



ASCP BOARD OF
CERTIFICATION

Newsletter

November 2024

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Our mission is to provide
excellence in certification
of laboratory professionals on
behalf of patients worldwide.

Our vision is to be
the **gold standard in**
global certification for all
laboratory professionals.



BOG CHAIR'S MESSAGE:

What ASCP BOC Credentialing Means to Me

**Vicki Freeman, PhD, MASCP,
MLS(ASCP)^{CM}SC^{CM}, FADLM**

On September 7th and 8th, the ASCP Board of Certification (BOC) Board of Governors (BOG) convened in Chicago, IL. During this meeting, we had the pleasure of recognizing individuals who have made outstanding contributions to the BOC. We were proud to present BOC Distinguished Service Awards to Susan Johnson, MSTM, MLS(ASCP)SBB^{CM}, and Tyler Anderson, DPT(ASCP)^{CM}. Their dedication and achievements were celebrated with great joy.

As we marked these honors, we also said farewell to three esteemed members who completed their tenure on the BOG: Thomas Alexander, PhD, D(ABMLI); J.R. Constance, MLS(ASCP)^{CM}; and Sue Graham, MS,

MLS(ASCP)SH^{CM}. Their remarkable and substantial service to the ASCP BOC and the BOG has been invaluable. It is always a bittersweet moment to celebrate their achievements while acknowledging their departure.

We are excited to welcome new members Bruce Greig, MLS(ASCP)SCYM^{CM}, and Kimberly (Kim) Von Ahsen, MHA, MLS(ASCP)SLS^{CM}, to the BOG. We look forward to their contributions and the fresh perspectives they will bring.

Additionally, we want to extend our gratitude to the BOC Team, whose tireless efforts with the leadership of our Executive Director, Amy Spiczka, DHSc, MS, HTL(ASCP)^{CM}SCT, MB^{CM}, CPHQ, ensures effective outcomes from the BOC. Their hard work is integral to the success of our organization.

I'd like to take this opportunity to highlight an area of the BOC governance structure, the International Credentialing Committee. This committee plays an important role in the global recognition of medical laboratory professionals. This committee is led by Catherine Gebhart, PhD, MB(ASCP)^{CM}, with valuable support from BOC team member Jennifer Young, CT(ASCP)^{CM}.

A common question that arises is: "Why do individuals outside of the U.S. seek credentialing through the ASCP BOC?" Insights from recent discussions and panel events, such as those held at the Fall ASCP Annual Meeting, have shed light on this. Medical laboratory professionals around the globe increasingly pursue an ASCPⁱ or ASCP credential because it can significantly enhance their job prospects, lead to higher salaries, and improve overall career satisfaction in their home countries and around the globe.

Currently, nearly 28,000 individuals hold one or more of the 21 ASCPⁱ credentials in 119 nations around the globe. This widespread adoption underscores the value and impact of ASCPⁱ credentials in keeping patients safe, while advancing careers and supporting professional development internationally.

Below are some key points that clarify some similarities and differences between ASCPⁱ and ASCP credentials:

1. BOC's ASCPⁱ and ASCP Eligibility:

- No matter where one was educated, trained, or is currently living, the choice between ASCPⁱ and ASCP certification is based on the eligibility requirements.
- Applicants must be able to verify their educational background, training, and/or experience.
- Education obtained outside of the U.S. and Canada may meet ASCPⁱ eligibility requirements but may also meet ASCP requirements if an acceptable transcript evaluation is submitted showing U.S. degree equivalency.
- Clinical experience must be obtained at a laboratory that meets the definition of an acceptable laboratory, which is different for ASCPⁱ and ASCP eligibilities.

2. Examination Content: The examination content for all ASCPⁱ and ASCP certifications is the same, reflecting standards of knowledge, skills, and practice in the field.

3. Transitioning from an MLS(ASCPⁱ) to MLS(ASCP) Credential:

- Some professionals may seek to transition their MLS(ASCPⁱ) credential to an MLS(ASCP) credential. (See www.ascp.org/boc/mls Route 5 for complete details.)
- This transition does not circumvent federal work and state licensure regulations, or organization-level requirements for individuals seeking employment in the U.S. These professionals still need to meet all the U.S. immigration visa requirements.

Complete details about ASCPⁱ and ASCP eligibility requirements are available on the BOC website: <http://www.ascp.org/certification>.

In conclusion, ASCPⁱ credentialing plays a crucial role for medical laboratory professionals around the globe. It validates their expertise, enhances their professional credibility, and creates numerous opportunities for visibility, professional growth and advancement. Obtaining ASCPⁱ certification is a key step toward achieving a successful and fulfilling career in laboratory medicine and pathology, reflecting a commitment to excellence and ethical practices.



BOC EXECUTIVE DIRECTOR'S MESSAGE

Amy Spiczka, DHSc, MS, HTL(ASCP)^{CM}SCT, MB^{CM},CPHQ



The ASCP Board of Certification (BOC) continues to explore, validate, and disseminate data-driven insights on behalf of laboratory professionals, patients, and other stakeholders we serve. With the BOC's treasure trove of validated data and visual analytics, an emerging value proposition is being strengthened. Specifically, credential holders who have two or more BOC credentials, as recognized for their success with "stacked" (or multiple) credentials.

To date, approximately 640,000 BOC credentials have been earned by professionals spanning laboratory

medicine and pathology domains. Of nearly 540,000 BOC-credentialed professionals worldwide, it is recognized that ~9.6% of laboratory professionals have earned stacked credentials. These credentials differentiate laboratory professionals' unique skillsets and power their futures with upward career trajectory.

Personally, even prior to my current professional role with the ASCP BOC, I esteemed the opportunity to chart my professional course with ASCP BOC credentials providing a pathway for me to initially perform high complexity testing in histology, cytology, and then molecular biology laboratories. As my stacked credentials expanded, I was also recognized as a professional with the skills and knowledge to contribute as a histotechnology program director, trainer and educator in molecular biology, cytology education coordinator, anatomic pathology operations administrator, as well as quality and patient safety expert.

While everyone's experiences and professional roadmaps are an adventure unique to them and their aspirations, we would love to continue to hear from you about your value vignettes as objectified with BOC credentials.

In addition, please stay tuned in 2025 as more peer-reviewed publications, posters, presentations, social media, and website facets will be shared specific to the unique experiences of laboratory professionals who have earned BOC stacked credentials.

CDC AND CMS RECOGNIZE ASCP BOC SCT CERTIFICATION - Specialist in Cytology

Effective July 2024, the Centers for Medicare and Medicaid Services (CMS) and the Centers for Disease Control and Prevention (CDC) have recognized the ASCP Board of Certification (BOC) SCT certification as an approved board examination for individuals to meet the CLIA personnel qualifications of 42 CFR 493.1483. **Click [here](#) for complete information.**

This approval is inclusive of all SCT(ASCP) credential holders, including those who tested under Route 3 prior to July 2024. With this approval, all CT(ASCP) and SCT(ASCP) credential holders are recognized in the CLIA personnel qualifications of 42 CFR 493.1483. **This is a significant win for all ASCP BOC credentialed cytologists and the patients they serve.**

Click on the credential for additional information about the [CT\(ASCP\)](#) and [SCT\(ASCP\)](#).

THE VALUE OF ASCP BOC CREDENTIALS: A PERSPECTIVE FROM SONORA QUEST LABORATORIES



In health care, the importance of credentialing the laboratory professionals who serve patients cannot be overstated. Sonora Quest Laboratories stands as a prime example of how fostering professional growth through credentialing can benefit not just laboratory professionals, but also patients and laboratory care systems alike.

For this article, we had the pleasure of interviewing Louise Ferrell, BS, MLS(ASCP), Senior Technical Education Specialist at Sonora Quest Laboratories. Louise has built a distinguished career spanning microbiology, infection control, and technical education, along with 17 years in direct education. Her experience includes working in both small and large hospital systems across the U.S., culminating in her role at Sonora Quest, the nation's largest integrated laboratory system. A joint venture between Banner Health and Quest Diagnostics, Sonora Quest exemplifies its commitment to quality patient care and talent development through its extensive network of hospital, commercial, and rural laboratories, as well as outpatient collection centers throughout Arizona.

Building Career Pathways Through Credentialing

At Sonora Quest, encouraging career pathways is a top priority. Although Arizona does not require laboratory professionals to hold a specific license, Sonora Quest recognizes the intrinsic value of ASCP Board of Certification (BOC) credentials and incorporates them into their employee advancement strategies. They have recently launched a comprehensive career pathway project, breaking down opportunities within the laboratory, from entry-level positions to roles that require higher degrees. This project includes information on starting salaries, average salaries, and potential financial impacts, creating a transparent roadmap for employee growth.

Sonora Quest emphasizes that credentials such as those provided by the ASCP BOC are crucial for professionals seeking advancement within the laboratory. For example, an individual without an MLS credential cannot advance to certain technical or managerial positions, emphasizing the credential's importance as a marker of both expertise and quality. This approach not only fosters employee development but also aligns with the laboratory's mission to deliver quality patient results.

Enhancing Internal Development Programs

Sonora Quest's dedication to employee growth is further demonstrated through their robust cohort programs and tuition assistance initiatives. They offer a "certification upgrade cohort program" which provides pathways for employees to obtain certifications, including ASCP BOC credentials. This program, now in its tenth year, has seen significant growth, particularly during the COVID-19 pandemic. It allows science degree holders, who might not have traditional laboratory backgrounds, to acquire the necessary knowledge and skills to pursue ASCP credentials.

Sonora Quest also collaborates with external educational institutions, such as the University of North Dakota, to provide employees with opportunities to obtain MLS degrees. Employees are then encouraged to pursue the ASCP BOC credential, recognizing it as a symbol of quality and professional expertise.

Continued on next page.



THE VALUE OF ASCP BOC CREDENTIALS: A PERSPECTIVE FROM SONORA QUEST LABORATORIES

Value for Patients and the Business

Sonora Quest's emphasis on credentialing resonates through their commitment to quality patient care. While credentialing is not mandatory for employment at Sonora Quest, it is a standard that has implicitly become part of the company culture. For example, Sonora Quest's quality team, responsible for maintaining inspection readiness and overseeing system-wide compliance, is composed entirely of credentialed professionals. This not only ensures a high standard of laboratory practices but also reinforces a sense of trust and reliability among patients and healthcare providers.

Furthermore, Sonora Quest's commitment to providing employees with pathways for professional growth has positioned them as a leader in laboratory services. By supporting and encouraging ASCP BOC credentialing, Sonora Quest has cultivated a workforce that is not only highly skilled but also adaptable to evolving industry standards. This commitment to continuous professional development has tangible business benefits, helping the laboratory to maintain a competitive edge and reputation for quality in laboratory services.

ASCP BOC Credentials as a Value Proposition

At the heart of Sonora Quest's philosophy is the belief that ASCP BOC credentials serve as a significant marker of quality and professional capability. Credentialing is viewed not merely as a formal requirement but as an investment in the individual's and the laboratory's future. Employees who pursue these credentials gain validation of their skills, enhancing their prospects for career progression. For the business, this translates into having a team of highly competent professionals dedicated to delivering quality results for patients.

Sonora Quest Laboratories exemplifies how promoting ASCP BOC credentials can build a robust workforce, improve patient outcomes, and drive business success. Their approach to career pathways and professional development illustrates the far-reaching benefits of credentialing in the medical laboratory field. By fostering a culture that values these credentials, they not only support their employees' growth but also reinforce the laboratory's reputation for quality and reliability.

EXAM RETAKES – REVISED TIMEFRAME

The ASCP BOC is pleased to announce that a certification examination candidate may now schedule a retake exam as early as 30 days after the date of an unsuccessful exam attempt. This is in place of the previous 90-day waiting period. Qualification examination candidates will be able to retake their examination as early as 30 days after the date of an unsuccessful exam attempt. This is in place of the previous 60-day waiting period.

This data driven enhancement removes barriers to workforce challenges by allowing candidates to retake their examination sooner while taking advantage of employment opportunities more expediently and effectively.

If a candidate requires additional time to prepare for their next exam attempt, they may submit their retake application within a time frame that works best for them. As a reminder, applicants must still meet all eligibility requirements at the time of re-application.

UNLOCKING CAREER POTENTIAL: THE IMPACT OF ASCP BOC CREDENTIALS

Interview with 40 Under 40 Recipient Brittany Bell

In the field of medical laboratory science, the pursuit of excellence is not just a personal goal but a professional necessity. For Brittany J. Bell, MS, MBA, MLS(ASCP)^{CM}MB^{CM}, her journey with the ASCP Board of Certification (BOC) has been transformative. Now Vice President of the Commercial Pharma Services division at NeoGenomics Laboratories, Ms. Bell has taken a diverse career path that demonstrates the value of ASCP BOC credentials—not just for professional development, but for elevating the quality of care patients receive worldwide.

A Foundation of Excellence: Starting with Credentials

Brittany Bell's journey with ASCP BOC began as part of her academic program at Thomas Jefferson University, where the importance of professional credentials was emphasized. "They very much talked about the importance of credentialing," she recalls. Obtaining her Medical Laboratory Scientist, MLS(ASCP) credential from the ASCP BOC was a significant milestone, marking the culmination of her rigorous training and commitment to excellence in the field. This credential provided the foundation for her career including her Technologists in Molecular Biology, MB(ASCP).

Her journey didn't stop there. Recognizing the importance of staying competitive in the job market, she sought additional ASCP BOC credentials, including Molecular Biology. This decision was fueled by her desire to remain at the forefront of innovation and laboratory science, especially as she advanced into leadership roles.

The Value of Continuing Education and Credential Maintenance

In her current role, Ms. Bell oversees crucial components of NeoGenomics' business, including clinical trials for drug development in oncology. Despite not working directly in the lab, she continues to maintain her credentials through ASCP BOC's Credential Maintenance

Program (CMP). This ongoing education keeps her connected to the latest advancements in the field and ensures that she remains an informed advocate for laboratory science. "Although I don't work in the lab right now, it's important to me to show that I'm continuing to support both the medical laboratory science field and my continuing education," Bell notes.

The rapidly changing landscape of laboratory science makes credential renewal essential, and ASCP BOC provides the tools and resources to keep professionals up to date. Ms. Bell credits the organization's commitment to offering continuing education through various channels, helping laboratory professionals grow with the field as it evolves.

Stacking Credentials for Career Advancement

One of the key advantages of the ASCP BOC system is the ability to pursue multiple, or "stacked," credentials, which allow professionals to demonstrate expertise in various areas. Ms. Bell believes this is one of the most powerful ways to enhance a laboratory professional's career development. "Stacked credentials show your commitment and passion for this field. They highlight that you're an expert in multiple areas, which is critical in today's complex laboratory environment."



The ASCP BOC does a great job of ensuring that different BOC credentials are available for people to continue advancing their expertise. You're not just taking one exam—you can continue to grow, just as the field grows.



Brittany J. Bell, MS, MBA, MLS(ASCP)^{CM}MB^{CM}

As Brittany's career trajectory shows, these stacked credentials not only benefit professionals by broadening their expertise but also contribute to overall laboratory excellence, directly impacting patient outcomes. Her Technologist in Molecular Biology, MB(ASCP) credential, in addition to her MLS(ASCP), allowed her to support specialized areas of laboratory science, ultimately enhancing the services provided to patients.

BOC Credentials: A Career-Long Commitment to Excellence

Brittany Bell's success story is a testament to the lifelong value of ASCP BOC credentials. For her, these credentials are more than just letters after her name—they represent a commitment to the laboratory field, continual learning, and patient care. "It's important to hold those letters for your name," she says. "It shows the market and your peers that you're serious about this field and that you're constantly improving and evolving."

By emphasizing the need for ongoing education and the flexibility to pursue additional credentials, ASCP BOC offers a credentialing system that grows with professionals throughout their careers. As Ms. Bell puts it, "The ASCP BOC does a great job of ensuring that different BOC credentials are available for people to continue advancing their expertise. You're not just taking one exam—you can continue to grow, just as the field grows."

A Call to Action for Future Lab Leaders

For those considering whether to pursue an ASCP BOC credential, Brittany Bell offers this advice: "If you're serious about this field, a credential or stacked credential shows that you are not only committed to the work you do but that you are committed to maintaining excellence throughout your career. This commitment is reflected in the quality of care that laboratory professionals provide to patients around the world."

Her journey underscores why the ASCP BOC is not just a credentialing organization but a partner in career development and professional growth. By fostering a community of support, continuing education, and recognition, ASCP BOC helps laboratory professionals thrive in a rapidly advancing field, ensuring that the highest standards of care are upheld for patients everywhere.

UPDATE FROM THE SEPTEMBER 2024 ASCP BOC BOARD OF GOVERNORS MEETING

The ASCP Board of Certification Board of Governors met September 7-8, 2024, in Chicago, IL. One motion was passed that impacts eligibility requirements, as summarized below.

UPDATES TO ELIGIBILITY REQUIREMENTS

Diplomate in Medical Laboratory Immunology, DMLI(ASCP)

As CMS has approved the Doctorate in Clinical Laboratory Science (DCLS) degree as a qualifying doctoral degree for a high complexity laboratory director, the DCLS has been added as an acceptable degree for eligibility under Routes 2 and 3. See <http://www.ascp.org/boc/dmli> for complete information.

Clinical Laboratory Educators' Conference (CLEC)

CLEC will be held March 6-8, 2025 in Atlanta, GA. The ASCP BOC will be exhibiting at this event as well as presenting an informational *BOC Update* session. BOC team members will be available to answer questions and are excited to discuss the value of credentialing with educators and program directors!

NEW ASCP BOC BOARD OF GOVERNORS VOLUNTEERS

At the September 2024 ASCP Board of Certification Board of Governors (BOG) meeting in Chicago, the BOG said farewell to Thomas Alexander, PhD, D(ABMLI), J.R. Constance, MHA, MLS(ASCP)^{CM}, and Susan Graham, MS, MLS(ASCP)SH^{CM}.

At the same time, the BOG welcomed two new members to the Board.



Bruce Geiger, BS, MLS(ASCP)SCYM^{CM}

joins the Board of Governors as one of the American Society for Clinical Pathology Laboratory Professional representatives. He is an Associate in Pathology, Microbiology and Immunology at the Immunopathology Clinical Laboratories at Vanderbilt University Medical Center. Bruce has served as a member of the Cytometry Examination Committee since 2016. As a BOG member he will serve as the BOG Liaison to the Committee.



Kimberly Von Ahsen, MHA, MLS(ASCP)SLS^{CM}

joins the Board of Governors as one of the American Society for Clinical Laboratory Science (ASCLS) representatives. She is the Laboratory Quality and Safety Specialist at UnityPoint Health in Des Moines, IA. Kim is a longtime volunteer for ASCLS serving as Region VI representative to the Board of Directors from 2015 – 2021 and most recently as ASCLS President in 2022 – 2023.

New Resource Available: MLS NAME CHANGE FOR PROGRAMS

The BOC Nomenclature Task Force continues to advocate for the use of Medical Laboratory Scientist (MLS) as a unified title for the profession. One area where confusion exists is with the variety of names used for educational programs and degree titles. Using a consistent term for both the educational degree and the BOC certification would help further recognition.

The BOC, along with professional partners, have released a comprehensive resource designed to help guide programs through the process of transitioning their program name to MLS. The step-by-step guide will assist in ensuring an efficient and smooth process to better align with industry standards.

The ASCP, ASCP BOC, American Society for Clinical Laboratory Science (ASCLS), and National Accrediting Agency for Clinical Laboratory Science (NAACLS) partnered to create the publication using content provided by Rodney Rohde, PhD, MS, SM(ASCP)^{CM}SV^{CM}, MB^{CM}, FACS of Texas State University (TXST). Dr. Rohde successfully transitioned the TXST program and degree title from Clinical Laboratory Scientist (CLS) to MLS. Volunteers from the BOC Nomenclature Task Force and the ASCP Workforce Steering Committee reviewed the publication and offered expertise.

To download a copy of the publication click on the following link: [Navigation Guide for Medical Laboratory Science \(MLS\) Program Title Change](#).

2024 ASCP BOC AWARDS PRESENTED IN CHICAGO

The ASCP Board of Certification (BOC) recognized two volunteers at an awards ceremony in Chicago, IL on September 7, 2024. The BOC Board of Governors (BOG) Chair, Vicki Freeman, PhD, MASCP, MLS (ASCP)^{CM} SC^{CM}, FADLM presented the BOC Distinguished Service Award (DSA) to Sue Johnson, MSTM, MLS(ASCP)SBB^{CM} and Tyler Anderson, DPT(ASCP)^{CM} at a luncheon in their honor. The DSA is presented to volunteers who have served the BOC for a minimum of six years and made significant contributions involving extra time and effort toward the mission to provide excellence in certification of laboratory professionals on behalf of patients worldwide.

- Sue Johnson served on the BOG as the representative for the Association for the Advancement of Blood & Biotherapies (AABB) from 2014 – 2023. She was selected as Chair-Elect in 2018 – 2019 and became BOG Chair in 2019 – 2021. During her tenure, she served on the Blood Banking Examination Committee as BOG Liaison from 2014 – 2023 and chaired the Council of Committee Chairs in both 2019 and 2022. In her time on the BOG, Sue was appointed to the Editorial, Executive, Examination Oversight, and Credentials Maintenance Committees. She served on the DCLS Task Force and continues as Chair to the Nomenclature Task Force.
- Tyler Anderson served on the BOC Phlebotomy Exam Committee from 2012 – 2023 as a donor phlebotomy subject matter expert. Tyler served as Chair 2016 – 2019, and because of his expertise, he was asked to stay on the committee as a consultant from 2019 - 2023. Over the years, he represented the Phlebotomy Examination Committee on the Council of Committee Chairs (CCC).

were recognized for having made noteworthy contributions during their tenure as a committee or Board member and received an engraved rosewood clock. The 2024 recipients of the BOG Service Award include the following volunteers:

- Alexandra (Ali) Harrington, MD, FASCP, MLS(ASCP)^{CM} was recognized for her service on the Board of Governors from 2015–2022. During her time on the BOG, she served on the BOC Ethics and Finance Committees. Ali was also a member of the DCLS Task Force and was recently appointed to the new DCLS Examination Committee. She was a member of the Hematology Examination Committee from 2015 – 2022.
- Theresa Kinard, MD, FASCP was recognized for her service on the Blood Banking Examination Committee from 2016 –2023. Dr. Kinard served as the committee chair from 2022 – 2023.
- Joanne Lannigan, DLM(ASCP) was recognized for her service on the Cytometry Laboratory Management Examination Committee from 2016 – 2023.
- Andreana (Andy) Rivera, MD, FASCP was recognized for her service on the Histotechnology Examination Committee from 2015–2023. She served as the committee chair from 2018 – 2022. Andy continues to serve as one of the ASCP Fellow representatives to the BOG.
- Richard Warren, MBA, MLS(ASCP)^{CM}SH^{CM}DLM^{CM} was recognized for his service on the Laboratory Management Examination Committee from 2016 – 2023. He served as the committee vice-chair from 2017 – 2022.

The collective efforts of volunteers enable the BOC to carry out its mission to assure that medical laboratory professionals are qualified to fulfill their responsibilities in a proficient manner, which is critical to quality health care and safeguarding patients. The BOC congratulates the 2024 award recipients and reminds everyone that volunteers are the cornerstone of the BOC, it is through them that the mission can be fulfilled.



From left to right: Sue Johnson; Tyler Anderson

2024 - 2025 ASCP BOC BOARD OF GOVERNORS

EXECUTIVE COMMITTEE

Chair

Vicki Freeman, PhD, MASCP,
MLS(ASCP)^{CM}SC^{CM}, FADLM - TX

Chair-Elect

Joan Polancic, MEd, MLS(ASCP)^{CM} - CO

Finance Officer

Will Finn, MD, MASCP - MI

Secretary

Dana Duzan, MLS(ASCP)^{CM} - WA

ASCLS Representative

Michelle Montgomery Preston, PhD, MLS(ASCP)^{CM} - OR

AGT Representative

Denise Anamani, MA, I(ASCP)MB^{CM} - CT

Member-at-Large

Rex Famitangco, MSc, MASCP, MLS(ASCP)^{CM}QLC^{CM} - NE

Participating Society Representative

Barbara McGahey Frain, MS, SCT(ASCP)^{CM} - IN

GOVERNOR

Phil Accooe, MBA, MS, MLS(ASCP)^{CM}SBB^{CM},
CLS, CABP, PMP - CA

Dana Altenburger, MD, FASCP - IL

L.J. Atieh, MHS, PA(ASCP)^{CM} - OR

Elaine Francis, EdD - NH

Catherine Gebhart, PhD, MB(ASCP)^{CM}, F(ACHI) - FL

Bruce Greig, MLS(ASCP)SCYM^{CM} - TN

Amanda Harrington, PhD, D(ABMM) - IL

Ericka Hendrix, PhD, MB(ASCP)^{CM} - TX

Michelle Nelsen, MS, HTL(ASCP)^{CM} - MN

Andreana Rivera, MD FASCP - TX

Lori Schmitt, HT(ASCP)QIHC^{CM} - PA

Alexa Siddon, MD, FASCP - CT

Geoffrey Talmon, MD, MEd, FASCP - NE

Kimberly Von Ahsen, MHA, MLS(ASCP)SLS^{CM} - IA



Front row (left to right): L.J. Atieh, MS, PA(ASCP)^{CM}; Dana Duzan, MLS(ASCP)^{CM}; Vicki Freeman, PhD, MASCP, MLS (ASCP)^{CM} SC^{CM}, FADLM; Joan Polancic, MEd, MLS(ASCP)^{CM}; Elaine Francis, MEd; and Will Finn, MD, MASCP.

Middle row (left to right): Ericka Hendrix, PhD, MB(ASCP)^{CM}; Dana Altenburger, MD, FASCP; Kimberly Von Ahsen, MHA, MLS, SLS(ASCP)^{CM}; Michelle Montgomery Preston, PhD, MLS(ASCP)^{CM}; Andy Rivera, MD, FASCP; Michelle Nelsen, MS, HTL(ASCP)^{CM}; Denise Anamani, MA, I(ASCP)MB^{CM} and Rex Famitangco, MSc, MLS(ASCP)^{CM}QLC^{CM}.

Back row (left to right): Lori Schmitt, HT(ASCP)QIHC^{CM}; Barbara McGahey Frain, MS, SCT(ASCP)^{CM}; Bruce Greig, MLS(ASCP)SCYM^{CM}; Catherine Gebhart, PhD, D(ABHI), MB(ASCP)^{CM}; Amanda Harrington, PhD, D(ABMM); Geoffrey Talmon, MD, FASCP; and Phil Accooe, MBA, MS, MLS(ASCP)^{CM}SBB^{CM}, CLS, CABP, PMP. Not pictured: Alexa Siddon, MD, FASCP.

2024 - 2025 ASCP BOC EXAMINATION COMMITTEE & WORK GROUP VOLUNTEERS

APHERESIS QUALIFICATION WORK GROUP

Chair: Joseph (Yossi) Schwartz, MD, MPH, QIA^{CM} – FL
Vice Chair: Betty M. Doggett, AT(ASCP)^{CM} – TX
Members: Christine Fernandez, RN, MSN – NM
Mars M. Mallari, MBA, MSN, RN, QIA^{CM} – CA
Cheryl Pacheco BSN, RN, CPN, QIA^{CM} – NJ
Yara A. Park, MD, QIA^{CM} – NC
Peggy Reid, RN, QIA^{CM} – AZ

BIOREPOSITORY QUALIFICATION WORK GROUP

Chair: Kathy Mangold, PhD, HCLD, MB(ASCP)^{CM} – IL
Vice Chair: Carol Elliott, MS, CG(ASCP)^{CM}, RAC, CCRP – AZ
Members: Mary Ann Clements, BS – VA
Annemieke De Wilde, MS – Belgium
Piper Mullins, MIS – Washington DC

BLOOD BANKING EXAMINATION COMMITTEE

Chair: Lisa Shave, MS, MLS(ASCP)^{CM}SBB^{CM},
PBT^{CM} – NJ
Vice Chair: Max Louzon, MS, MLS(ASCP)^{CM}SBB^{CM} – WA
Members: Lay See Er, MSTM, SBB(ASCP)^{CM} – WA
Susan (Sue) Johnson, MSTM, MLS(ASCP)
SBB^{CM} – WI
Yunchuan Delores Mo, MD, MSc, FASCP
– Washington DC
Leon Su, MD, FASCP, QIA^{CM} – AZ
Tiffany Roerich Wafford, MSTM,
MLS(ASCP)^{CM}SBB^{CM} – TX

CHEMISTRY EXAMINATION COMMITTEE

Chair: Gerardo Ramos, PhD, MLS(ASCP), F-ABFT,
FAACC – PA
Vice Chair: Maria (Maja) Chloupkova, PhD,
MLS(ASCP)^{CM}SC^{CM} – WA
Members: Jeannie Guglielmo, MS, MAT,
MLS(ASCP)^{CM} – NY
Kelly Hankal, MBA, MLS(ASCP) – OK
Michele McAfee, PhD, MLS(ASCP)SC^{CM},
SBB^{CM} – TX
Carol Rentas, PhD, MEd, MLS(ASCP)SC^{CM},
MB^{CM} – VA

CYTOGENETICS EXAMINATION COMMITTEE

Chair: Jill Johnston, BS, CG(ASCP)^{CM} – UT
Vice Chair: Ming Zhao, MD, MS, CG(ASCP)^{CM}MB^{CM} – TX
Members: Donna Blackwell, BS, CG(ASCP)^{CM} – OR
Shannon Gaskin, BS, CG(ASCP)^{CM} – WA
Jaime Nagy, PhD – IA
Tina Philip, MS, CG(ASCP)^{CM} – IL

CYTOLOGY EXAMINATION COMMITTEE

Chair: Keisha Burnett, EdD, SCT(ASCP)^{CM} – TN
Vice Chair: Katharine A. Nejkauf, MSQA, SCT(ASCP)^{CM} – CO
Members: Blythe Gorman, MD, FASCP – TX
Kara Hansing, MEd, SCT(ASCP)^{CM} – MN
Eric Huang, MD, PhD, FASCP – WA
April Hull, CT(ASCP)^{CM} – TX

CYTOMETRY EXAMINATION COMMITTEE

Chair: Walter Oliveira, MASCP, MLS(ASCP)^{CM}SI – VA
Vice Chair: Anna C. Belkina, MD, PhD – MA
Members: Ahmad Al-Attar, MSc, PhD, SCYM(ASCP)^{CM} – PA
Raquel Cabana, SCYM(ASCP)^{CM} – TX
Stacey Robinson, MS,
MLS(ASCP)^{CM}SH^{CM}, SCYM^{CM} – MD

2024 - 2025 ASCP BOC EXAMINATION COMMITTEE & WORK GROUP VOLUNTEERS

DCLS EXAMINATION COMMITTEE

Members: Kasey Edwardson, PhD, MPH,
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BOC TEAM SPOTLIGHT: Bernie Olson



This summer, the ASCP Board of Certification (BOC) celebrated with Bernie Olson, who retired on June 28, 2024. Bernie dedicated more than four decades to ASCP, with many of those years as the BOC Manager of Network & Database Operations. Fondly known as “the man, the myth, the legend,” Bernie had the expertise, dedication, and unwavering commitment that were instrumental in ensuring the smooth operation of the BOC’s network and database systems.

Bernie plans to spend more time with his family and his four-legged friends. An avid animal lover, he is a longtime supporter of Chicago Bully Breed Rescue (CBBR) and related causes. Over the years, Bernie has been known to play Santa for the animals at various “photos with Santa” events.

On a lighter note, Berine’s unofficial duties in the BOC were to provide an opening joke or pun at each BOC Team meeting. He always had something witty to share and both his expertise and humor will be sorely missed.

LET'S GET INTERPROFESSIONAL

- Credential Maintenance Committee (CMC)

With the introduction of interprofessional education, or IPE, in 2023 into the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS) standards as a required component of the curricula for accredited training programs, it's a great time to review the topic and discuss how IPE is integrated into our educational programs and laboratories. In addition, the ASCP BOC is continuously exploring and advancing professional development opportunities. The connection between IPE and continuing education is an opportunity for students and professionals alike. The ASCP BOC Credential Maintenance Committee (CMC) is excited to learn more and share insights, as follows.

So what is IPE?

IPE can be defined as an activity or exercise where students and professionals from more than one discipline learn from each other and exchange knowledge. The overall goal, in addition to developing collaborative practices and team-based care, is ultimately to improve patient care and population health. That may sound like a lofty aim. Can education really do all that? The Interprofessional Education Collaborative (IPEC), which represents a large, federated group of professionals in health care, believes it can. In 2023, they released Version 3 of IPEC Core Competencies for Interprofessional Collaborative Practice¹. This framework, which has gained global acceptance, serves as a guide to develop practices for IPE programming to prepare learners for healthcare professions. According to IPEC, "interprofessional collaborative practice is key to safe, high-quality, accessible, equitable, person/client-centered care and enhanced population health outcomes." The bridge to interprofessional collaborative practice starts with IPE.



What are the competencies of interprofessional collaboration?

The IPEC outlines four main competency areas in their document¹:

- 1. Values and Ethics:** This area focuses on working as a team to create an environment of shared values, ethical conduct, mutual respect, empathy, trust, and valuing expertise of all healthcare professionals (HCPs). It recognizes that a supportive workplace (one that acknowledges that career satisfaction, well-being, and diversity as essential), has an impact on team functions and health outcomes.
- 2. Roles and Responsibilities:** This area promotes the recognition of our own knowledge and the expertise of team members in our work. By using a collaborative approach, along with defined roles and responsibilities that utilize the knowledge and skills of team members, we can provide high quality health care that is aligned with the six aims put forth by the Institute of Medicine (IOM). Those aims include healthcare that is: person-centered, safe, cost-effective, timely, efficient, effective, and equitable².
- 3. Communication:** This area reinforces that the way we communicate is a key component of team function. Positive outcomes are attained when we communicate in a responsive, responsible, respectful, and compassionate manner. In addition, active listening encourages ideas and opinions of other team members. Recognizing our roles in the team, affirms that we can improve our understanding and accomplishment of team goals as well as healthcare outcomes.
- 4. Teams and Teamwork:** This area captures the science and framework of team development and recognizes the team's ability to work as a cohesive whole rather than a group of individuals. When we communicate, resolve conflict, practice problem-solving and decision-making, share responsibility, reflect, and achieve goals as a team we positively impact healthcare outcomes.

Let's consider which NAACLS-accredited training programs currently have IPE included as part of their required curriculum and share a few examples of how IPE has been integrated.

While IPE isn't required for programs across all of pathology and laboratory medicine, the new standards cover an expansive portion of the field, including NAACLS-accredited programs:

- Cytogenetic Technologist (CG)
- Doctorate of Clinical Laboratory Scientist (DCLS)
- Histotechnician (HT)
- Histotechnologist (HTL)
- Medical Laboratory Assistant (MLA)
- Medical Laboratory Science (MLS)
- Medical Laboratory Technician (MLT)
- Pathologists' Assistant (PA)
- Phlebotomist (PBT)

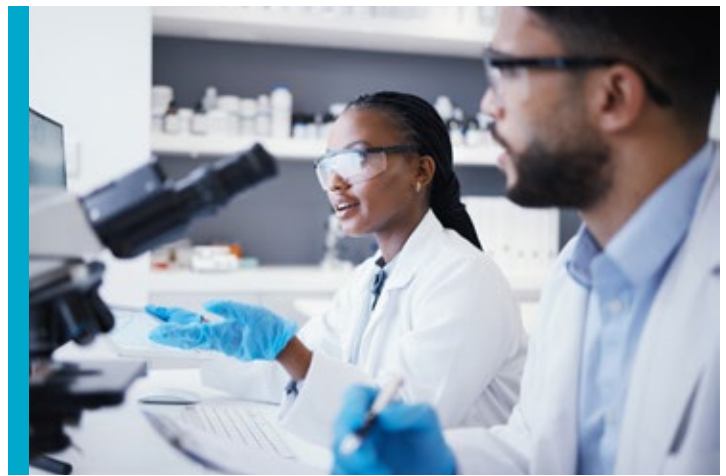
Several recent publications have described how IPE has been adopted and integrated into training programs for MLS and MLT. Let's review two.

A study published by Bamfield-Cummings, et al. in 2023 looked at survey results from MLS and MLT program directors³.

A few key take-aways from the study were that

- Half of the survey responders had already integrated IPE into their program curriculum, coordinating with programs in nursing, pharmacy, physical therapy and medicine, and the most frequently reported collaborations were with nursing programs.
- A majority of responses reflected that program directors agreed that clinical problem-solving skills could be learned by students outside of their individual departments; that IPE integration with healthcare students will increase student's ability to understand clinical problems; and that MLS students would benefit from projects with other healthcare students.
- A vast majority agreed that implementing IPE would help students think positively about other professionals within their curriculum and that learning with students in other healthcare specialties helps MLS/MLT students become more effective and recognized members of a health care team.
- While acknowledging the benefits of IPE for patients and students, program directors reported challenges regarding implementation of IPE, and their views were mixed regarding the addition of a requirement to the curriculum.

At least one study from 2017 has looked at student's perspectives regarding IPE⁴. Students included in the survey were currently enrolled in a medical laboratory science program, had been introduced to various roles in the health professions, and have participated in IPE during their training.



A few key take-aways from the study were that

- Although the overall number of students surveyed was small, students expressed a need to be respected, recognized, and valued as members of the healthcare team, and they perceived a lack of respect and value from other health professions when they did not have knowledge or understanding of the MLS profession.
- When MLS students worked with students from other programs that had previously been involved in IPE activities, they perceived that those students understood and valued the role and responsibilities that MLS students within the team.
- IPE contributed to removing interprofessional barriers and promoting collaborative practices—precisely what the IPEC roadmap is aiming to achieve.
- Consistent with study of program directors' responses, students noted that there were challenges. They felt that creating IPE opportunities wasn't always as easy as it sounds, and that strategic planning is needed to make sure there is 'buy-in' at multiple levels.

As echoed by students, program directors', laboratory professionals, and supported by the core competencies of IPEC, understanding our professional identity and skill allows us not only to recognize and appreciate the roles and responsibilities of our healthcare team members in relation to our own role, but also illustrates how to recognize the value we bring to the team as well.

So how do we keep this moving forward after we leave training and enter our professional roles?

IPE does not stop because we've finished an education or training program. Laboratory professionals at many levels are integrated into team-based work across the systems, which means we have the opportunity to be not only life-long learners, but also teachers and IPE leaders or mentors. A few examples where team-based

work occurs are hospital committees involving quality improvement, safety, or effective test utilization, 'skills days' with our nursing colleagues, and service events like the 'See, Test, and Treat' cancer screening and health education program supported by the College of American Pathologists⁵. In each endeavor, laboratory scientists work side by side with other healthcare professionals, learning and educating at the same time. We can use the areas of competency outlined by IPEC to recognize and select opportunities where our medical laboratory professionals can engage, not only to continue to broaden their own skill set, but also to enrich the skill sets of healthcare team members, all while benefiting the patients we serve.

If you have an example of IPE in your training program or integrated as part of interprofessional collaborative practice and continuing education, we would love to hear about it by sending it to info@ascp.org.

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NEW ASCP BOC WEBSITE – COMING SOON

The ASCP BOC is excited to announce that a redesigned website will be launched in the Spring of 2025. The new site will focus on patient-centric value of credentialing through videos, testimonials, and data insights. Intuitive navigation will provide the full scope of BOC credentials in tailored yet comprehensive approaches, along with new insights to explore and much more. Be on the lookout for additional details in the coming months.

ASCP BOC PROFESSIONAL PARTNERS MEETING DATES

DECEMBER 2024

[66th ASH Annual Meeting & Exposition](#)

December 7 – 10, 2024

San Diego, CA

MARCH 2025

[2025 Clinical Laboratory Educators Conference](#)

March 6 – 8, 2025

Atlanta, GA

APRIL

[2025 ASFA Annual Meeting](#)

April 9 – 11, 2025

Quebec, Canada

JUNE

[2025 Joint Annual Meeting \(ASCLS/AGT/SAFMLS\)](#)

June 8 – 12, 2025

Sacramento, CA

[ASM Microbe](#)

June 19 – 23, 2025

Los Angeles, CA

JULY

[ADLM Annual Scientific Meeting & Clinical Lab Expo](#)

July 27 – 31, 2025

Chicago, IL

SEPTEMBER

[50th Annual Conference \(AAPA\)](#)

September 7 – 11, 2025

Denver, CO

[2025 NSH Convention](#)

September 26 – 30, 2025

Long Beach, CA

OCTOBER

[2025 AABB Annual Meeting](#)

October 25 – 28, 2025

San Diego, CA

NOVEMBER

[ASC's 73rd Annual Scientific Meeting](#)

November 5 – 9, 2025

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November 17 – 20, 2025

Atlanta, GA

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