



NAACLS



2024

**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 2024 Annual Report reflects dates 1/1/24 to 12/31/24.



A Message From the President

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

Greetings,

As we navigate the evolving complexities of healthcare and medical education, I want to express my profound gratitude for your unwavering dedication and remarkable contributions to the field of laboratory medicine. Your collective efforts as program directors, educational specialists, clinical liaisons, faculty members, and NAACLS Volunteers have been instrumental in shaping the future of our profession.

Your leadership, expertise, and volunteerism are the cornerstones of progress within the NAACLS organization. The time and effort you invest in advancing laboratory medicine not only enriches the academic journey for our students but also ripple outward, enhancing patient care and the healthcare community at large. The commitment you demonstrate toward fostering innovation, critical thinking, and compassion in our programs ensures that we continue to develop professionals who make meaningful contributions to the global healthcare system.

At NAACLS, we deeply value the role volunteers play in driving our shared mission. Your dedication has been, and continues to be, a guiding light for our organization. Equally important is our commitment to supporting and encouraging new individuals to step forward and volunteer. By fostering a culture of mentorship and inclusivity, we strengthen our community and ensure that the next generation of laboratory medicine professionals is poised to lead with excellence.

We are also proud of our growing international community. Your efforts extend beyond geographic boundaries, underscoring the universal importance of laboratory medicine. Together, we are building a global network of skilled, compassionate, and visionary professionals who are united in their dedication to improving healthcare outcomes worldwide.

As we reflect on the progress we have made, let us remain steadfast in our commitment to growth, collaboration, and innovation. I encourage each of you to continue nurturing emerging talent, inspiring others to volunteer, and championing the value of laboratory medicine.

Thank you for your invaluable contributions and for embodying the spirit of service and excellence that defines our profession. Your impact is both profound and enduring, and we are truly grateful for all that you do.



CEO's Corner

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

The 2024 NAACLS Annual Report debuts a revitalized look, featuring our new logo, modernized color palette, and updated design elements. This refreshed branding will be reflected across all official documents, including the newly updated Standards and associated core materials.

I am proud to highlight the dedication of our NAACLS Volunteers and Staff in developing new Standards that address the diverse needs of laboratory science programs both domestically and internationally.

I hope this summary of our 2024 activities and accomplishments reassures you of NAACLS' steadfast commitment to advancing the quality of laboratory education through innovation, collaboration, and excellence.

*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



Special thank you to our Participating Organizations



Board of Directors



Above from l-r: Abiodun Akinwuntan; Jun Gu; Elaina Bleifield; Christie L. Massen; Karen A. Brown; Susanne Norris Zanto; Nathan Johnson; Kimberly Sanford; Robert Cottrell; Joel Shilling; Nathan Marik, and Maribeth L. Flaws. Not pictured: Jerry Santiago.
Photo credits: Photos by Guillaume; September 2024; Park City, Utah.

Review Committee Chairs and Vice Chairs

Review Committee for Accredited Programs (RCAP)

Chair

Charity E. Accurso, PhD,
MLS(ASCP)^{CM}

Vice Chair

Jennifer Knight, MHS, MLS(ASCP)^{CM}

Programs Approval Review Committee (PARC)

Chair

Phyllis Ingham, EdD, MED, MLM
MLS(ASCP)^{CM}

Vice Chair

Candice Grayson, MS, MA
MLS(ASCP)^{CM}

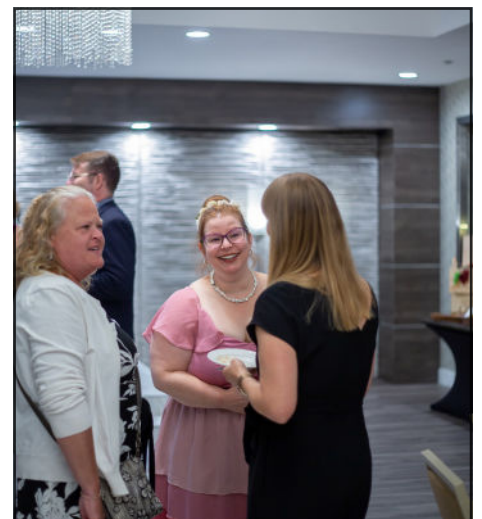
Doctoral Review Committee (DRC)

Chair

Nadine Lerret, PhD, MLS(ASCP)^{CM}

Vice Chair

Janelle M. Chiasera, PhD,
MLS(ASCP)



Photos from NAACLS Review Committee Meetings, July 2024 in Reno, NV: Left (l-r): Mary Mattes; Sally Pestana, and Michelle Costas. Middle (l-r): Charity Accurso; Andrea Gordon, and Keri Brophy-Martinez. Right (l-r): Maribeth L. Flaws; S. Renee Hodgkins, and Nadine Lerrett. Photo credits: Alison Shane Photography.

2024 Educational Offerings

Workshops

Mastering the Art of the Site Visit

February 22, 2024, 7:00am - 12:00pm PT

In concurrence with Clinical Laboratory Educators Conference (CLEC) in Las Vegas, NV

Presenters: Phyllis Ingham, EdD, MEd, MLS(ASCP)^{CM}, AHI(AMT)
Eric Elsinghorst, MPH, PhD, MLS(ASCP)^{CM}, MB^{CM}

Charting the Course: Navigating the NAACLS 2012 and 2024 Standards for Success

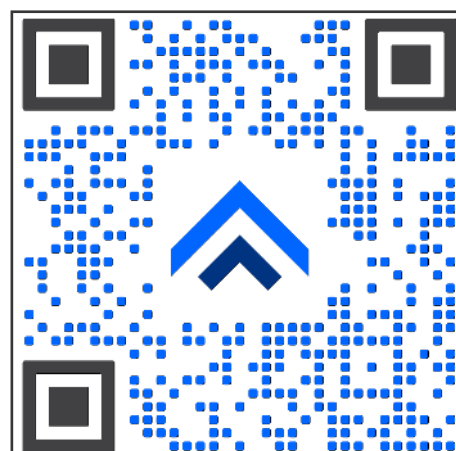
November 7, 2024, 7:00am - 4:00pm CT

Chicago, IL

Presenters: Phyllis Ingham, EdD, MEd, MLS(ASCP)^{CM}, AHI(AMT)
Eric Elsinghorst, MPH, PhD, MLS(ASCP)^{CM}, MB^{CM}

Dr. NAACLS

<u>Month</u>	<u>Topic</u>	<u>Speaker</u>
January	Innovation Results from the 2023 Survey of Programs	Karen A. Brown
March	Interim Reports	Jimi March Mistler
May	Standard II	Candice Grayson
June	April Board Update	Robert Cottrell
November	September Board Update	Robert Cottrell
December	Documents	Jennifer Knight



Scan to view Dr. NAACLS online or visit: <https://www.youtube.com/playlist?list=PLG3w9vu8fHT1mltQY31Fs7G7fmzWYKTPS>



Left: Eric Elsinghorst and Phyllis Ingham speak at the NAACLS Workshop held on February 22, 2024, in concurrence with CLEC, in Las Vegas, Nevada.

Above: Nathan Johnson, NAACLS Board Treasurer, and Keri Brophy-Martinez, Past Chair, NAACLS Programs Accreditation Review Committee (PARC), at CLEC 2024 in Las Vegas, Nevada.

Photo credits: ASCLS

NAACLS Programs by State

STATE	MLS	MLT	HT	HTL	PBT	CG	PATH A	MLA	DMS	DCLS	TOTAL
AK	1	1	--	--	--	--	--	--	--	--	2
AL	3	7	1	--	--	--	--	--	--	--	11
AR	3	5	--	--	2	--	--	--	--	--	10
AZ	2	4	1	--	--	--	--	--	--	--	7
CA	15	7	3	--	--	1	1	--	--	--	27
CO	3	4	--	--	1	--	--	--	--	--	8
CT	4	1	--	--	--	--	1	--	1	--	7
DC	1	--	--	--	--	--	--	--	--	--	1
DE	1	1	1	--	--	--	--	--	--	--	3
FL	15	10	5	2	--	--	--	--	1	--	33
GA	6	12	1	--	1	--	--	--	--	--	20
HI	1	1	--	--	1	--	--	--	--	--	3
IA	4	5	--	--	1	--	--	1	--	--	11
ID	1	1	--	--	--	--	--	--	--	--	2
IL	10	11	2	--	5	--	1	--	--	--	29
IN	8	4	1	--	2	--	--	--	--	--	15
KS	2	4	--	--	--	--	--	--	1	--	7
KY	5	7	--	--	--	--	--	--	--	--	12
LA	10	6	--	--	5	--	1	--	--	--	22
MA	5	5	--	--	--	--	--	1	--	--	11
MD	5	6	3	--	--	--	1	1	--	--	16
ME	1	1	--	--	--	--	--	--	--	--	2
MI	13	1	2	1	1	--	1	--	--	--	19
MN	5	11	2	--	3	--	--	--	--	--	21
MO	9	3	--	--	--	--	--	--	--	--	12
MS	4	6	--	1	--	--	--	--	1	--	12
MT	1	1	--	--	--	--	--	--	--	--	2
NC	4	16	2	1	5	--	1	--	--	--	29
ND	3	2	1	--	1	--	--	--	--	--	7
NE	2	4	--	--	1	--	--	--	--	--	7
NH	2	1	--	--	--	--	--	--	--	--	3
NJ	5	2	1	--	--	--	--	--	--	1	9
NM	1	3	--	--	--	--	--	--	--	--	4
NV	1	1	--	--	--	--	--	--	--	--	2
NY	17	7	1	--	1	--	1	--	1	--	28
OH	12	15	2	--	7	--	1	1	--	1	39
OK	5	5	--	--	1	--	--	--	--	--	11
OR	1	2	--	--	--	--	--	--	--	--	3
PA	16	8	4	1	4	--	1	--	--	--	34
PR	5	--	--	--	--	--	--	--	--	--	5
RI	2	2	1	--	--	--	--	--	--	--	5
SC	3	8	--	--	--	--	1	--	--	--	12
SD	2	3	--	--	1	--	--	--	--	--	6
TN	7	8	--	1	2	--	1	--	1	--	20
TX	15	20	6	1	2	1	1	--	3	1	50
UT	4	2	--	--	--	--	--	--	--	--	6
VA	7	8	1	3	1	--	1	--	--	--	21
VT	1	--	--	--	--	--	--	--	--	--	1
WA	3	3	1	--	--	--	--	--	--	--	7
WI	9	11	1	--	3	--	1	--	--	--	25
WV	3	5	--	1	--	--	1	--	--	--	10
WY	1	1	--	--	--	--	--	--	--	--	2
Qatar	1	--	--	--	--	--	--	--	--	--	1
Canada	--	--	--	--	--	--	5	--	--	--	5
TOTAL	269	232	42	12	48	2	21	4	9	3	642

Only disciplines that have accredited programs are listed.

Board of Directors' Actions

Accredited Programs

Program Level	Initial	Continuing	Probation	Transfer of Sponsorship	Withdrawn	Interim Report	Progress Report
MLS	3	10	--	--	--	32	5
MLT	--	10	1	--	2	30	11
HT	--	--	1	--	--	4	3
HTL	1	--	--	--	--	1	--
PBT	2	14	--	--	2	--	6
CG	--	--	--	--	--	--	--
PATH A	--	3	--	1	3	--	4
MLA	1	--	--	--	--	--	1
DMS	--	--	--	--	--	2	1
DCLS	--	--	--	--	--	--	--
TOTAL	7	37	2	1	7	69	31

NAACLS Volunteer Sign Up

Are you new to volunteering with NAACLS, or interested in getting more involved? Perhaps you've volunteered before but haven't heard from us in a while? We'd love to have you back! Please take a moment to sign up on our updated volunteer list to help us keep our records current. As of February 2024, we have retired our old list, and the new sign-up QR code below includes updates to our mentorship requirements. If you're not already serving as a mentor, we encourage you to review the new criteria and consider this rewarding role. We look forward to your continued involvement. You may also visit: <https://survey.alchemer.com/s3/7682807/NAACLS-Volunteer-Information-srsrvip>



2024 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 2024.

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

Karen Apolloni

Marcia Armstrong

Maria Artiles*

Rita Austin

Hassan Aziz

Angela Baxter

Leigh Belair

Angela Bell

Stephanie Blackburn

Patricia Boyer

Donna Broderick**

Jennifer Brown*

Karen Brown

Carrie Carlson

Tammy Carter

Linda Collins

Susan Conforti

Lucille Contois**

Janice Conway

Sandra Cook

Leslie Cooper**

Janet Cooper

Nattasha Counta

Cliff Cymrot

Mari-Kaptain Dahlen*

Siddra Dar

Sandra Docter*

Veronica Dominguez

Meghan Dorrell*

Asante Duncan*

Darryl Duncan

Brian Edwards*

Kasey Edwardson*

Patricia Ellinger**

Eric Elsinghorst

Kassandra Erickson*

Muneeza Esani

Kimberly Feaster*

Jennifer Fendinger

Susan Ferency

Kellee Fields*

Marcia Firmani

Laura Flaniken

Maribeth Flaws

Aimee Flynn

Ramona Fox**

Deborah Fox

Vicki Freeman**

Karen Gatewood

Cheryl Germain

Elizabeth Gockel-Blessing

Daniel Gonzalez

Nancy Goodyear

Andrea Gordon

Diane Graber

Tracey Graney

Candice Grayson**

Brandy Greenhill

2024 Volunteers

Rachael Hagerman	Marcela Lizarraga	Karen Reiner
Colleen Halupa	Lisa Lock**	Carol Rentas
Nathaniel Harden	Shepherd Maingano	Amee Rosales
Frankie Harris-Lyne	Jimi March-Mistler**	Sallie Ruskoski
Min He	Mary Mattes**	Duncan Samo**
Rochelle Helminski	Kristy Matulevich	Cecile Sanders**
Michelle Hill**	Toysha Mayer	Jerry Santiago
Candy Hill	Michael McDonald**	Matthew Schoell*
Lisa Hochstein**	Carol McCoy	Melissa Shaffer
S. Renee Hodgkins	Allegra McMillen	Jean Sparks
Karen Honeycutt	Rita Miller**	Susan Stalewski*
Peter Hu	Cassandra Miller	Anh Strow
Phyllis Ingham	Jacen Moore	Jamie Stypinski*
Jeanne Isabel**	Lacy Moss*	Wendy Sweatt
Valerie Jalicke*	Terri Murphy-Sanchez	Dale Telgenhoff**
Michelle Johnson	Marguerite Neita**	Joseph Thomas
Floyd Josephat	April Nelsen	Patricia Tille**
Maddie Josephs	Jennifer Nicoloro*	Alicia Triplett
Elizabeth Karnisky*	Jeanette Norris*	Mari Volk**
Rita Kealy	Jude Okoyeh	Rana Walley
Patricia Kelly	April Brittany Orange	Chasity (Dawn) Warren
Ethan Kentzel	Melmar Ordinario**	Dawn Warren*
Kathleen Kenwright**	Lynnett Paneitz	Hallee Waye
Jennifer Knight**	Jamie Pert**	Michael Weitzel
Kerwin Kolheffer	Kristen Pesavento	Nanette West
Terry Kotrla	Sally Pestana	Reannon Wilkerson
Traci Kraus	Gloria Preza	Phaedra Williams**
Sona Kumar	Rebecca Radabaugh	Darius Wilson**
Martha Lake	Deanna Reinacher	Carrie Wimsatt
Michelle Lampley*	Adrienne Reaves**	Taiquanda Winbush**
	Deanna Reinacher**	Barbara Zingale

Statements of Financial Position

June 30, 2024

ASSETS	
CURRENT ASSETS:	
Cash and Cash Equivalents	\$ 295,848
Accounts Receivable (Less Allowance \$1,800)	160,110
Investments at Fair Market Value	2,879,915
Prepaid Insurance, Expenses and Deposits	<u>114,757</u>
TOTAL CURRENT ASSETS	<u>3,450,630</u>
OTHER ASSETS:	
Property and Equipment (Net of Accumulated Depreciation)	<u>63,664</u>
TOTAL OTHER ASSETS	<u>63,664</u>
TOTAL ASSETS	<u>\$ 3,514,294</u>
LIABILITIES AND NET ASSETS	
CURRENT LIABILITIES:	
Accounts Payable	\$61,670
Accrued Payroll	70,994
Accrued and Withheld Payroll Taxes	(2,960)
Deferred Revenue	<u>136,944</u>
TOTAL LIABILITIES	<u>266,918</u>
NET ASSETS:	
Unrestricted	<u>3,247,377</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 3,514,294</u>

ICYMI 2024 NAACLS News Articles

By Mark Spence, Director of Strategic Initiatives

[CEO'S Corner: Findings from the 2023 Annual Survey](#)

Each fall, the NAACLS Annual Survey of Programs is sent to all program directors of NAACLS accredited programs, serving as a vital tool for maintaining our high accreditation standards. Submission of the completed survey is required annually according to NAACLS Standards. Last year, we introduced several new questions, and we appreciate your patience and efforts in answering them. We are excited to share fresh observations and hope you find the data valuable.

As the laboratory workforce shortage intensifies, sharing key insights with the community becomes more critical than ever. This includes the number of NAACLS accredited programs and graduates, certification examination pass rates, graduation rates, and job placement rates. Additionally, we are tracking trends in program resources, program director turnover, and the growing number of programs pursuing initial accreditation. This year, we have introduced new data on applicants and vacancies by discipline, offering a deeper look into the state of the laboratory field. This new data is a significant addition to the survey, providing a more comprehensive understanding of the current state of the field.

[Distinguished Service Award Recipient and Outgoing Board of Directors Members Recognized](#)

The NAACLS Board of Directors was privileged to announce Cecile Sanders as this year's DSA recipient, in recognition of her remarkable contributions to our organization and clinical laboratory sciences education. Cecile's record of nearly 300 self-study reviews and site visits is unmatched. Her dedication to advancing accreditation and raising program standards reflects her exceptional commitment to excellence. This award, presented only for the second time in our history, is a fitting tribute to her integrity, influence, and lasting legacy.

[Reflecting on 2024: Raising the Standard for Growth](#)

Advocacy efforts remain a cornerstone of our achievements in 2024. For the second consecutive year, we partnered with the COLA Workforce Action Alliance (WAA), reinforcing our dedication to addressing critical workforce challenges, including staff shortages. As a featured speaker at the WAA, we shared insights from our 2023 annual survey of programs, providing program officials with a practical resource to drive meaningful organization changes. We have committed to reporting NAACLS Annual Survey data each year at the WAA Summit. You can explore the findings here: [\(https://naacclsnews.org/2024/09/23/ceos-corner-findings-from-the-2023-annual-survey/\)](https://naacclsnews.org/2024/09/23/ceos-corner-findings-from-the-2023-annual-survey/).

Our collaborative work with the Medical Public Health Laboratory Workforce Partnership continues to expand. Through this coalition, NAACLS partnered with the American Society for Clinical Pathology (ASCP), ASCP Board of Certification, and the American Society for Clinical Laboratory Science (ASCLS) to develop a step-by-step guide for educational programs who wish to adopt the Medical Laboratory Science nomenclature. This resource, titled MLS Name Change for Programs, is now available at: <https://www.mphlcoalition.org/>

NAACLS to Unveil a Fresh New Look

2024 has been a time of significant change for NAACLS. Over the past year, we drafted new Standards, incorporated feedback, revised them further, and received full approval in September. In addition to the Standards development, our Staff engaged with branding experts who bring extensive experience in post-secondary education and healthcare to develop a new NAACLS brand. These consultants dove deep into our history, connected with our organizational peers, and gained a unique understanding of the NAACLS culture through interviews with current and former board members, review committee members, and external stakeholders.

The insights from those interviews, combined with the NAACLS mission, vision, values, and newly approved Standards, has helped inform a way of thinking about why NAACLS exists—to continually raise the standard to fuel positive health outcomes and advance laboratory science around the world.

To achieve this vision, NAACLS must rely on core pillars established by our volunteers over the past 50 years: our reputation as the gold standard in laboratory education accreditation, our willingness to adapt and evolve to drive educational innovation, an accreditation process that is both uplifting and supportive, and our fierce belief in the unmatched potential that emerges when volunteers from diverse laboratory disciplines unite their passion and expertise.

NAACLS emphasizes these foundational pillars as we continue to engage with our volunteers and develop new ways to bring more perspectives and expertise into the NAACLS Community.

In addition to a renewed message, our new NAACLS Logo symbolizes where we have been while charting a course for our organization's future. Composed of two nested arrows, the logo represents several key ideas: 1) continued upward momentum, honoring our 50 years of history while focusing on the next 50 years and beyond; 2) the partnerships between NAACLS, our volunteer network, and our programs, as well as our professional partners, and 3) an abstraction of the two adjoining A's in our name, standing for the heart of our offer as an accrediting agency.

Color-wise, the logo continues to carry through the blue from our previous two logos. The navy blue acknowledges the tradition and history that set the foundation of NAACLS, while the brighter electric blue conveys the excitement of the organization's continued growth and momentum.

Thank you to all the volunteers who played a critical role in establishing the foundation of excellence that NAACLS currently enjoys. We are eager to build on that foundation as we embark on the next chapter.



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-orientated 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 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 NAACLS mission.
- Promote Inclusion, Diversity, Equity, and Access (IDEA).

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

- **Clarify the "Approval" Process:** As many of you know, until 2022, Phlebotomy (PBT) and Medical Laboratory Assistant (MLA) programs had a distinct quality assurance review process and were considered "NAACLS Approved." Approval was not a term widely used in accreditation and, therefore, created confusion among the public. Based on these and other factors, NAACLS retired the approval process and transitioned all MLA and PBT programs to the accreditation review process.
- **Standard and Standard-Related Document Revision:** A thorough review of the 2012 Standards, resulting in the 2024 Standards, was identified in the strategic plan. Additionally, all the accompanying documents supporting the change were part of the plan. Those supporting documents are still in development.
- **Revamped International Task Force:** The NAACLS International Task Force membership was refreshed and expanded. The task force has met regularly, so NAACLS continues to fulfill its mission's "international" component.
- **Expanded Liaison Activities:** The strategic plan includes an expanded presence at select meetings to develop relationships and provide support to key stakeholders. Since the approval of the plan, NAACLS Volunteers and Staff have increased their attendance at CLEC, annual meetings of professional organizations, governmental affairs conferences, and international forums.
- **Re-Brand:** The new NAACLS Logo and branding are also part of the plan. An explanation of what went into the branding development is available in the 2024 NAACLS Annual Report.

The strategic plan is a living document that includes the opportunity to adapt the tasks, goals and targets of the plan in order 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 allows staff to progress through the plan at a reasonable pace, without overburdening the organization, and drawing focus from its mission of assuring quality. With that in mind, here are some goals of the plan which may be on the horizon:

- New website.
- Program advocacy development.
- Volunteer training.

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 2025.

Board of Directors

Robert Cottrell, MHS, PA(ASCP)^{CM}
President
AAPA Representative

Karen A. Brown, MS, M(ASCP),
MLS(ASCP)^{CM}
President Elect
ASCP Representative

Susanne Norris Zanto, MPH,
MLS(ASCP)^{CM}, SM
Secretary
ASCLS Representative

Nathan H. Johnson, PhD, DLM(AS-
CP), MASCP, MLS(ASCP), SC, SLS,
CC(NRCC)
Treasurer
ASCP Representative

Elaina Bleifield, PhD
Member at Large
Two Year Educator

Maribeth L. Flaws, PhD,
MLS(ASCP)^{CM}, SM(ASCP)SI
Past President
ASCLS Representative

Christie L Massen, PhD, MS,
MLS(ASCP)^{CM}
ASCLS Representative

Kimberly Sanford, MD, MASCP,
MLS(ASCP)
ASCP Representative

Jun Gu, MD, PhD, CG(ASCP)^{CM}
AGT Representative

Jerry Santiago, PhD, HTL(ASCP)
QIHC
NSH Representative

Abiodun Akinwuntan, PhD, MPH,
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Four Year Educator

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Left: President Robert Cottrell. Right (l-r): Elaina Bleifield; Karen A. Brown; Susanne Norris Zanto, and Robert Cottrell. NAACLS Awards Dinner Reception, September 2024, Park City, UT. Photo credits: Photos by Guillaume.

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Above (l-r): Russell Hill; Michelle Hill; Terri McElhattan; Andrea Gordon; Reyes Vigo; Maria Torres Pillot; Janelle Chiasera, and Marilyn McCain, featured at the Awards Dinner on July 18, 2024, in Reno, Nevada.

Above Right: April Orange; Taiquanda Winbush, and Ethan Kentzel share laughs with other review committee members during the dinner.

Right (l-r): Candice Grayson; William Ahlfeld, and Amy Groszbach.

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Above (l-r): Jimi March Mistler and Jeanne Isabel.



Above (l-r): Ethan Kentzel; Phyllis Ingham, and Maribeth L. Flaws.



Above (l-r): Mary Mattes; Sally Pestana, and Michelle Costas.

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DRC

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Featured above facing (l-r): Ramona Fox; S Renee Hodgkins; Christen Diel, and Cristian Lozano.

Photo credit: Alison Shane Photography

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Featured above (l-r): Russell DeCaluwe, Julie Braglia, Jennifer Loyo, Elizabeth Swartz, Michele Giannosa, Marisa James, CEO, Jessica Jasso, Mark Spence, Stefanie Troxell, and Megan Eggert.

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NAACLS Annual Report #45 is published by the
National Accrediting Agency for Clinical Laboratory Sciences
5600 N. River Road, Suite 720
Rosemont, Illinois 60018
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