was updated that the following recommendations will be submitted to ASCLS BOD for review and approval.

1. Do not transfuse patients with Sickle Cell Disease (SCD) without knowing the patients' phenotype and genotype and in conjunction with a genotype matching protocol. (Authors: Muneeza Esani, Maria Aguad)
2. Do not use SARS-CoV-2 antibody testing to establish the presence or absence of acute SARS-CoV-2 infection. (Author: Dawn Rudnik)
3. Do not only order one screening test for lupus anticoagulant (LA) testing, but both dilute Russell Viper venom test (dRVVT) and a sensitive activated partial thromboplastin time (APTT) test. (Author Mayukh Sarkar)
4. Do not order IgA Isotypes for anticardiolipin (aCL) and anti-beta-2-glycoprotein-1 (aB2-GP1) antiphospholipid (aPL) antibody testing, instead order the IgG and IgM isotypes. (Author Mayukh Sarkar)

CW committee is currently working on the following new recommendations:

1. Don't order serial hemostasis profiles, complete blood counts, visual blood film differential counts, ferritins, iron studies, comprehensive metabolic profiles, C-reactive proteins, lipid profiles, lactic acids, or lipases on stable hospitalized patients. (Author: George Fritsma)
2. Do not use urine specimens to assess for STIs in female patients. Rather, have patients do a self-collect vaginal swab. (Author: Dawn Rudnik)

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

The ASCLS Choosing Wisely Committee now has an email address (choosingwisely@ascls.org) that can be used by all ASCLS members to submit recommendations for review to the committee. This will allow all ASCLS members to contribute to the CW recommendations.

An ASCLS Today article was submitted by the ASCLS CW chair for publication in the next issue. The article will discuss the importance of contributions from ASCLS members to the CW recommendations.

Request for Action

I move that the ASCLS Board of Directors approved the four attached Choosing Wisely recommendations for submission to ASCP.

Do not transfuse patients with sickle cell disease (SCD) without matching patients' phenotype or genotype and in conjunction with a genotype matching protocol.

Patients with SCD are at increased risk of alloimmunization to blood group antigens compared to the general population. Prophylactic red cell antigen matching Rh (C/c or E/e) and K antigens in addition to ABO/RhD matching are recommended to reduce alloimmunization. Prophylactic red cell antigen matching is recommended as early as possible, which decreases the alloimmunization rate from 2.94 to 1.28 in 100 transfusions.

Transfusion of red cell products are performed in conjunction with genotype matching if possible. *RH* system variants are a common finding in SCD patients. Approximately 29% of *RHD* and 53% of *RHCE* genes are altered in SCD patients. Alloantibodies to normal RH system antigens may develop, even when the patient is phenotypically positive, due to *RHD* and *RHCE* gene variants. The high rate of alloimmunization in SCD patients has been associated with decreased availability of compatible units of blood.

American Society for Clinical Laboratory Science

This American Society for Clinical Laboratory Science (ASCLS) recommendation was developed under the leadership of ASCLS's Choosing Wisely Task Force and the ASCLS president and executive vice president. The Task Force examined evidence available on this topic through an extensive review of the literature. Subject matter experts from the ASCLS Immunology/Immunohematology Scientific Assembly reviewed and recommended approval of this recommendation, which was subsequently approved by the ASCLS Board of Directors.

References

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Maria Aguad, MS, SBB & Muneeza Esani, PhD, MLS

American Society for Clinical Laboratory Science

Choosing Wisely Recommendation

Do not order a single test for lupus anticoagulant (LA) testing. Order both the dilute Russell Viper venom test (DRVVT) and an LA- sensitive activated partial thromboplastin time (PTT) test.

LAs are non-specific antibodies that prolong clotting times of phospholipid dependent clotting assays like the PTT and neutralize phospholipid-protein complexes that are involved in the coagulation process.¹ A true positive test result of LA for a patient can be considered the foremost risk factor for antiphospholipid syndrome (APS), an autoimmune disease and is commonly characterized by venous or arterial thrombosis, and pregnancy loss.² Therefore, an accurate diagnosis of LA requires proper tests. The DRVVT test is suggested as the first initial test to be considered, but due to the heterogeneity of LA antibodies, this test alone is not sufficient to detect all cases.³ Hence, the second test should be an LA sensitive PTT with suitable phospholipid composition to be prolonged by the presence of the LA. An LA-sensitive PTT assay with silica as an activator may be the most sensitive assay.^{2,4}

American Society for Clinical Laboratory Science

This American Society for Clinical Laboratory Science (ASCLS) recommendation was developed under the leadership of ASCLS's Choosing Wisely Task Force and the ASCLS president and executive vice president. The Task Force examined numerous options based on evidence available through an extensive review of the literature. Subject matter experts from the ASCLS Hematology/Hemostasis Scientific Assembly reviewed and recommended approval of this recommendation, which was subsequently approved by the ASCLS Board of Directors.

Dr. Mayukh K. Sarkar

References

¹ Brandt JT, Triplett DA, Alving B, Scharrer I. Criteria for the diagnosis of lupus anticoagulants: an update. On behalf of the Subcommittee on Lupus Anticoagulant/Antiphospholipid Antibody of the Scientific and Standardisation Committee of the ISTH. *Thromb Haemost* 1995; 74: 1185-1190.

² Devreese KMJ, de Groot PG, de Laat B, et al. Guidance from the Scientific and Standardization Committee for lupus anticoagulant/antiphospholipid antibodies of the International Society on Thrombosis and Haemostasis. *J Thromb Haemost* 2020; 18: 2828-2839.

³ Levine JS, Branch DW, Rauch J. The antiphospholipid syndrome. *N Engl J Med* 2002; 346: 752-763.

⁴ Favaloro EJ, Kershaw G, Mohammed S, Lippi G. How to optimize activated partial thromboplastin time (APTT) testing: solutions to establishing and verifying normal reference intervals and assessing APTT reagents for sensitivity to heparin, lupus anticoagulant, and clotting factors. *Semin Thromb Hemost* 2019; 45: 22-35.

American Society for Clinical Laboratory Science

Choosing Wisely Recommendation

Do not order IgA Isotypes for anticardiolipin (ACL) and anti-beta-2-glycoprotein-1 (AB2-GP1) antiphospholipid (APL) antibody testing, instead order the IgG and IgM isotypes.

The antiphospholipid syndrome (APS) is an autoimmune disease and is commonly characterized by venous or arterial thrombosis, and pregnancy loss.¹ Several related disorders can be seen in patients suffering from APS including hematologic, neurologic and cardiopulmonary disorders, and even extensive thrombotic microangiopathy leading to multiorgan failure in cases of catastrophic APS.^{1,2} Autoantibodies to B2-GP1 are more specific to APS than CL autoantibodies, but due to the heterogenous nature of APL antibodies, a combination of both tests are recommended for diagnosis of APS.³ The primary tests for the detection of ACL and AB2-GP1 autoantibodies should be testing of the IgG and IgM isotypes to support the diagnosis of APS.^{1,4} The testing of IgA isotype is not recommended because of lack of specificity.¹ Consider ordering follow-up anti-phosphatidyl serine (APs) and anti-prothrombin antibody (aPt) assays when there is strong suspicion of APS and the primary test results are negative.^{1,5}

American Society for Clinical Laboratory Science

This American Society for Clinical Laboratory Science (ASCLS) recommendation was developed under the leadership of ASCLS's Choosing Wisely Task Force and the ASCLS president and executive vice president. The Task Force examined numerous options based on evidence available through an extensive review of the literature. Subject matter experts from the ASCLS Hematology/Hemostasis Scientific Assembly reviewed and recommended approval of this recommendation, which was subsequently approved by the ASCLS Board of Directors.

Dr. Mayukh K. Sarkar

References

- ¹ Devreese KMJ, Ortel TL, Pengo V, de Laat B. Laboratory criteria for antiphospholipid syndrome: communication from the SSC of the ISTH, for the Subcommittee on Lupus Anticoagulant/ Antiphospholipid antibodies. J Thromb Haemost 2018; 16: 809-813.
- ² Cohen D, Berger SP, Steup-Beekman GM, et al. Diagnosis and management of the antiphospholipid syndrome. BMJ 2010; 340: c2541.
- ³ Devreese KMJ, Hoylaerts MF. Challenges in the diagnosis of the antiphospholipid syndrome. Clin Chem 2010; 56: 930-940.
- ⁴ Pengo V, Banzato A, Bison E, et al. Laboratory testing for antiphospholipid syndrome. Int J Lab Hem 2016; 38(Suppl.1): 27-31.
- ⁵ Myakis S, Lockshin MD, Atsumi T, et al. International consensus statement on an update of the classification criteria for definite antiphospholipid syndrome (APS). J Thromb Haemost 2006; 4: 295-306.

Recommendation: Do not use SARS-CoV-2 antibody testing to establish the presence or absence of acute SARS-CoV-2 infection.

Discussion: Antibody testing is not a replacement for virologic testing and should not be used to establish the presence or absence of acute SARS-CoV-2 infection. False positive antibody tests can result from cross reactivity with preexisting antibodies from previous infection with other coronaviruses that cause the common cold (229E, NL62, OC43, and HKU1), SARS-CoV-2, or MERS-CoV, as well as with antibody tests with low specificity. Negative results may also occur in SARS-CoV-2 infected individuals due to lack of antibody production in the early stages of infection, and thus making serology tests not suitable for diagnosis of infection.

Persons suspected of having COVID-19 who test positive by direct viral detection methods for SARS-CoV-2 (e.g., NAAT or antigen detection tests) typically begin to develop measurable antibody 7–14 days after illness onset, and by 3 weeks most persons will test positive for antibody. During this interval, the sensitivity of detecting infection using nucleic acid detection or antigen detection testing is decreasing and the sensitivity of serologic testing is increasing. Antibody testing may be useful to support the diagnosis of COVID-19 illness or complications of COVID-19 in the following situations:

- A positive antibody test at least 7 days following acute illness onset in persons who had a previous negative antibody test (e., seroconversion) but did not receive a positive viral test might indicate SARS-CoV-2 infection between the dates of the negative and positive antibody tests.
- A positive antibody test can help support a diagnosis when patients present with complications of COVID-19, such as multisystem inflammatory syndrome or other post-acute sequelae of COVID-19.

Reference:

1. CDC Interim Guidelines for COVID-19 Antibody Testing, updated 9/21/21
2. FDA Coronavirus Disease 2019 Testing Basics, Updated 12/27/2021
3. Chau, C.H., Strobe, J.D. and Figg, W.D. (2020), COVID-19 Clinical Diagnostics and Testing Technology. *Pharmacotherapy*. 2020 Aug; 40 (8): 857-868, doi:10. 1002/phar.2439
4. Hanson KE, Cliendo AM, Arias CA, Englund JA, et al. Infectious Diseases Society of America Guidelines on the Diagnosis of COVID-19: Serologic Testing. *Infectious Diseases Society of America* 2020; Version 1.0.0. <https://www.idsociety.org/practice-guideline/covid-19-guideline-serology/>.
5. Gresh, Jared and DuChateau, Brian, The current state of SARS-CoV-2 antibody tests and their future potential uses. *Medical Laboratory Observer*, December 2021, Vol 53, 8-14

Submitted by Dawn Rudnik MT(ASCP)SM



REPORTS TO:	Board of Directors
REPORT FROM:	DeAnne Maxwell, Chair
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	C-8 CLEC Steering Committee

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

We have no real environmental threats currently. The staffing shortage, COVID, travel funds, etc could affect attendance at the meeting in New Orleans but we will have to wait and see.

Activities Since the Last Report

The Steering Committee has worked through all the proposals and we are currently sending acceptances and declinations to presenters. We will be assessing the meeting schedule (the 4 room grid) at the next several meetings and looking at Opening and Closing Keynote speakers/ sessions.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

Again, this group is strong and committed to working together. We are from all time zones across the country and different professions but all dedicated to laboratory science education. We had 120 submitted proposals to review and select educational sessions from. It is worth celebrating the sharing of ideas and methodology among clinical educators.

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Stephanie Mabry
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	C-10 Consituent Society Steering Committee

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

NA

Activities Since the Last Report

The CSSC has held one meeting, where we reviewed the purpose, charges, and recent activities of the committee. This included reviewing an example training module for nonprofit and tax-exempt status of CSs, which had been created since the previous meeting. A meeting schedule and a tentative work schedule for the year has been created, which includes evaluating and responding to key health indicator data as well as creating CS Financial Affairs, Bylaws, and Effective Board Meeting training courses. A tracking sheet indicating the status of various components of those courses is attached.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

NA

Request for Action

None

Course	Audience*	Video Modules	Additional Resources for "Course"	Starting Points
Constituent Society Leadership Training – Financial Affairs	<ul style="list-style-type: none"> Treasurer Finance Chair President Elect Audit Chair 	<ul style="list-style-type: none"> Nonprofit and Tax-Exempt Status Budgeting – Kyle Accounting – Brenda Filing Federal Taxes – Jean S Auditing – Stephanie 	<ul style="list-style-type: none"> Terminology Sheet - Kristina Examples (income statements, expense statements, tax forms, etc.) Audit Checklist - Stephanie Audit Report Form - Stephanie 	<ul style="list-style-type: none"> IRS.gov Templates from CSs
Constituent Society Leadership Training – Bylaws, SOPs, and Other Guidance Documents	<ul style="list-style-type: none"> Bylaws Chair Handbook Chair LDC Chair 	<ul style="list-style-type: none"> Bylaws vs. SOPs and other guidance documents - Duncan Amending Bylaws - Duncan Helpful documents to include in a handbook (e.g. Position Descriptions. Also, what should be included in those documents?) – Sheri Document Control and Review - Sheri 		<ul style="list-style-type: none"> Templates from CSs Bylaws Committee/s members
Constituent Society Leadership Training – Effective Board Meetings	<ul style="list-style-type: none"> President Secretary 	<ul style="list-style-type: none"> Agendas Parliamentary Procedure for Presiding Officer Roles of Secretary Minutes 	<ul style="list-style-type: none"> Agenda Template Minutes Template Presiding Officer "Script" 	<ul style="list-style-type: none"> Robert's Rules of Order Newly Revised, 12th edition Templates from CSs
Constituent Society Leadership Training – Parliamentary Procedure	<ul style="list-style-type: none"> All BOD Members 	<ul style="list-style-type: none"> Relevant Types of Meetings Reports Motions <ul style="list-style-type: none"> Relevant Types Making Discussing Voting 	<ul style="list-style-type: none"> Motion "Quick Guide/" Cheat Sheet" for BOD members 	<ul style="list-style-type: none"> Robert's Rules of Order Newly Revised, 12th edition Parliamentarians

Research Topic/Project Assigned

Research Complete – Ready for Module

Module Content Ready for Review

Module Review Complete

Course Review Complete – Ready for Use

*With understanding that not all CSs will have all these positions, or may call them something different

Research for Leadership Training Modules

- Identify factual information and best practices that can inform a learning module within the ASCLS Learning Management System (Labucate)
 - Identify resources constituent societies or ASCLS may already have available (document templates, policies, guidelines, etc.)
 - Use credible external sources to identify additional information
 - Compile into a document that can be used to inform creation of the module
 - Provide suggestions of and/or examples of additional documents that may be helpful resources to accompany a video module about the topic (e.g. Audit Checklist to accompany video module about audits)
- Proceed with making and recording PPT (if comfortable/interested) **OR** forward document/s to Stephanie if not interested in making and recording PPT

Making Modules

- Create a PowerPoint file using the ASCLS Template
- Record audio and PowerPoint presentation
- Forward recording and PPT file to Stephanie/Kristina for splitting the video into “bite size” piece and uploading to the Labucate platform

Review Process

- TBD



REPORTS TO:	Board of Directors
REPORT FROM:	Letycia Nuñez-Argote, DAC Chair
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	C-12 Diversity Advocacy Counsel

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

Opportunities: The ASCP Board of Certification has made a change, which will be new starting 2023 and includes 1 CMP Point requirement in Medical Ethics for all certification categories (e.g., HIPAA, DEI (Diversity, Equity, Inclusion), sexual harassment/microaggressions, compliance, confidentiality, IRB, etc.). With the DAC programing, ASCLS has an opportunity to maximize CE credit delivery that would fit this category for BOC CM with content and format we have already developed (for JAM, Book Club, PRISM).

Threats: The DAC sees a threat in continued laboratory workforce shortages and lack of visibility of non-traditional bachelor- and associate-degree training for individuals pursuing alternative routes to certification and employment as laboratory professionals. We are not reaching out to non-traditional laboratory workforce or to young people who may be wanting to enter the field.

These are threats to the organization as other groups are likely to reach out to these individuals (particularly in the private sector) and offer solutions and avenues to increase workforce without the knowledge, background, and needs of the workforce as a whole in mind. This may also dilute or lower standards for workforce and negatively affect laboratory professionals.

Another threat would be the Joint Commission's new activities concerning diversity and racial equity in healthcare. This includes the creation of a new diversity and inclusion council and their intention to evaluate healthcare organization's practices in DEI. ASCLS membership and in general the laboratory profession (nationwide) is not very diverse or reflective of the current demographic makeup of the country.

Activities Since the Last Report

Last report 5/27/2022

June 1: DAC Executive committee meeting

June 27: Organized and conducted DAC Annual Meeting at the ASCLS, AGT, SAFMLS Joint Annual Meeting (JAM).

June 27: Organized and delivered "2022 Diversity Panel: Respect" at the JAM.

June 28: Organized and hosted the "DAC Pub Crawl" at the JAM.

July 6: DAC Executive committee meeting

August 3: DAC General membership open meeting

August 17: The EC selected DAC Councilors for 2022-2023 and 2022-2024 terms; sent list of names to Board Liaison and waiting for BOD approval.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

N/A

Request for Action

I move that the ASCLS Board of Directors approve the DAC operating budget for the 2022-2023 Society Year (see attached)

ASCLS-DAC

PROPOSED BUDGET

EVENTS AND MISCELLANEOUS EXP.	BUDGET
PRISM Events-Honorarium, Speaker Gifts	850.00
Lab Week Speaker	250.00
Movie Night License-Summer of 2023	200.00
Book Club Books	200.00
DAC Annual meeting (panel activities; mixer--space&apps)	500.00
Total Scholarships/Miscellaneous expenses	2,000.00
Escrow Account Balance as of 4/30/22	\$ 2,936.54



REPORTS TO:	Board of Directors
REPORT FROM:	Candice Grayson
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	C-13 Clinical Laboratory Educators Forum (CLEF)

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

None, that I am aware of

Activities Since the Last Report

First meeting of the CLEF occurred on August 10th. Vice Chair was elected at this time and two members to the CEPI.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

The first meeting was very well attended with over 60 attendees. There seems to be an energy and excitement surrounding the changed format for the group.

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Dana Powell Baker
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	C-15 Emerging Laboratory Managers Education Steering Committee

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

A strategic focus for ASCLS is to provide laboratory professionals with resources to help them transition into management positions. The Society works to instill in laboratory professionals the skills to lead/take management/leadership positions within and outside the laboratory and prepares laboratory professionals to understand and speak the languages of quality with other professionals with whom they interface (e.g., nursing, pharmacy, and medicine).

We are entering our third year offering this conference. Based on the number of attendees and survey results from the ELMC2 held in January 2022, we anticipate increased attendance and engagement for this conference. Most of the previous committee members have returned this year and we welcome Stacey Robinson as our committees' BOD liaison.

Threats: No known threats.

Activities Since the Last Report

The 2022-2023 Emerging Laboratory Managers Collaborative Conference (ELMC2) Education Steering Committee held our kick-off meeting on Thursday, July 14, 2022 and has met bi-weekly for the first two months in preparation for the 2023 ELMC2. To ensure a smooth transition, a brief ELMC2 Leadership Meeting was held on Wednesday, July 13, 2022 with the following members in attendance: Cindy Johnson (Past Chair), Jim Flanigan (ASCLS Staff Liaison), Stacey Robinson (BOD Liaison), John Ko (Vice Chair) and Dana Powell Baker (Chair).

2023 ELMC2 Planning:

- o The third annual Emerging Laboratory Managers Collaborative Conference (ELMC2) will be held virtually on January 20-21, 2023.
- o Committee members have continued to meet biweekly to discuss upcoming program plans for the 2023 ELMC2.
- o New this year □ The committee agreed to have an open call for speakers to submit proposals for the conference. The ELMC2 submission form was launched and distributed on Monday, July 18, 2022: <https://www.surveymonkey.com/r/WQYQWWQ>. The current submission deadline for proposals is scheduled for September 1st.
- o Currently, the committee is exploring opportunities to integrate case studies as speed learning sessions as well as engaging industry partners for the upcoming ELMC2 in 2023.
- o The committee welcomes engagement with SAFMLS representation as observers on the committee as SAFMLS leadership has expressed an interest to engage their members to attend/participate in ELMC2.

ELMC2 Webinar Series:

- o In September 2022, the committee is planning to host its next webinar tentatively titled "A Day in the Life of a Laboratory Leader." Members John Ko and Stephanie Whitehead have

taken the lead in creating this panel discussion with varying representations of lab leadership roles (e.g., lab director, supervisor) who will share about the day in the life of their work. Our goal is to provide emerging leaders with a glimpse into the daily functions of a lab leader and to create a space to ask the experts questions for advice related to lab leadership roles. Save the date for Wednesday, September 21st at 6:00 PM (CDT)!

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

Many thanks to the following ELMC2 Education Steering Committee members for volunteering to serve on this committee again in its second year (and third conference): John Ko (Vice Chair), Cindy Johnson (Immediate Past Chair), Rick Panning, Brooke Whitaker, Stephanie Whitehead, Jennifer Widge, Jim Flanigan (ASCLS Staff Liaison). We welcome Stacey Robinson (Board Liaison) and we are looking forward to celebrating another successful conference!

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Debbie Shell
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	C-16 Government Affairs Committee

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

Opportunities: 1) Legislation concerning laboratory developed tests and PAMA solutions may come before Congress in the Fall of 2022 – an opportunity to collaborate and get legislation passed. 2) Laboratory professionals in some areas are using staffing shortages to leverage increases in pay. 3) The proposed CLIA personnel standards changes offer an opportunity to collaborate and to encourage laboratorians to advocate for the profession.

Threats: 1) A continuing workforce shortage due to burnout, job dissatisfaction, and inadequate compensation. 2) Possible CLIA personnel standards changes allowing nurses to perform high complexity testing. 3) Continuing decreases in laboratory reimbursement if PAMA solutions are not found.

Activities Since the Last Report

We continue to work on enhancing the advocacy portion of the ASCLS website. Our current project is to develop short videos explaining various aspects of advocacy, e.g., LDT's, how laws are made, reaching out to elected officials, acronyms, etc.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

Celebration (we hope): The proposed CLIA personnel standards would recognize DCLS as qualifying to be Laboratory Director

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Linda A. Smith, PhD, MLS(ASCP)BB
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	C-17 Judicial Committee

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

None

Activities Since the Last Report

None directly. The June 2022 HOD denied the appeal by a member to overturn the Judicial Committee ruling on Constituent Society dues.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

None

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Brandy Greenhill
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	C-18 Marketing and Communication Committee

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

Opportunities: Begin the process of developing a marketing handbook to compliment the communication handbook. This will add additional resources to constituent societies and leadership groups on how to more effectively market ASCLS.

Threats: None at this time.

Activities Since the Last Report

Aug 10, 2022: Michelle, Kyle, Julia and I met to discuss the focus of this year's MarCom Committee.

Kyle polled the committee to determine a monthly meeting. We will be meeting every third Thursday of the month at 6:00 pm CST.

Aug 18, 2022: MarCom held its first meeting. We had great participation from the members. We have set up 3 subcommittees to accomplish our goals this year:

1. Connect 2.0 Subcommittee: This subcommittee will work with Julia O'Donnell to evaluate the new connect 2.0 member community platform and help educate ASCLS members about its new features.

2. Marketing Handbook Subcommittee: This subcommittee will work with Michelle Campbell and Kyle Riding to market the newly created communications handbook and draft a similar handbook focused on Marketing principles.

3. Lab Week Subcommittee: This subcommittee will work with Sophia Chandresekar to develop the ASCLS plans around Lab Week. Please note that the efforts for lab week are focused on community building amongst all medical laboratory professionals - not just ASCLS members.

Next meeting is scheduled for Sept 15, 2022.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

Celebrations: We had excellent discussions and great ideas are coming through already. I look forward to developing these ideas.

Concerns: None at this time.

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Melissa Dumoulin
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	C-19 Membership Committee

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

None identified at this time.

Activities Since the Last Report

Held monthly meetings (2nd Wednesday of the month).

Held a planning session to address charges.

Continued "Membership Monday" postings in the open forum.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

None at this time.

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Tera Webb
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	C-21 Mentorship Committee

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

Retention Issue in the Program

Visibility/Social media content

Resources not easy to find

Activities Since the Last Report

Identified action items for each charge

Charge 1: Assess outcomes and impact of program using quantitative and qualitative data.

- ☐ Administer survey at mid & end of cycle
- ☐ Develop & administer mentorship program alumni survey – survey will gather information on ASCLS activity (i.e. leadership roles, etc) post the mentorship program.
- ☐ Gather outcomes
 - o Retention rate of mentees
 - o Rate of mentees that transition to professional members
 - o Rate of mentees that transition to mentors

Charge 2: Market the mentorship program to new constituent society leaders.

- ☐ Utilize Connect Community/Direct email
 - o Reach out to emeritus members to be mentors.
 - o Reach out to Constituent Society Presidents, Past Presidents, and President-elects to be mentors.
- ☐ Submit an ASCLS Today article (at least 1)
 - o Aim for October 1st or December 1st deadline for a submission about the mentorship program
- ☐ Become active with Social Media
 - o Reach out to marketing/communication to discuss tactics
 - o Possible platforms: Twitter & LinkedIn
 - o Possible hashtags: #ASCLSmembership; #IamASCLSmember
 - o Share mentor profile on social media

Charge 3: Develop, update, and promote mentorship resources for ASCLS members using all appropriate forms of communication.

- ☐ Prerequisite to developing and updating mentorship resources: Gather an inventory and access current resources to determine what to keep, update, or archive/purge.
- ☐ Update webpage
- ☐ Develop a brochure – introduction of program, overview of resources, program cycle, and expectations of mentors and mentees.

Items of Celebration or Concern <i>These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.</i> N/A
Request for Action None



REPORTS TO:	Board of Directors
REPORT FROM:	Josh Pulido
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	C-21 Nominations Committee

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

None at this time

Activities Since the Last Report

- ☐ Zoom Conference meeting was held on 7/29/22. Introduced new committee members, selected chair: Josh Pulido and Vice-Chair: Toulia Castillo. Reviewed elected positions for 2023 ballot, and Hassan Aziz shared information on the current board attributes and where potential gaps exist that could be opportunities/areas of focus for the committee in recruiting candidates. Meeting was recorded so that absent committee members could watch later.
- ☐ Next committee meeting will have a focused discussion to determine the approach and process for soliciting candidates for the open positions, which will include:
 - o President-Elect
 - o 3 Directors
 - o 1 Judicial Committee (5-year term)
 - o 5 Nominations Committee (2-year terms)

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

None

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Michelle Butina
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	C-25 Leadership Academy Committee

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

None.

Activities Since the Last Report

The LAC met on July 29th to discuss the committee charges, tentative 3 year work plan, and the action items to be completed over the next 3 months. The committee also discussed the needs assessment (developed in the spring) for an advanced leadership academy. Jim Flanigan entered the needs assessment into SurveyMonkey. On August 19th, the survey was posted to the open forum. Julia O'Donnell is going to send out the survey via email to the membership and post on social media.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

Two items worth celebrating - 1) a plan is in place to transition the leadership academy into an advanced academy and 2) step one of the revision is in progress (the needs assessment).

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Carol Rentas
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	C-27 Leadership Development Committee

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

No opportunities or threats to report.

Activities Since the Last Report

1. LDC met on 05/18, 07/19, and 08/31.
2. LDC Priority 1 - Development of Library of Online Resources: Completion of the LDC Certificate Program: Fundamentals of Leadership for Laboratory Professionals. LDC has recruited authors for four of the six modules, with two more authors in the process of considering acceptance of the offer. Six LDC facilitators have volunteered for the six modules. Development of the modules is expected to start in October with completion in Spring 2023.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

1. Concerns: None
- 2: Celebrations: We welcome many new members, a new Vice Chair, Demetra Castillo, and a new Board Liaison, Miles Tompkins.

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Jennifer Reish
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	C-28 Virtual Learning Steering Committee

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

Opportunities

- o Social Media/Other Professional Societies- allows us to stay connected with leaders and pioneers of the field easily as to better recognize novel ideas and/or the gaps of our educational offerings and needs of ASCLS members.

Threats

- o The means to solicit and maintain diverse committee members whom can provide different perspectives on the changing landscape of the medical laboratory profession and contribute to enhancing/developing the content that ASCLS provides to its members and the community.

Activities Since the Last Report

Charge 1: Identify educational knowledge gaps and topics and develop plans to address these.

- o Committee members identified a gap in the preparation material/resources for individuals looking to take specialist exams. (Starting with the Specialist in Hematology (SH) exam.)

Charge 2: Evaluate our ways and tools by which we identify and recognize knowledge gaps.

- o No updates at this time.

Charge 3: Further develop resources or educational offerings for those looking to take specialist exams.

- o Created a survey and polled the ASCLS community for information about how they prepared for the SH exam.

- o Met virtually with a group of individuals who either took the SH survey or who were willing to assist the VLSC in developing resources for the SH exam.

Charge 3: Assist the Director of Professional Development in identifying specific topics and authors for development of educational products

- o Assisted with the monthly webinar calendar
May—Diabetes Diagnosis, Treatment, and Prevention: The Past, Present, and Future

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

Areas of Celebration

- o Identified an underserved area, those preparing for the Specialist in Hematology exam, that can be the focus of a series of LMS, YouTube, Podcast and Webinar educational offerings.

Areas of Concern

- o Moving forward, consider the intellectual rights for the YouTube videos
- o Success of the program offering- remember to solicit feedback after someone completes the modules/takes the test through a survey to see how they liked it/if it helped

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Hassan Aziz
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	D-1 IFBLS

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

Opportunity: Continue to have representation on the board. Cathy Otto will finish her term this year. Hassan Aziz has been nominated to serve.

Activities Since the Last Report

Plans are underway to attend the Chief Delegates Meeting to be held Saturday, 1 October 2022, and the virtual General Assembly of Delegates (GAD) to be held Saturday, 8 October 2022. We'll vote for new members of the board of directors.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

None.

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Suzanne Campbell
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	D-2 CCCLW

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

The CCCLW committee has not formally met in several months. The previous committee chair requested a hiatus on activity for this group. The exacerbated workforce shortage negatively impacted the ability for organization representatives to meet and take action.

Activities Since the Last Report

None.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

The lack of a unified forward direction from the various organizations makes it a challenge to determine next steps and an action plan.

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Joan Polancic
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	D-5 Board of Certification (BOC)

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

NA

Activities Since the Last Report

- The Fall BOC Board of Governors (BOG) meeting was held in Chicago, September 10-11.
- ASCLS Representatives to the BOG are JR Constance, Dana Duzan, Joan Polancic, Linda Smith. Linda Smith completed 6 years on the BOG at the September meeting and will step down. Linda served on numerous BOC committees and was on the Executive Committee for 4 years. Linda's leadership will be missed. Michelle Butina is the incoming ASCLS representative.
- Amy Spiczka is the new Executive Director, and this was her first BOG meeting.
- A new exam for a certification as a Diplomate in Medical Laboratory Immunology (DMLI) will be added beginning in 2023.
- The Specialist in Molecular Biology exam had an additional eligibility route added to include the MB(ASCP) certification, an MS degree, and 2 years of lab experience.
- The Credentials Maintenance Committee updated point totals for continuing education activities. Point changes are to be in place on the BOC website and in CMP publications by January 1, 2023. Point changes are effective January 1, 2024. As of September, 510 CMP renewals used the COVID-related employer verified work experience for CMP points.
- The transition of all MT(ASCP) and MT(ASCPi) credentials to MLS(ASCP) and MLS(ASCPi) is underway. Emails went out to all initially credentialed MT(ASCP) individuals this month. There will be FAQs posted at the BOC website. This change in terminology is a move towards standardizing the professional title of medical lab professionals. The transition should be complete by December 2022.
- The Nomenclature Task Force has launched the "I am MLS" campaign. Go to <https://www.ascp.org/content/board-of-certification/i-am-mls#> for information and to take the pledge! For information about standardizing nomenclature, go to https://www.ascp.org/content/docs/default-source/boc-pdfs/about_boc/standardizing-the-professional-title-of-medical-laboratory-professionals.pdf.
- Starting January 1, 2023 all US and international certification categories will be required to complete one (1) CMP point in the area of medical ethics, without increasing the overall total of CMP points required per category. This was approved by the BOG in April 2019.
- The ASCP Laboratory Workforce Steering Committee provided a report and there was discussion of their work so far. Three main focus areas are improving visibility of lab professions, recruitment and retention issues, and diversity and inclusion. Information can be found at <https://www.ascp.org/content/get-involved/serve-your-profession#workforce> and

<https://www.ascp.org/content/get-involved/institute-of-science-technology-policy/workforce-initiatives#>.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

NA

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Deb Rodahl
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	E-1 Position Paper Task Force

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

The task force discussed the “Role of the Clinical Laboratory in Response to an Expanding Geriatric Population” (2013) position paper and discussed if there really is a need for a paper like this with a singular focus on “Geriatric” patient populations. In today’s world there are a variety of patient populations where the laboratory can take a leadership role to ensure optimal care including geriatric, LGBTQ, pediatrics, obstetrics, etc., as well as the overall concepts of the Social Determinants of Health / health equity. This would take a specialized task force assuming the board of directors is willing to take this broader approach. Should the board choose to pursue a paper of this nature, there is the opportunity to draft a consensus statement including our other laboratory organization partners.

Activities Since the Last Report

The task force has completed the draft “Patient Safety and Clinical Laboratory Science” position paper with support from the ASCLS Patient Safety Committee.
The Laboratory Personnel Licensure paper review has been started with support from the Government Affairs Committee.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

NA

Request for Action

I move that the ASCLS Board of Directors approve the updated position paper titled: “Patient Safety and Clinical Laboratory Science”. Be it noted, if approved this paper would be forwarded to the January House of Delegates for approval.

I move that the ASCLS Board of Directors commission a specialized task force to develop a position paper regarding medical laboratory professionals’ ability to impact specific patient populations and the social determinants of health. Be it noted, this paper should be drafted from a broad perspective that would include specialized patient populations such as geriatric, pediatrics, obstetrics, LGBTQ, and other populations where outdated laboratory testing methods, normal ranges, calculations, and access can have a negative impact.

I move that the ASCLS Board of Directors approve retiring the position paper titled: Role of the Clinical Laboratory in Response to an Expanding Geriatric Population. Be it noted that this motion should be withdrawn, if the 2nd motion from this task force is not approved. Be it further noted, if approved this request should also be forwarded to the January House of Delegates for their approval.

Document: Patient Safety and Clinical Laboratory Science

Classification: Position Paper

Status: Approved by the ASCLS House of Delegates, July 2015, Edited: 8/16/2022

Introduction:

It is essential for medical laboratory professionals to fully integrate patient safety concepts and competencies into the practice of clinical laboratory science to assure that services provided are safe, effective, patient-centered, timely, efficient, and equitable. ⁽¹⁾

Background:

Dramatic changes have taken place throughout the healthcare delivery system since several key resources have been published by the National Academy of Sciences, Engineering and Medicine (NAM) and the Institute for Healthcare Improvement (IHI). These publications include:

- *To Err is Human* ⁽²⁾ published in 2000
- *Crossing the Quality Chasm* ⁽³⁾ published in 2001
- *Health Professions Education: A Bridge to Quality* ⁽⁴⁾ published in 2003
- *Improving Diagnosis in Health Care* ⁽⁵⁾ published in 2015
- *Safer Together: A National Action Plan to Advance Patient Safety* ⁽⁹⁾ published in 2020
- *Declaration to Advance Patient Safety* ⁽¹⁰⁾ published in 2022

As a result of these publications, healthcare professionals and healthcare delivery systems have focused on reducing and preventing systematic and diagnostic errors that can result in harm to patients. In 2001, ASCLS published its first position paper in support of the importance of laboratory services incorporating the NAM six aims to improve healthcare.

Because of its vital role in patient care, medical laboratory professionals have identified the need to incorporate NAM aims as the framework for evaluating and improving its services, integrating the NAM aims and competencies into pre-certification curricula and entry-level competency requirements, and including patient safety concepts in certification exams, credential maintenance requirements, and continuing education offerings.

Rationale:

The aim of clinical laboratory science and its services during all phases of the total testing process is to improve healthcare quality as defined by NAM. The six-quality measures to improve healthcare as they relate to medical laboratory services ^(6,7) include:

- Safe laboratory services assure care that avoids harm to patients and enhances patient care outcomes through error prevention, continuous process improvement, and appropriate services for each individual.
- Effective care uses scientific knowledge to limit overuse, underuse, and misuse of laboratory testing services.
- Patient-centered laboratory care is responsive to, and respectful of, patient preferences, needs, and values, and must include either face-to-face or written communication for patients about medical laboratory tests and patient rights.
- Timely laboratory services reduce wait times for patients and other providers of healthcare, so that the next step in care is not delayed.
- Efficient laboratory services avoid waste, which includes time, supplies, equipment, energy, and ideas.

- Equitable laboratory services are consistent in quality regardless of patient characteristics such as gender, ethnicity, geographic location, or socioeconomic status, and are tailored for individual circumstances.

Many healthcare professions have revised their curricula and practice to include the competencies identified by the NAM Health Professions Education Summit as vital to improving patient safety ⁽⁴⁾. Five competencies are designated as essential for all healthcare practitioners to master to improve healthcare quality and patient safety:

- practice evidence-based medicine,
- focus on quality improvement,
- use information technology,
- deliver patient-centered care, and
- work in interprofessional teams.

These defined healthcare professional competencies can be incorporated into the daily practice of medical laboratory professionals by:

- Utilizing evidence-based laboratory practice to provide effective healthcare;
- Applying quality improvement principles to laboratory processes to reduce opportunities for errors that could harm patients and to improve patient outcomes;
- Utilizing informatics as an essential component of their practice to manage and communicate clinical laboratory diagnostic information;
- Recognizing that the patient is the focus of our practice;
- Providing laboratory testing expertise to interprofessional healthcare teams as they develop and provide standards of care.

Medical laboratory professionals must adopt a 'fair and just culture' philosophy, recognizing that humans make errors, and understanding the science of safety and error prevention. Medical laboratory professionals promote the culture of safety as an organizing principle in certification and licensure of professionals at every practice level and in the accreditation of programs at all educational levels ⁽⁸⁾.

- Patient safety competencies must be an integral component of the accreditation requirements for all clinical laboratory science educational programs.
- Educational curricula must address competencies necessary to improve patient safety and add value to service delivery to ensure care is safe, effective, patient-centered, timely, efficient, and equitable.
 - Curricula must be expanded beyond the basics of patient identification and analytical accuracy by enhancing students' understanding of additional pre- and post-analytic sources of error, quality improvement strategies that measure impact of diagnostics on health outcomes, utilization of evidence-based practice methods and basic principles of integrated electronic health record systems and reporting.
 - Patient safety competencies must be foundational components of the certification and licensure requirements for all practice levels.
 - Patient safety competencies must be a component of the continuing education and credential maintenance of medical laboratory professionals

ASCLS Position Statements:

1. Medical laboratory professionals provide diagnostic services and leadership to improve patients' lives and health outcomes.

2. Medical laboratory professionals are stewards of patient safety and must promote a culture of safety as defined by the NAM and the IHI.
3. Medical laboratory professionals are responsible for partnership and collaboration in patient safety initiatives.
4. Medical laboratory professionals must incorporate each of the NAM defined healthcare professional competencies into daily practice.
5. Medical laboratory professionals must promote the culture of safety as an organizing principle in certification and licensure of professionals at every practice level and in the accreditation of programs at all educational levels.

References:

1. American Society for Clinical Laboratory Science. Position Paper: Value of Medical Laboratory Science Personnel and Clinical Laboratory Services in Healthcare. July 2021.
2. Institute of Medicine (IOM). 2000. *To err is human: building a safety health system*. Washington, DC: National Academy Press.
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4. Institute of Medicine (IOM). 2003. *Health Professions Education: A Bridge to Quality*. Washington DC: National Academy Press.
5. National Academies of Sciences, Engineering, and Medicine. 2015. *Improving Diagnosis in Health Care*. Washington, DC: The National Academies Press.
6. Otto CN. Patient Safety and the Medical Laboratory: An Introduction. Clin Lab Sci 2011; 24: 105-107.
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8. Morris S, Otto CN, Golemboski K. Improving Patient Safety and Healthcare Quality in the 21st Century-Competencies Required of Future Medical Laboratory Science Practitioners. Clin Lab Sci 2013; 26: 200-204.
9. National Steering Committee for Patient Safety. *Safer Together: A National Action Plan to Advance Patient Safety*. Institute for Healthcare Improvement (IHI); 2020. Boston, Massachusetts: (Available at www.ihi.org/SafetyActionPlan)
10. National Steering Committee for Patient Safety. *Declaration to Advance Patient Safety*. Institute for Healthcare Improvement IHI; May 2022. Boston, Massachusetts: (Available at www.ihi.org)



REPORTS TO:	Board of Directors
REPORT FROM:	Stephanie Noblit
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	E-4 Healthcare Reform Position Paper Taskforce

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

N/A

Activities Since the Last Report

The taskforce has held two additional meetings since the last report. We are making our way through the paper section by section.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

N/A

Request for Action

None



REPORTS TO:	Board of Directors
REPORT FROM:	Barbara Kraj
SUBMITTED FOR:	2022 Fall Board of Directors Meeting
SUBMITTED BY:	E-6 Scope of Practice Position Paper Taskforce

Opportunities or Threats

Forces or environmental factors external to ASCLS that create the potential for positive outcomes (Opportunities) or negative outcomes (Threats) for ASCLS, laboratory professionals, or the healthcare system.

The recent CMS proposal to allow nurses perform high complexity testing is an opportunity for our community to voice relevant concerns and share with the public the importance of appreciation of our profession and to demonstrate the unity of laboratory professionals. That proposal, if accepted, poses threat to patient safety most importantly but also would greatly decrease the morale of laboratory professionals, disappointed with the complete lack of understanding our academic background.

Activities Since the Last Report

The last meeting before the JAM was on June 2 and we just met last night on August 23 to review the most recent version of the Scope of Practice Paper with reference updates made by Laurelin Younger. The group approved the compiled list of references and their placement within the text. The format follows that of referencing used in the DCLS Position paper for now, until the Board decides on a uniform format for all position papers. The homework for the group was to focus on the Background section of the paper to discuss any proposed edits during the next meeting, scheduled for September 13.

Items of Celebration or Concern

These items can be positive or negative issues that are not strategic threats or opportunities, activities of the group, or specific requests for action.

The concern is whether the wording used in the paper is strong enough to communicate the task force strong support for the ASCLS position against proposals such as that of CMS regarding nurses performing high complexity testing.

Request for Action

None