



• 2023 •

**Annual
Report**

NAACLS Mission Statement

The National Accrediting Agency for Clinical Laboratory Sciences (NAACLS) is committed to being the premier accreditation agency for ensuring the advancement of education in clinical laboratory sciences and related healthcare disciplines provided by domestic and international programs.

NAACLS Vision Statement

Medical laboratories preferentially seek graduates of NAACLS programs to assure quality, value, innovation and safety for healthcare consumers.

NAACLS Values

- *Quality*
- *Education*
- *Innovation*
- *Collaboration*
- *Peer Review*
- *Global Accreditation*

NAACLS Strategic Plan Targets

- Promote program excellence and innovation
- Promote and market the value of NAACLS accreditation
 - Maintain and improve quality accreditation services
- Support and enhance the professional development of staff, volunteers, and program personnel
- Maintain stable financial position to support NAACLS' mission
 - Promote inclusion, diversity, equity, and access (IDEA)

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Table of Contents

President's Report	4
CEO's Corner	5
Special Thank You to our Sponsoring and Participating Organizations	5
NAACLS CEOs and Presidents	6
Review Committee Chairs 1980-2023	7
2023 Educational Offerings	8
Workshops	8
Dr. NAACLS	8
NAACLS Programs by State	9
Board of Directors' Actions - Accredited Programs	10
NAACLS Volunteer Sign Up.....	10
2023 Volunteers	11-12
Special Thank You to the 50th Anniversary Planning Committee	12
Statements of Financial Position - June 30, 2023	13
ICYMI 2023 NAACLS News Articles	14-18
President's Report - Educational Programs: Threats and Opportunities	14-16
NAACLS' 50th Birthday - Tempus Fugit	16
From Where We Sit - Teaching and Learning: Post Pandemic	16-17
Lessons From a Review Committee Chair	17
CEO's Corner: Findings From the 2022 Annual Survey	17
A 50th Anniversary Message from Dr. Olive Kimball	17
NAACLS News Announces New Accreditation Pathways	18
CEO's Corner: 2023 - A Year in Review	18
The Complicated Process of Simplification: The Evolution of the 2012 Standards	18
Board of Directors	19
Review Committee for Accredited Programs (RCAP).....	20
Programs Accreditation Review Committee (PARC).....	21
Doctoral Review Committee (DRC).....	22
Staff	23

All data within the 2023 Annual Report reflects dates 1/1/23 to 12/31/23.



A Message From the President

By Robert Cottrell, MHS, PA(ASCP)^{CM}
President, NAACLS Board of Directors

Heartfelt Appreciation for Your Commitment to Excellence in Laboratory Medicine Education

Greetings,

As we navigate the intricacies of healthcare and medical education, it is with great admiration and gratitude that I extend my sincere thanks to program directors, educational specialists, clinical liaisons, and faculty of NAACLS accredited programs, as well as NAACLS volunteers for your exceptional contributions to the field of laboratory medicine.

Your leadership has undoubtedly played a pivotal role in shaping the next generation of laboratory professionals. The dedication, volunteerism, and unwavering commitment to this vision of excellence in education have not gone unnoticed. It is through these tireless efforts that laboratory medicine programs accredited by NAACLS continue to thrive and evolve.

As program directors, faculty and volunteers, your expertise in the field enriches the academic experience for countless students. That being said, do not underestimate your long lasting impact on the broader landscape of patient care. Your vision for cultivating a learning environment that fosters innovation, critical thinking, and compassion is commendable, and it resonates in the achievements of the professionals who emerge from your program.

As we express our gratitude, it is important to recognize the integral role laboratory professionals play in the healthcare ecosystem. NAACLS accredited programs' emphasis on producing skilled and compassionate individuals reflects a commitment to advancing patient care and improving healthcare outcomes.

In closing, please accept this heartfelt appreciation for your exceptional leadership, dedication, and the positive influence you continue to exert on the laboratory medicine community. Your impact reaches far beyond the confines of the academic setting, and we are genuinely grateful for the legacy you are building.

Thank you for your continued service and for being a beacon of excellence in laboratory medicine education.

Warm regards,
Robert Cottrell
President, NAACLS Board of Directors



CEO's Corner

Marisa K. James, MA, MLS(ASCP)^{CM}
Chief Executive Officer

On November 26th, 1973, a group of laboratory leaders approved the establishment of the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS) as the successor to the ASCP Board of Schools. Despite facing various challenges over the past five decades, NAACLS remains a strong global accreditor in the laboratory sciences field. As NAACLS celebrates its 50th anniversary, the 2023 Annual Report* will showcase key events from the year and reflect on the remarkable journey with gratitude and admiration for those individuals who laid the groundwork for this fantastic organization over the past fifty years. The heart of NAACLS lies in its volunteers who play a pivotal role to ensure the accredited programs protect the health and safety of students and faculty, as well as the patients they collectively serve.

*Please note: The NAACLS Annual Report is not to be confused with the Annual Survey of Programs report. The NAACLS Annual Report is a highlight reel of NAACLS activities and information from the past year published annually in the late winter or early spring. The Annual Survey of Programs report is published each summer after pulling together self-reported data from Programs.

Special thank you to our
Sponsoring Organizations



STRONGERTOGETHER

Special thank you to our
Participating Organizations



**THE ORGANIZATION FOR CYTOGENETIC
& MOLECULAR PROFESSIONALS**



NAACLS CEOs and Presidents

CEOs

Carol Elkins (1976-1986)

Jacqueline Parochka (1986-1992)

Olive Kimball (1993-2006)

Dianne M. Cearlock (2006-2022)

Marisa K. James (2022-Present)

Featured at right: Marisa K. James and
Dianne M. Cearlock; July 2022.

Photo credit: Rocha Photography



Presidents

Colin Macpherson (1973-1975)

Ina Lea Roe (1975-1976)

Ruth French (1976-1982)

Allen I. Lipsey (1982-1985)

Lucy J. Randles (1985-1989)

Joyce Majonos (1989-1991)

James R. Newland (1991-1993)

Cynthia Wells (1993-1997)

Joeline Davidson (1997-2001)

Kathy Waller (2001-2003)

David Gale (2003-2005)

Shauna Anderson Young (2005-
2007)

Cheryl Caskey (2007-2009)

Peggy Simpson (2009-2011)

Jerry A. Phipps (2011-2013)

Fred Rodriguez (2013-2015)

Yasmen Simonian (2015-2017)

William H. Hunt (2017-2019)

Peter Hu (2019-2021)

Maribeth L. Flaws (2021-2023)

Robert Cottrell (2023-Present)



Featured above (l-r): William H. Hunt; Shauna Anderson Young; Yasmen Simonian; Cheryl Caskey; Maribeth L. Flaws, and Peter Hu; September 2023.

Photo credit: Photography by Cambrae



Review Committee Chairs 1980-2023

Over the past 50 years, NAACLS has experienced many Review Committee name changes, so for simplicity's sake, we are listing all former Review Committee Chairs alphabetically.

Laura Ahonen
Ann S. Anderson
Marcia Armstrong
Gary Ballmann
Brenda Barnes
Sue G. Barr
Kathleen Becan-McBride
J. Craig Bolles
Keri Brophy-Martinez
Judith Newell Bruce
Suzanne Campbell
Lucille Contois
Betty Craft
Dorothy Cummings
James Daly
Maria Delost
Betty Dunn
Zoe Ann Durkin
Bonnie Fingerhut
Mary Beth Fisk

Maribeth L. Flaws
Barbara Fricke
Colleen Galvis
Norton I. German
Andrea Gordon
Jane Green
Patsy Greenup
Phyllis Gutowski
Candance Hill
S. Renee Hodgkins
Jane Hoegl-Adrian
Brenna Ildza
Mark Kellogg
Doris Kling
Martha Lake
Randall Lambrecht
John Landis
DeAnne Maxwell
Augustus Middleton, Jr.
Claudia Miller
Wendy Miller

Karen Myers
Richard Oliver
Emelie H. Ongcapin
Sally Pestana
Susan E. Phelan
Jerry Phipps
Alvin Ring
Mary Jean Rutherford
Duncan Samo
Jean Smith
Halcyon St. Hill
Peggy Stupca
Steven Suvalsky
Terry Taff
Cathee Tankersley
James Vossler
Carol Watkins
Geraldine Woodson
Shauna Anderson Young
Sharon L. Zablotney
Katherine Nisi Zell



Charity E. Accurso
Chair, RCAP



Keri Brophy-Martinez
Chair, PARC



S. Renee Hodgkins
Chair, DRC

2023 Educational Offerings

Workshops

Preparing for Successful Accreditation: When, Why, and How

March 2, 2023 from 7:00am – 12:00pm CT

In concurrence with CLEC at Hyatt Regency New Orleans

Presenters: Jennifer Knight, MHS, MLS(ASCP)cm, MLS Educator, RCAP
Keri Brophy-Martinez, MHA, MT(ASCP), Phlebotomy Educator and PARC Chair

Putting Your Best Foot Forward: Maximizing Success in the NAACLS Accreditation Process

November 2, 2023 from 7:00 am – 4:00pm CT

Renaissance O'Hare Suites Hotel

Presenters: Jennifer Knight, MHS, MLS(ASCP)cm, MLS Educator, RCAP
Candice Grayson, MS, MA, MLS(ASCP)

Dr. NAACLS

Month	Topic	Speaker
January	Dr. NAACLS – Program Innovation in 2022	Robert Cottrell
February	Dr. NAACLS – Last Second Site Visit Tips	Michelle Costas
March	Dr. NAACLS – Progress Reports, Five Year Interim Reports	Carol Rentas
April	Dr. NAACLS – Standard II	Ramona Fox
May	Dr. NAACLS – Tips for New PDs	Frankie Harris Lyne
June	Dr. NAACLS – April Board Report	Maribeth L. Flaws
August	Dr. NAACLS – Site Visit Preparation	Eric Elsinghorst
September	Dr. NAACLS – Standard IV and Survey Questions	Charity Accurso
October	Dr. NAACLS – Board of Directors Report	Robert Cottrell
November	Dr. NAACLS – Volunteer opportunities	Phyllis Ingham



Left: Candice Grayson (l) and Jennifer Knight, Workshop Presenters

Right: Keri Brophy-Martinez, Workshop Presenter

Photo credit: Cambrae Photography (l); Steve Walsh (r)

NAACLS Programs by State

STATE	MLS	MLT	HT	HTL	PHLEB	CG	PATH A	MLA	DMS	DCLS	TOTAL
AK	1	1	--	--	--	--	--	--	--	--	2
AL	3	4	1	--	--	--	--	--	--	--	8
AR	3	5	--	--	2	--	--	--	--	--	10
AZ	2	4	1	--	--	--	--	--	--	--	7
CA	12	5	3	--	1	--	1	--	--	--	22
CO	3	3	--	--	1	--	--	--	--	--	7
CT	3	--	--	--	--	--	1	--	1	--	5
DC	1	--	--	--	--	--	--	--	--	--	1
DE	1	1	1	--	--	--	--	--	--	--	3
FL	12	7	4	2	--	--	--	--	1	--	26
GA	5	9	1	--	1	--	--	--	--	--	16
HI	1	1	--	--	1	--	--	--	--	--	3
IA	4	5	--	--	1	--	--	--	--	--	10
ID	1	1	--	--	--	--	--	--	--	--	2
IL	8	10	2	--	4	--	1	--	--	--	25
IN	7	4	1	--	1	--	--	--	--	--	13
KS	2	4	--	--	--	--	--	--	1	--	7
KY	5	6	--	--	--	--	--	--	--	--	11
LA	9	6	--	--	5	--	1	--	--	--	21
MA	3	5	--	--	--	--	--	--	--	--	8
MD	5	4	2	--	--	--	1	--	--	--	12
ME	1	1	--	--	--	--	--	--	--	--	2
MI	13	1	2	1	2	1	1	--	1	--	22
MN	5	10	2	--	2	--	--	--	--	--	19
MO	8	3	--	--	--	--	--	--	--	--	11
MS	4	6	--	1	--	--	--	--	--	--	11
MT	1	1	--	--	--	--	--	--	--	--	2
NC	4	16	2	1	6	--	1	--	--	--	30
ND	2	2	1	--	1	--	--	--	--	--	6
NE	2	4	--	--	1	--	--	--	--	--	7
NH	1	1	--	--	--	--	--	--	--	--	2
NJ	5	1	--	--	--	--	--	--	--	--	6
NM	1	2	--	--	--	--	--	--	--	--	3
NV	1	1	--	--	--	--	--	--	--	--	2
NY	17	7	1	--	1	--	--	--	1	--	27
OH	11	15	--	--	7	--	1	--	--	--	34
OK	5	5	--	--	1	--	--	--	--	--	11
OR	1	1	--	--	--	--	--	--	--	--	2
PA	13	8	4	1	4	--	1	--	--	--	31
PR	5	--	--	--	--	--	--	--	--	--	5
RI	2	2	1	--	--	--	--	--	--	--	5
SC	3	7	--	--	--	--	--	--	--	--	10
SD	2	3	--	--	--	--	--	--	--	--	5
TN	6	9	--	1	2	--	--	--	--	--	18
TX	15	18	6	1	2	1	1	--	3	--	47
UT	4	2	--	--	--	--	--	--	--	--	6
VA	7	7	1	1	1	--	1	--	--	--	18
VT	1	--	--	--	--	--	--	--	--	--	1
WA	3	3	1	--	--	--	--	--	--	--	7
WI	8	10	1	--	3	--	--	--	--	--	22
WV	3	5	--	1	--	--	1	--	--	--	10
WY	1	1	--	--	--	--	--	--	--	--	2
Qatar	1	--	--	--	--	--	--	--	--	--	1
Canada	--	--	--	--	--	--	4	--	--	--	4
TOTAL	247	237	38	10	50	2	16	0	8	0	608

Board of Directors' Actions

Accredited Programs

Program Level	Initial	Continuing	Probation	Transfer of Sponsorship	Withdrawn	Cycle Alignment
MLS	2	15	--	2	3	--
MLT	4	9	3	1	6	--
HT	3	2	2	--	--	--
HTL	1	--	--	--	--	--
PHLEB	2	4	--	--	3	2
CG	--	--	--	--	--	--
PATH A	1	2	--	--	--	--
MLA	--	--	--	--	1	--
DMS	--	--	--	--	--	--
DCLS	--	--	--	--	--	--
TOTAL	13	32	5	3	13	2

NAACLS Volunteer Sign Up

NAACLS Staff has noticed more and more errors with its self-study reviewer and site visitor information, out-of-date emails and telephone numbers, incorrect credentials, etc. As a result, we will start a fresh new sign-up list. If you are interested in serving as a self-study reviewer and site visitor, you need to sign up using the link provided below, regardless of if you signed up in the past. This ensures that NAACLS Staff has the most accurate information for you. Please note we have updated the VIP Mentor requirements and combined the VIP Mentor sign-up with our general reviewer sign-up. We encourage you to review those requirements and consider serving as a VIP Mentor. Our mentors are integral to continuing the NAACLS culture of collaboration and peer review. Please visit: <https://naacls.org/Volunteers.aspx>, or use the QR Code below to sign up.



2023 Volunteers

NAACLS is grateful to the volunteers who served as Self-Study Reviewers and/or Site Visitors for programs that were evaluated by the Board of Directors in April and September 2023.

These volunteers donated their time and expertise, enabling the programmatic accreditation process to exist.

New volunteers have one asterisk next to their name. Mentors have two asterisks next to their name.

Their service is truly appreciated!

Marawan Abou-Madi

Amandailee Adams

Wayne Aguiar

Laura Ahonen

Tami Alpaugh*

Margot Alvey*

Marcia Armstrong**

Rita Austin

Hassan Aziz

Leah Babcock

Yousif Barzani*

Andrew Baughman

Rebecca Beckman*

Leigh Belair*

Patricia Boyer**

Donna Broderick**

Keri Brophy-Martinez

Karen Campbell*

Carrie Carlson

Demetra "Toula" Castillo

Linda Collins**

Lucille Contois**

Leslie Cooper**

Michelle Costas**

Robert Cottrell**

Nattasha Counta

Holly Covas

Siddra Dar

Veronica Dominguez

Jed Doxtater*

Elizabeth Duck*

Darryl Duncan*

Nancy Eckert*

Patricia Ellinger**

Eric Elsinghorst**

Jennifer Fendinger

Susan Ferency*

Marcia Firmani**

Aimee Flynn

Deborah Fox*

Ramona Fox**

Vickie Freeman**

Sarah Garner**

Karen Gatewood

Perla Gilman**

Elizabeth Gockel-Blessing

Daniel Gonzalez**

Andrea Gordon**

Candice Grayson**

Brandy Greenhill

Frankie Harris-Lyne

Rochelle Helminski**

Haile Henock*

Candy Hill**

Michelle Hill**

Lisa Hochstein**

Peter Hu

Jeanne Isabel**

Michelle Johnson**

Shelby Johnson*

Vanessa Jones Johnson

Maddie Josephs**

Tripat Kaur*

Rita Kealy*

Ethan Kentzel

Kathy Kenwright**

2023 Volunteers

Vickie Kirk*	Jude Okoyeh*	Yasmen Simonian
Jennifer Knight**	April Orange	Rebecca Smith
Terry Kotrla	Melmar Ordinario**	Wendy Sweat
Sona Kumar	Evelyn Paxton	Teresa Taff**
Marcela Lizarraga	Erin Peper*	Dale Telgenhoff**
Lisa Lock**	Jamie Pert**	Suzanne Thierer*
Max Louzon*	Sally Pestana**	Joseph Thomas**
Shepherd Maingano*	Alisa Petree	Patricia Tille**
James March Mistler	Julie Pittman*	Maria Torres-Pillot**
Mary Mattes**	Rebecca Radabaugh*	Rebakah Trerise
Kristy Matulevich	Nadia Rajsz*	Dawn Tripolino
Deanne Maxwell	Gerardo Ramos**	Maria Volk**
Toysha Mayer	Adrienne Reaves	Lisa Walden*
Michaele McDonald**	Deanna Reinacher**	Hallee Wakye
Sharon McGoldrick**	Carol Rentas**	Michael Weitzel**
Claudia Miller	Amee Rosales	Nanette West*
Rita Miller**	Sallie Ruskoski	Betty White
Terri Murphy-Sanchez	Duncan Samo**	Melissa White
Marguerite Neita**	Cecile Sanders**	Reannon Wilkerson**
Tiffany Nieman*	Jerry Santiago	Phaedra Williams**
Judith Nocera	Shawna Schuler*	Darius Wilson**
Angela Norwood	Christina Scott*	Taiquanda Winbush**
Emmanuel Nyangau*	Lisa Shave*	Joan Young

Special thank you to the NAACLS 50th Anniversary Planning Committee

Maribeth Flaws
Marisa James
Julie O'Sullivan Maillet
Jun Gu
Elaina M. Bleifield
Susanne Norris Zanto
Megan Eggert

Statements of Financial Position

June 30, 2023

ASSETS

CURRENT ASSETS:

Cash and Cash Equivalents	\$ 162,733
Accounts Receivable (Less Allowance \$1,800)	87,268
Investments at Fair Market Value	2,599,193
Prepaid Insurance, Expenses and Deposits	<u>135,246</u>

TOTAL CURRENT ASSETS 2,984,440

OTHER ASSETS:

Property and Equipment (Net of Accumulated Depreciation)	<u>34,392</u>
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TOTAL OTHER ASSETS 34,392

TOTAL ASSETS \$ 3,018,832

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES:

Accounts Payable	\$15,131
Accrued Payroll	102,330
Accrued and Withheld Payroll Taxes	22,936
Deferred Revenue	<u>71,875</u>

TOTAL LIABILITIES 212,272

NET ASSETS:

Unrestricted	<u>2,806,560</u>
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TOTAL LIABILITIES AND NET ASSETS \$ 3,018,832

ICYMI 2023 NAACLS News Articles

By Mark Spence, Director of Strategic Initiatives

In 2023, NAACLS volunteers and staff produced a wide variety of articles on the NAACLS News, from highlighting pivotal moments of the past 50 years to looking at the state of education we are currently in and what lies on the horizon.

In June of this year, former Board of Directors President Dr. Maribeth Flaws provided a clear-eyed look at the challenges of the current lab science climate. NAACLS staff has included this article's full text due to how eloquently Dr. Flaws summarizes the current state of workforce and accreditation.

In addition to Dr. Flaws's Article, we have selected highlights of other articles published throughout the year. We have included a link to the NAACLS News for each highlight's full text. We encourage you to take the time and catch up on any missed.

President's Report - Educational Programs: Threats and Opportunities

by Dr. Maribeth Flaws, NAACLS Board of Directors President

As we celebrate the 50th Anniversary of NAACLS and consider the current workforce shortage, I am afraid our educational model is regressing to where it was before NAACLS and the Board of Schools were created. To illustrate this point, I would like to reflect on the history of education in our profession, using Medical Laboratory Science specifically as a case study, and discuss the role of accreditation and the current educational environment. At the end, I will suggest opportunities for us all because what I see happening in MLS will likely creep into our other accredited programs.

Laboratory testing as a part of patient care started in response to outbreaks of infectious diseases in the late 19th century. In 1919, the American College of Surgeons' accreditation standards required that hospitals have a laboratory. The education of laboratory professionals started as "on-the-job" training before being organized into training "programs" led by pathologists. The ASCP created the Board of Registry in 1928, which led to the development of standards to normalize at least what was taught in these educational programs. When NAACLS started in 1973, standards were created to normalize how students were taught in addition to what was taught. Learning objectives in the three domains were introduced and required at different levels of Bloom's taxonomy. Accreditation assures the quality of a program and its operational transparency. It is a public sign that a program adheres to a set of defined external standards, thus protecting students, faculty, and the public.

In 1975, there were a little over 700 accredited MLS programs. Changes in reimbursement not favoring educational programs and the consolidation of hospital systems and laboratories caused a steep decline in MLS programs from 1975 until 2000 and led to an erosion of the number of laboratory professionals needed in the market. However, from 2002-2022, the number of accredited MLS programs has stayed constant at ±240 programs. Despite the number of programs remaining stable over the last 20 years, the number of MLS graduates from accredited programs has actually increased from 3772 in 2018 to 4246 in 2022. In most cases, the increased graduate numbers were achieved without a substantive increase in program resources. Despite incredible efforts by accredited programs, we still do not have enough graduates to meet current workforce needs. According to the ASCP BOC, 21% of newly certified MLSs in 2022 were already certified MLTs working in the clinical laboratory. Thus, the impact of new MLSs being added to the workforce is, unfortunately, less than the 4246 would lead us to believe.

ICYMI 2023 NAACLS News Articles (cont'd)

How are laboratory managers responding to the need for graduates from accredited programs to fill their open positions? By hiring people with an undergraduate degree in a science (usually Biology, Chemistry, or Biochemistry) and training them on-the-job if they can, avoiding the accreditation process entirely as well as the certification of the individual. This 'shortcut' takes the laboratory scientist's educational background right back to where we started in the 1920s! I see several threats to our accredited educational programs and, quite frankly, our profession if hiring non-educated, non-certified personnel continues. Laboratory science educators know how common it is for people with a B.S. in Biology or Chemistry to enter our accredited programs because they cannot find a job in other industries or get into a graduate program. They find job openings in the clinical laboratory and, in many cases, the laboratories require individuals to be certified, which requires completing a NAACLS-accredited program (Route 1). In response, laboratories have found a workaround by developing their own "training programs" to fill the knowledge gap in their non-certified employees. For example, Alverno Labs is partnering with Oak Point University to develop a "Career Accelerator Program" in which people with a B.S. in Chemistry or Biology work in the Alverno laboratory three days a week and attend classes tuition-free to learn the content two days a week, all while earning a salary for a period of about nine months. When completion of the learning is attained, the employee is eligible to move into a different and higher job class.

This setup sounds like a good system for both the laboratory and students, but what's the problem? While the Oak Point University program wisely sees the value of NAACLS accreditation to enable the certification of its employees, not all of these job training programs will see the value of accreditation for their program or students. Devaluing accreditation has devastating consequences for our profession. If the clinical laboratories don't require certification of their employees, we lose a subset of our target applicants resulting in decreased admissions and likely closure of accredited programs. More importantly, an increase in laboratory workers who are not properly educated dilutes our profession and professional identity, damaging our healthcare system. For what is a profession but one that "requires specialized knowledge and often long and intensive academic preparation." (Merriam-Webster) The downstream effects of this quick fix are widespread. We haven't addressed how it affects those individuals in the long term. Likely, they will be trained only for their particular environment, which limits their upward mobility, especially if they leave the lab they were trained in. If future laboratory employees (we cannot call them professionals anymore) are those who are trained on the job to perform tests only in one specific laboratory, we have lost everything we have worked for in building and defining our profession and scope of practice over the last 100 years.

Yet, given these threats, I see opportunities for us with accredited programs to mitigate the erosion of our profession. Communicate with the people at your clinical affiliates about how you and your accredited program can help them educate their non-certified personnel before they start to develop their own job training program and compete with you. Increase your activities in career recruitment so that our future employees find our profession and program before they complete an undergraduate degree. Sign up as an industry professional with Pathful Connect (<https://pathful.com/connect>) to give virtual career presentations to middle and high school students. Get involved with your Area Health Education Center (<https://www.nationalahec.org/>) to promote our career to students. Share what you already do for career recruitment with others and involve your current students to expand your reach.

COLA sponsored a Workforce Action Alliance Summit a few weeks ago, gathering industry representatives from across the country to discuss the workforce shortage. NAACLS CEO Marisa James and I attended the Summit, and the group developed three goals to work on over the next year:

ICYMI 2023 NAACLS News Articles (cont'd)

1. Strengthen the data to understand the laboratory workforce and provide support for advocacy (i.e., secure grant funding for laboratory professionals);
2. Provide a career path website for recruitment into the laboratory profession as well as the profession now, and
3. Standardize titles to elevate the profession, educate the public, and strengthen the unity of our profession.

The Coordinating Council on the Clinical Laboratory Workforce (CCCLW) was started over 20 years ago to address the workforce shortage. They recently announced they are suspending operations, so COLA's efforts seem like *déjà vu*. Still, anytime and any way we can get a more unified and national response to career recruitment is beneficial.

I am seriously concerned about our profession. We have worked hard to build our scope of practice, demonstrate our value to patient care and other healthcare team members, and standardize the education of future laboratory professionals. We cannot go back to where we were before NAACLS started 50 years ago. If we do nothing, we could lose it all, and our patients will be the ones to suffer.

Additional Highlighted Articles

NAACLS' 50th Birthday- Tempus Fugit

by Herb Miller, PhD, MT(ASCP)

The political climate in Medical Technology at the time was quite tumultuous. Many have forgotten, and some do not know, that the formation of NAACLS marked a revolutionary victory for the Medical Laboratory Science profession in its efforts to wrest accreditation control from the American Medical Association (AMA) and American Society of Clinical Pathologists (ASCP). Accreditation of allied health programs started in the 1930s, with Medical Technologists participating in an advisory role. The final decisions on essentials were ultimately made by physicians.

In its quest for professional recognition and educational program accreditation control, the American Society for Medical Technology (ASMT), now known as the American Society for Clinical Laboratory Science (ASCLS), brought several lawsuits against the ASCP-BOR for restraint of trade by monopolizing the accreditation and certification of medical laboratory personnel. A 1969 ASMT lawsuit stated that the ASCP-BOR "engaged in conspiracy to monopolize trade". Finally in 1973, after collaboration between ASCP and ASMT, NAACLS was established to be an independent accreditation agency.

For full text - <https://naacclsnews.org/2023/02/14/naaccls-50th-birthday-tempus-fugit/>

From Where We Sit - Teaching and Learning: Post Pandemic

By Keri Brophy Martinez, Andrea Gordon, Renee Hodgkins

During the pandemic, the inequity within both student and faculty ranks were exaggerated. The degree of access to reliable internet and safe, quiet spaces for studying was hugely variable. We saw students taking their classes in bedrooms and coffee shops. Some were very organized, some were chaotic, and many of us experienced the distractions of young children and pets in the background. In one instance, a disrobed family member walked behind a student during a synchronous lecture. The difficulty in course preparation and management for faculty became more obvious as we were

ICYMI 2023 NAACLS News Articles (cont'd)

forced to work within a fully online learning model in a short period of time. We needed to learn how to adapt to the vast differences in learning, while we ourselves learned online technology and scrambled to find creative ways to reach the multiple needs of our students. The learning curve for everyone was exponential.

For full text - <https://naacclsnews.org/2023/06/06/from-where-we-sit-teaching-and-learning-post-pandemic/>

Lessons from a Review Committee Chair

By multiple contributors

On a personal note, always trust yourself. You know your faculty and your program the most...but don't become complacent. Have open eyes and ears to what will work better. Never insist that your way is the only way. Being open-minded will allow you to explore all the possibilities ahead of you. Always continue to evaluate your program to make the lives of your faculty and students more meaningful. You have started on one of the best educational endeavors you could have ever hoped for. Love every second until you don't. Then you make sure someone else is ready to steer your ship. Good luck.

Full text: <https://naacclsnews.org/2023/07/10/lessons-from-a-review-committee-chair/>

CEO's Corner: Findings from the 2022 Annual Survey

By Marisa James, NAACLS CEO

The 2022 NAACLS Annual Survey of Programs data reveal there have been modest increases in accredited programs and graduates of most program types over the past decade. The increases are more significant for some program types, such as Medical Laboratory Scientist programs. This data opposes the common narrative that MLS programs are decreasing. While the number of MLS Programs is undoubtedly different from what it was in the 1980s or 1990s, the steady number over the past 15 years is encouraging and should be highlighted when recruiting individuals to the field. Regardless of which type of laboratory discipline, potential students do not want to hear program numbers have decreased, nor is that a good strategy for securing additional program resources from the administration, C suite, or government entities. The laboratory profession is the lynchpin in healthcare, and laboratory professionals need to showcase the brilliant minds behind the scenes to the community, students, administrators, and key decision makers.

Full text: <https://naacclsnews.org/2023/08/16/ceos-corner-findings-from-the-2022-annual-survey/>

A 50th Anniversary Message from Dr. Olive Kimball

by Olive Kimball, EdD (NAACLS CEO: 1993 - 2006)

It was always clear that the Board and staff understood and greatly appreciated the generous contributions of committee members and site visitors. For NAACLS, the Board's actions relied on information and decisions made by committees. Committees relied on reports from site visitors on-site evaluations made face-to-face. In turn, program faculty and administrators provided information and support to the visitors. The goal of all component supporters of the NAACLS process was to produce qualified graduates and thus assure a standard level of quality patient care.

Full text: <https://naacclsnews.org/2023/10/04/a-50th-anniversary-message-from-dr-olive-kimball/>

ICYMI 2023 NAACLS News Articles (cont'd)

NAACLS Announces New Accreditation Pathways

NAACLS is pleased to announce the launch of two new accreditation avenues. The pathways are Medical Laboratory Microbiologist (MLM) and Public Health Microbiologist (PHM). NAACLS is ready to accept applications from MLM and PHM programs.

MLM professionals perform, develop, evaluate, correlate, and assure accuracy and validity of laboratory information; direct and supervise applied/clinical laboratory resources and operations; and collaborate in the diagnosis and treatment of patients, specifically in the area of medical laboratory microbiology. PHM professionals practice laboratory science as it relates to the investigation of microorganisms and diagnosis of infectious diseases that pose a threat to the public.

Additionally, NAACLS created an accreditation pathway called Biomedical Scientist (BMS). Although this pathway is not fully implemented, it is anticipated applications will be accepted sometime in 2024. Several different professionals are encompassed under the NAACLS-defined umbrella of BMS. The BMS professional is qualified by academic and applied science education to provide service and/or research in existing or emerging professions outside traditional clinical laboratory environments. Examples may include clinical embryologists or nanotechnologists.

Full text: <https://naacslnews.org/2023/10/23/naacsl-announces-new-accreditation-pathways/>

CEO's Corner: 2023 - A Year in Review

By Marisa James, NAACLS CEO

Within the NAACLS community, I see professionals dedicated to two of the most noble professions in society: education and healthcare. Whether you work directly in the laboratory or contribute from an educational role, your impact is immeasurable. Every program director, education coordinator, faculty member, or instructor plays a crucial role in shaping the future of laboratory science and, consequently, ensuring the safety and well-being of patients. Together, we are transforming patient lives one student, graduate, and program at a time. Educators, never underestimate the profound effect you have on healthcare.

Full text: <https://naacslnews.org/2023/11/30/ceos-corner-2023-a-year-in-review/>

The Complicated Process of Simplification: The Evolution of the 2012 Standards

By Deanne Maxwell

The process was long; the correlation between documents took many stabs and attempts. People came and left the committees, and even the task forces changed over the years. The defining realization during the 2012 Standards revision showed that the Standards are still standards; yet in today's evolving healthcare education landscape, there must be flexibility to do things differently to achieve the same outcomes. This process works only with the effort and hard work of the NAACLS volunteers and staff. As NAACLS celebrates fifty years of clinical education, it is only fitting that the task of revising standards begins again. It is a daunting task with many changes over the past ten years, but it is one of my most rewarding experiences. It truly defined to me what collaboration meant.

Full text: <https://naacslnews.org/2023/12/11/the-complicated-process-of-simplification-the-evolution-of-the-2012-standards/>

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Featured above (l-r): RCAP Members: Jennifer Knight; Ramona Fox; Dawn Tripolino, and Michele Giannosa, Accreditation Coordinator, Board and Review Committee Liaison.

Featured right: Jeanne Isabel, RCAP Member

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Marilyn S. McCain, PARC Member
Photo credits: Steve Walsh



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Featured above (l-r): S. Renee Hodgkins, DRC Chair; Julie O'Sullivan Maillet, Past Board Liaison to DRC, and Nadine Lerret, DRC Vice Chair; July 2023.

Photo credit: Steve Walsh

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Featured above (l-r): Michele Giannosa; Mark Spence; Stefanie Troxell; Elizabeth Swartz (back); Jennifer Loyo (front); Marisa K. James; Russell DeCaluwe (back); Jessica Jasso (front), and Megan Eggert; September 2023.

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The National Accrediting Agency for Clinical Laboratory Sciences (NAACLS) is a nonprofit organization that independently accredits biomedical scientist, cytogenetic technologist, diagnostic molecular scientist, doctoral clinical laboratory scientist, histotechnician, histotechnologist, medical assistant, medical laboratory microbiologist, medical laboratory scientist, medical laboratory technician, pathologists' assistant, phlebotomist, and public health microbiologist education programs. The NAACLS accreditation process is recognized by the Council for Higher Education Accreditation.

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