



**NAAACL**



**2025**

**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)

## Commitment to Inclusion, Diversity, Equity and Access

NAACLS is committed to advancing Inclusion, Diversity, Equity, and Access (IDEA) within the laboratory science community. Fostering a culture of respect, equity, and belongingness, NAACLS celebrates differences in race, ethnicity, age, sex/gender identity, culture, ability, beliefs, and socioeconomic status. The dedication to equity ensures fair educational practices, promotes inclusivity in NAACLS accredited programs, and encourages access to educational resources for all.

**INCLUSION:** promoting a culture of respect, equity, and belongingness for all members of the NAACLS community, including students, faculty, professionals, and patients.

**DIVERSITY:** recognizing and appreciating differences among people and their perspectives, including but not limited to dimensions of race, ethnicity, age, sex/gender identity, culture, ability, religious beliefs, political beliefs, familial status, educational background, occupation, and socioeconomic status.

**EQUITY:** ensuring fair, equitable, and just educational practices and policies that impact the achievement of successful student outcomes.

**ACCESS:** promoting access to NAACLS accredited program offerings and educational resources. This is characterized by behaviors and activities where all people feel welcome and able to participate, regardless of background or identity.

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All data within the 2025 Annual Report reflects dates 1/1/25 to 12/31/25.



# A Message From the President

By Karen A. Brown, MS, M(ASCP), MLS(ASCP)<sup>CM</sup>  
President, NAACLS Board of Directors

Dear NAACLS Colleagues,

As we present this year's NAACLS Annual Report, I am proud of all that has been accomplished. We continue to offer high-quality, practical, and informative workshops provided by members of our review committees who have extensive knowledge and expertise in programmatic accreditation. Our monthly Dr. NAACLS sessions focus on a variety of timely topics, such as updates from board meetings and innovative educational or recruiting approaches programs have adopted, while providing program directors direct access to our expert volunteers and staff. The numbers of accredited programs continue to expand in many disciplines. We have reinvigorated our support for international laboratory science programs and have several in various stages of the accreditation process. New accreditation pathways have been established for different areas, including the Medical Laboratory Blood Bank Scientist. NAACLS remains fiscally strong and stable, as indicated by our statement of financial position (pg. 12).

A considerable section of this document is dedicated to volunteers. As I have mentioned in a previous message, NAACLS espouses a voluntary, peer-driven approach to accreditation that emphasizes the creation of a positive experience. However, maintaining such a culture depends on the dedicated and passionate team who believe and support the NAACLS mission. I am truly amazed at the extraordinary power of the people who are central to our ability to provide outstanding accreditation services. Volunteers step forward whether to review self-studies, conduct site visits, and to serve on task forces, review committees, or as members of the Board of Directors. I am grateful to everyone who has given time, effort, and expertise to NAACLS and ultimately help support quality healthcare.

I also want to highlight the contributions of the NAACLS Staff, who are innovative, approachable, knowledgeable, and dedicated to guiding program directors and officials in all aspects of the accreditation or re-accreditation journey.

To all of you in the NAACLS community – and in whatever you do – your work matters, and NAACLS wants to be a partner in your success.

Special thanks to the following task forces who successfully completed their charges in 2025:

- *Forms Task Force*
- *Interprofessional Education Task Force*
- *Inclusion, Diversity, Equity and Access Task Force*
- *Rationale and Recommendations Task Force*
- *Self-Study Reviewer Task Force*
- *Site Visit Reviewer Task Force*
- *Standard Compliance Guide Task Force*
- *Interim Report Task Force*
- *Program Official Application Form Workgroup*
- *Standard II vs. IV Taskforce*
- *Clinical Affiliates Task Force*
- *Sponsorship Task Force*



# CEO's Corner

Marisa K. James, CAE, MA, MLS(ASCP)<sup>CM</sup>  
Chief Executive Officer

The 2025 NAACLS Annual Report reflects a year defined by action, as newly established standards, refreshed branding, and collective expertise were transformed into meaningful impact for laboratory science programs worldwide. Guided by a commitment to innovation, collaboration, and quality, NAACLS continues to support programs through a peer-review accreditation process that promotes excellence in laboratory education and safeguards patient safety through the preparation of a highly competent laboratory workforce. This report highlights the contributions of volunteers and staff whose dedication ensures NAACLS remains engaged, visible, and focused on advancing laboratory education.

## Special Thank You to Our:

### *Sponsoring Organizations*



### *Participating Organizations*



THE ORGANIZATION FOR CYTOGENETIC & MOLECULAR PROFESSIONALS



# Board of Directors



Board of Directors: Front row (L-R): Maribeth Flaws, Past Member, 2017-2025 and Past President, 2021-2023; Robert Cottrell, Past President, 2023-2025, and Karen A. Brown, President 2025-2027. Second row (L-R): Brooke Solberg; Elaina Bleifield; Nathan Marik; Susanne Norris Zanto; Nathan H. Johnson; Jerry Santiago; Jed Doxtater; Marisa K. James, CEO; Abiodun Akinwuntan; Kimberly Sanford; Jun Gu, and Christie Massen, Past Member, 2021-2025.

Photo Credit: Kevin Goddard Photography

## Review Committee Chairs and Vice Chairs

### Review Committee for Accredited Programs (RCAP)

**Chair**

Jennifer Knight, MHS, MLS(ASCP)<sup>CM</sup>

**Vice Chair**

Jimi March Mistler, PhD, MS, MLS(ASCP)<sup>CM</sup>

### Programs Accreditation Review Committee (PARC)

**Chair**

Phyllis Ingham, EdD, MED, MLM  
MLS(ASCP)<sup>CM</sup>

**Vice Chair**

Candice Grayson, MS, MA  
MLS(ASCP)<sup>CM</sup>

### Doctoral Review Committee (DRC)

**Chair**

Nadine Lerret, PhD, MLS(ASCP)<sup>CM</sup>

**Vice Chair**

Janelle M. Chiasera, PhD,  
MLS(ASCP)



### Review Committee Chairs and Vice Chairs

Front row (L-R): Phyllis Ingham; Charity Accurso, and Jennifer Knight.

Second row (L-R): Candice Grayson; Jimi March Mistler; Janelle M. Chiasera, and Nadine Lerrett.

Charity Accurso concluded her service on the RCAP in 2025.

Photo Credit: Gretchen Villaluna Baria-Front Room Studios

# 2025 Educational Offerings

## Workshops

***Winds of Change: Understanding the 2024 Standards and Compliance Guide Changes*** - Hybrid  
March 6, 2025

In concurrence with the Clinical Laboratory Educators Conference (CLEC) in Atlanta, GA

*Presenters:* James March Mistler, PhD, MS, MLS(ASCP)<sup>CM</sup> and Frankie Harris-Lyne, MS, MLS(ASCP)<sup>CM</sup>

***Cracking the Code: Mastering NAACLS Accreditation with Confidence*** - Virtual  
June 5, 2025

*Presenters:* Charity Accurso, PhD, MLS(ASCP)<sup>CM</sup> and Phyllis Ingham, EdD, MEd, MLS (ASCP)<sup>CM</sup>  
AHI(AMT)

***Accreditation Accelerator: Fast-Track Your Compliance Confidence*** - Hybrid  
November 17, 2025

In concurrence with the ASCP Annual Meeting in Atlanta, GA

*Presenters:* Jennifer Knight, MHS, MLS(ASCP)<sup>CM</sup> and Jimi March Mistler, PhD, MS, MLS(ASCP)<sup>CM</sup>

## Dr. NAACLS

<u>Month</u>	<u>Topic</u>	<u>Speaker</u>
January	Innovation and the Standards	Karen Brown and Marisa James
February	Standard II	Janice Conway
March	Advocacy Content Roundtable Discussion	Laura Ahonen, Hassan Aziz; Yvonne Banks, Elaina Bleifield, Robert Cottrell, Peter Hu, and Marisa James
April	FEP and BMS	Karen Brown and Elizabeth Gockel-Blessing
May	Interprofessional Education	Patricia Boyer and Mary Mattes
June	Board Update	Robert Cottrell
July	None	
August	Responding to NAACLS Reviews	April Orange and Amee Rosales
September	None	
October	NAACLS and the BOC	Amy Spiczka, ASCP BOC, and NAACLS Staff
November	Board Update	Karen Brown
December	Preparing for a Site Visit	Phyllis Ingham



The Dr. NAACLS YouTube channel can be accessed via the QR code or the following link:  
<https://www.youtube.com/playlist?list=PLG3w9vu8fHT1zqG8DEO2firTiGARxg5vG>

# NAACLS Programs - 2025

Location	MLS	MLT	HT	HTL	PBT	CG	PATH A	MLA	DMS	DCLS	Total
AK	1	1	--	--	--	--	--	--	--	--	2
AL	3	6	1	--	--	--	--	--	--	--	10
AR	3	5	--	--	2	--	--	--	--	--	10
AZ	2	4	1	--	--	--	--	--	--	--	7
CA	12	5	3	--	--	--	1	--	--	--	21
CO	3	3	--	--	--	--	--	--	--	--	6
CT	3	--	--	--	--	--	1	--	1	--	5
DC	1	--	--	--	--	--	--	--	--	--	1
DE	1	1	1	--	--	--	--	--	--	--	3
FL	13	8	4	2	--	--	--	--	1	--	28
GA	6	9	1	--	1	--	--	--	--	--	17
HI	1	1	--	--	1	--	--	--	--	--	3
IA	3	5	--	--	--	--	--	1	--	--	9
ID	1	1	--	--	--	--	--	--	--	--	2
IL	10	10	2	--	5	--	1	--	--	--	28
IN	8	4	1	--	1	--	--	--	--	--	14
KS	2	3	--	--	--	--	--	--	1	--	6
KY	4	6	--	--	--	--	--	--	--	--	10
LA	9	6	--	--	5	--	1	--	--	--	21
MA	4	4	--	--	--	--	--	1	--	--	9
MD	5	4	2	--	--	--	1	--	--	--	12
ME	--	1	--	--	--	--	--	--	--	--	1
MI	12	1	2	1	1	--	1	--	--	--	18
MN	5	10	2	--	2	--	--	--	--	--	19
MO	8	3	--	--	--	--	--	--	--	--	11
MS	4	6	--	1	--	--	--	--	--	--	11
MT	1	1	--	--	--	--	--	--	--	--	2
NC	4	16	2	1	4	--	1	--	--	--	28
ND	2	2	1	--	--	--	--	--	--	--	5
NE	2	4	--	--	--	--	--	--	--	--	6
NH	1	1	--	--	--	--	--	--	--	--	1
NJ	5	2	--	--	--	--	--	--	--	--	7
NM	1	2	--	--	--	--	--	--	--	--	3
NV	1	1	--	--	--	--	--	--	--	--	2
NY	17	7	1	--	1	--	1	--	1	--	28
OH	12	13	1	--	6	--	1	1	--	--	34
OK	4	5	--	--	1	--	--	--	--	--	10
OR	1	1	--	--	--	--	--	--	--	--	2
PA	13	8	4	2	3	--	1	--	--	--	31
PR	5	--	--	--	--	--	--	--	--	--	5
RI	2	2	1	--	--	--	--	--	--	--	5
SC	2	8	--	--	--	--	1	--	--	--	11
SD	2	3	--	--	1	--	--	--	--	--	6
TN	6	7	--	1	2	--	1	--	--	--	17
TX	15	20	6	1	2	1	1	--	3	1	50
UT	4	1	--	--	--	--	--	--	--	--	5
VA	7	8	1	2	1	--	1	--	--	--	20
VT	1	--	--	--	--	--	--	--	--	--	1
WA	2	3	1	--	--	--	--	--	--	--	6
WI	8	10	1	--	3	--	--	--	--	--	22
WV	3	5	--	1	--	--	1	--	--	--	10
WY	1	1	--	--	--	--	--	--	--	--	2
Qatar	1	--	--	--	--	--	--	--	--	--	1
Canada	--	--	--	--	--	--	5	--	--	--	5
Palestine	1	--	--	--	--	--	--	--	--	--	1
Total	248	238	39	12	42	1	20	3	7	1	611

Only disciplines that have accredited programs are listed and does not include programs in Serious Applicant Status or Doctoral Candidacy Status.

# Board of Directors' Actions Accredited Programs

Program Level	Initial	Continuing	Probation	Transfer of Sponsorship	Withdrawn	Interim Report	Progress Report
MLS	5	11	--	1	3	35	5
MLT	10	22	2	--	3	28	9
HT	--	2	--	--	--	2	2
HTL	--	2	--	--	--	1	1
PBT	--	6	--	--	6	--	3
CG	--	--	--	--	--	1	--
PATH A	3	--	--	--	--	2	1
MLA	--	--	--	--	--	--	--
DMS	--	--	--	--	--	--	--
DCLS	--	--	--	--	--	--	--
TOTAL	18	43	2	1	12	69	21

## NAACLS Volunteer Sign Up

Are you new to volunteering with NAACLS or interested in becoming more involved? Perhaps you've volunteered in the past but haven't heard from us recently, we would love to welcome you back! Your expertise and perspective are invaluable to maintaining the quality and integrity of our programs. Whether you are new to volunteering or looking to take on additional responsibilities, there are many meaningful ways to contribute.

By participating, you will collaborate with dedicated professionals, support program excellence, and play an important role in shaping the future of laboratory science education. We encourage you to explore these opportunities and join us in advancing accreditation standards and continuous improvement. We truly appreciate your time, expertise, and continued commitment, and we look forward to your ongoing involvement.

Please take a moment to sign up using our updated volunteer list to help us keep our records current.

<https://survey.alchemer.com/s3/7682807/NAACLS-Volunteer-Information-srsvvip>



# 2025 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 2025.***

***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\*\*  
Charity Accurso  
William Ahlfeld  
Tami Alpaugh  
Maria Artilles  
Rita Austin  
Hassan Aziz\*\*  
Angela Baxter  
Leigh Belair\*\*  
Angela Bell  
Beverly Berry  
Stephanie Blackburn  
Patricia Boyer\*\*  
Donna Broderick\*\*

Keri Brophy-Martinez\*\*  
Karen Brown\*\*  
Michelle Campbell  
Carrie Carlson  
Alexis Carpenter  
Tammy Carter  
Janelle Chiasera\*\*  
Ronette Chojnacki\*  
Karen Clatt\*  
Linda Collins\*\*  
Susan Conforti  
Lucille Contois\*\*  
Janice Conway\*\*  
Leslie Cooper\*\*  
Michelle Costas  
Robert Cottrell\*\*  
Nattasha Counta  
Siddra Dar  
Lisa Distefano\*  
Sandra Docter  
Veronica Dominguez  
Meghan Dorrell  
Elizabeth Duck  
Darryl Duncan  
Kasey Edwardson  
Patricia Ellinger\*\*  
Bill Engle  
Muneeza Esani  
Samantha Etters\*  
Kimberly Feaster  
Jennifer Fendinger  
Susan Ferency  
Kellee Fields  
Marcia Firmani\*\*  
Laura Flaniken

Maribeth Flaws  
Aimee Flynn  
Ramona Fox\*\*  
Karen Gatewood  
Elyse Gayda\*  
Cheryl Germain\*\*  
Celesta Gibbs\*  
Sheila Gibbs Miracle  
Perla Gilman  
Elizabeth Gockel-Blessing\*\*  
Daniel Gonzalez\*\*  
Andrea Gordon  
Tracey Graney  
Candice Grayson\*\*  
Brandy Greenhill  
Amy Groszbach  
Danelle Guillory\*  
Caridad Ivis Gutierrez\*\*  
Rachael Hagerman  
Kara Hansen-Suchy  
Frankie Harris-Lyne  
Elizabeth Hart\*  
Min He  
Rochelle Helminski  
Ericka Hendrix  
Audrey Hentzen\*\*  
Aaron Herrera\*  
Candy Hill  
Michelle Hill\*\*  
Colleen Hinrichsen\*  
Lisa Hochstein\*\*  
Karen Honeycutt\*\*  
Nicholas Hoo-Fatt\*  
Peter Hu  
Jennifer Hubbard

# 2025 Volunteers

Marnie Imhoff*	Jacen Moore	Casey Schroeder
Phyllis Ingham**	Lacy Moss	Shawna Schuler
Jeanne Isabel**	Michelle Moy**	Lisa Shave
Valerie Jalicke	Terri Murphy-Sanchez	Rebecca Silva
Michelle Johnson**	Leah Narans*	Yasmen Simonian
Shelby Johnson	Michelle Naylor	Carla Simpson*
Floyd Josephat	Michelle Nelsen	Rebecca Smith
Maddie Josephs	Jennifer Nicoloro	Brooke Solberg*
Elizabeth Karnisky	Tiffany Niemann	Susan Stalewski**
Ethan Kentzel**	Jeanette Norris	Jamie Stypinski
Kelly Klein-Wallace	April Brittany Orange	Wendy Sweatt
Jennifer Knight**	Melmar Ordinario**	Teresa Taff
Kerwin Kolheffer	Phyllis Pacifico	Dale Telgenhoff**
Terry Kotrla**	Lynnett Paneitz	Joseph Thomas
Sona Kumar	Evelyn Paxton	Stephanie Tieso*
Amber Kumpfmiller*	Erin Peper	Maria Torres**
Martha Lake	Jamie Pert**	Dawn Tripolino
Stacie Lansink	Kristen Pesavento	Mari Volk**
Jessica Lasiter	Sally Pestana	Niti Vyas*
Nadine Lerret	Alisa Petree	Yin Wang*
Rebecca Lewellyn-Beckmann	Gloria Preza	Dawn Warren
Lisa Lock**	Rebecca Radabaugh**	Michael Weitzel**
Max Joseph Louzon	Beth Rawson	Betty White
Cyndee Lowe	Adrienne Reaves**	Melissa White
Shepherd Maingano	Deanna Reinacher**	Dana Wiley*
Jimi March Mistler**	Karen Reiner**	Reannon Wilkerson
Mary Mattes**	Carol Rentas	Renee Wilkins**
Kristy Matulevich	Cherika Robertson*	Dawn Williamson*
Toysha Mayer	Amee Rosales**	Darius Wilson**
Carol McCoy	Erin Rumpke	Taiquanda Winbush**
Terri McElhattan	Sallie Ruskoski	Becky Woodford*
Sharon McGoldrick	Duncan Samo**	Jason Yuhas
Vera Lucia Mendes-Kramer	Cecile Sanders**	Barbara Zingale**
Rita Miller**	Jerry Santiago**	
Cassandra Miller	Matthew Schoell**	

# Statement of Financial Position

## June 30, 2025

### ASSETS

CURRENT ASSETS:	
Cash and Cash Equivalents	286,691
Accounts Receivable (Less Allowance \$14,535)	64,962
Investments at Fair Market Value	3,156,178
Prepaid Insurance, Expenses and Deposits	<u>130,174</u>
TOTAL CURRENT ASSETS	<u>\$ 3,638,005</u>
OTHER ASSETS:	
Property and Equipment (Net of Accumulated Depreciation)	<u>147,401</u>
TOTAL OTHER ASSETS	<u>\$ 147,401</u>
TOTAL ASSETS	<u>\$ 3,785,406</u>

### LIABILITIES AND NET ASSETS

CURRENT LIABILITIES:	
Accounts Payable	36,354
Accrued Payroll	74,617
Accrued and Withheld Payroll Taxes	1,885
Deferred Revenue	<u>37,075</u>
TOTAL LIABILITIES	<u>\$ 149,931</u>
NET ASSETS:	
Unrestricted	<u>3,635,475</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 3,785,406</u>

# 2025 NAACLS News Highlights

## [NAACLS Advocacy Series](#)

Let your administration clearly see the additional benefits to students and the program. Emphasize that certain initiatives currently neglected can be accomplished with additional faculty.

## [NAACLS Hidden Treasure: Are You Using It?](#)

As a former discipline lead for MLT, I've had the pleasure of addressing a wide range of questions over the past six months from fellow program directors, administrators and even students. From clarifying the role of a site program coordinator to navigating the intricacies of certification pass rates, the questions have covered many of the accreditation Standards.

This article is not just a list of questions and answers; it's a reflection of the dedication and commitment we have to our students, our peers, and the field. By reading through this material, I hope you'll gain a better understanding of how accreditation Standards provide a framework for your program and the high standards we uphold.

## [President's Report: Transformation](#)

As I reflect on my second year serving as President of the NAACLS Board for the 2024–2025 term, I am filled with a profound sense of gratitude, responsibility, and respect. This year has been shaped by milestones of great significance and initiatives that continue to support the advancement of laboratory professionals and reinforce the essential role of interprofessional collaboration in modern healthcare.

## [From Where We Sit: AI's Role in Clinical Laboratory Education and Accreditation](#)

AI is reshaping how clinical laboratory students learn, offering adaptive learning platforms, virtual simulations, and real-time data analysis tools. These technologies provide students with personalized learning experiences, helping them grasp complex diagnostic concepts with unprecedented clarity. AI-powered simulations allow students to practice laboratory techniques, analyze case studies, and receive instant feedback—enhancing their readiness for real-world scenarios.

## [President's Report: A Community of Peers](#)

I experienced this nurturing approach to accreditation as a new MLT program director. I was quite anxious and apprehensive about my initial site visit. My colleagues who site-visited the program were professional and seriously completed their review. Additionally, they shared helpful insights and gave me the opportunity to provide missing documentation to avoid “areas of concern” in their report. This positive experience and encouraging approach, shared years ago by my peers, has influenced my view of and support for the NAACLS accreditation process.

## [CEO'S Corner: Findings from the 2024 Annual Survey](#)

Every fall, NAACLS distributes its Annual Survey of Programs to all program directors of NAACLS-accredited programs. This survey is an essential component of upholding our accreditation standards, and its completion is required for accreditation.

# 2025 NAACLS News Highlights (cont'd)

Over the past several years, the survey's scope has expanded to capture data that reflects evolving trends and emerging needs within the laboratory community, helping support and grow your programs. In addition to program outcomes, we now track flexible learning formats such as evening, weekend, online, and asynchronous offerings, as well as shifts in program resources. This year's survey also includes insights into applicant pools with student vacancies across disciplines, offering a more detailed picture of the workforce landscape. These additions enrich our understanding of the field and strengthen our ability to respond to workforce challenges.

## [Reflecting on 2025: A New Look](#)

The year 2025 brings exciting changes we are proud to share with the NAACLS Community. At the end of 2024, a conversation with a volunteer sparks the first of many NAACLS News advocacy articles throughout 2025.

### Congratulations to NAACLS' 2025 Distinguished Service Award and President's Award Recipients

At its Awards Dinner held on September 25, 2025, two outstanding NAACLS volunteers were recognized.

Ms. Terry Taff was recognized as the third recipient of the Distinguished Service Award. Throughout her service with NAACLS, Ms. Taff has volunteered as a self-study reviewer, site visitor, workshop presenter, and review committee member, ultimately elected as chair. Ms. Taff is known for her passionate mentorship and advocacy for hospital based programs.

Mr. Brian Andrew was recognized as the first recipient of the President's Award. A healthcare lawyer by training, Mr. Andrew served on the Board of Directors from 2005 to 2013. Since 2013, he has continued to serve on task forces and provide valuable advice as needed. In addition to his service to NAACLS, Mr. Andrew has served on the board of eight separate accrediting organizations.



Past President Robert Cottrell and CEO Marisa James pose with Ms. Terry Taff, Distinguished Service Award Recipient (L) and Mr. Brian Andrew, President's Award Recipient (R), September 25, 2025  
Photo credits: Kevin Goddard Photography

# Strategic Plan Update

By Mark Spence, Director of Strategic Initiatives

The NAACLS Board of Directors approved the current strategic plan at their April 2021 meeting. The strategic plan is a way to create and maintain organizational momentum by:

- Identifying organizational priority targets.
- Setting goals to meet those targets.
- Creating a task-oriented pathway to achieve all goals.

The NAACLS Strategic Plan is a living document. Based on staff recommendations to the board, parts of the strategic plan may be altered, re-prioritized, or retired. The NAACLS Board of Directors Executive Committee thoroughly reviews the entire strategic plan every five years to ensure relevance. The NAACLS Executive Committee last reviewed the plan in 2024.

The plan targets the six following areas:

- Promote program excellence and innovation.
- Promote and market the value of NAACLS Accreditation.
- Maintain and improve quality education services.
- Support and enhance the professional development of staff, volunteers, and program directors.
- Maintain a stable financial position to achieve the NAACLS mission.
- Promote Inclusion, Diversity, Equity, and Access (IDEA).

Through the diligent efforts of our volunteers, the strategic plan is almost halfway complete. Some examples of recent initiatives that were part of the strategic plan include:

**New Website:** The revamp of the NAACLS Website represented multiple tasks identified by the board of directors. The board singled out developing more information for students, including a more robust program search mechanism, as a priority in the strategic plan. In addition to the student content, advocacy materials were added for struggling programs.

**Add Workshops:** In June 2025, NAACLS held a comprehensive, all-day virtual workshop. This virtual June workshop will become part of the regular workshop rotation in the future. The addition of this workshop brings the total to three, with full-day workshops in November and June and a half-day workshop in conjunction with the ASCLS Clinical Laboratory Educators Conference.

**Publish Annual Survey Data in NAACLS News:** For the past three years, NAACLS has featured a more in-depth review and analysis of the data collected in NAACLS News.

The strategic plan is a living document that allows for adapting the tasks, goals, and targets to keep up with a rapidly changing landscape of laboratory science education. Instead of using “due dates” in the plan, the board opted to include projected start dates instead. This flexibility allows staff to progress through the plan at a reasonable pace without overburdening the organization or diverting focus from its mission to assure quality. With that in mind, here are some goals of the plan which may be on the horizon:

- New Program Director Orientation
- Review of Volunteer Evaluation Processes
- Submission of the CHEA Interim Report

Thank you to all the volunteers who have developed the strategic plan and put it into action. We are excited to continue working on the tasks and reaching more targets in 2026.

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# RCAP

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(L-R): Dale Telgenhoff, PARC Member; Rita Miller, PARC Member, and Dawn Tripolino, RCAP Member.



(L-R): Hassan Aziz, DRC Member; Brandy Greenhill, RCAP Member; Patricia Boyer, RCAP Member, and Danielle Stroughton-Duncan, DRC Member.



(L-R): Sally Pestana, Past PARC Chair and Member, and Erin Peper, PARC Member.



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(L-R): Robert Cottrell, President 2023-2025; Brooke Solberg, New BOD Member, Jed Doxtater, New BOD Member, and Marisa James, CEO.



(L-R): Elaina Bleifield, BOD Member, and Nadine Lerrett, DRC Chair.

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NAACLS Annual Report #46 is published by the  
National Accrediting Agency for Clinical Laboratory Sciences  
5600 N. River Road, Suite 720  
Rosemont, Illinois 60018  
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