



NSH ANNUAL REPORT

2020



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NSH 2020 Strategic Plan

Our Vision

Empower, partner, and educate for the global advancement of Histotechnology

Our Mission

Shaping the future of Histotechnology through a global community of professionals committed to education, advocacy, and driving patient quality

Our Strategic Pillars

Advocate

Advocating for Public and Professional Recognition

Diversify

Diversifying and expanding membership

Educate

Expanding knowledge, education, and resources

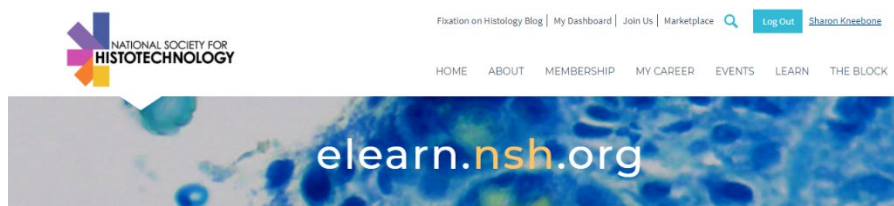
NSH will deliver on its strategic pillars by:

Connecting histotechnicians and histotechnologists globally
Empowering the profession through its education and advocacy
Innovating in our program and content delivery



New Logo & Branding

The NSH Board of Directors approved our new logo featured in the annual report.



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President

Diane L. Sterchi, MS, HT(ASCP), HTL(ASCP)

2020 has been a challenging year. We are now seven months into a pandemic. Like the rest of society, NSH travel was limited to almost nonexistent this year. The 2020 Elections kicked off the first of our three-year cycle. However, all our plans this year were challenged, changed, and then changed again. I want to publicly thank the NSH Board of Directors for their tireless efforts to provide oversight and guidance to our Executive Director and her colleagues. The Board met bi-weekly for over two months to ensure we were available for timely decision-making. Every board member worked throughout the year to provide the appropriate oversight level to ensure NSH'S health as an organization.

The NSH Annual Convention Program Committee worked with our Director, Meetings & Education, to pivot first to a hybrid meeting, and ultimately to our 2020 Virtual Annual Convention. Our office staff did not miss a beat, and they persistently supported our team of volunteers as we moved forward. Much of our volunteer work this year was focused on responding to COVID-19. Our accomplishments this year are numerous, and I hope you will take the time to review this report. While not every volunteer leader has written a separate report, every volunteer leader has worked hard on your behalf throughout 2020.

- NSH's decision to proceed with an entirely virtual convention
- A virtual House of Delegates
- Enhanced Education Membership with expanded educational access
- A new membership database and dashboard for easy access to your valued benefits
- New eLearn.nsh.org with education and resources for histology professionals
- COVID alerts to keep our members well informed

During all of this, NSH has thrived and is healthy. This year the whole of NSH has worked extra hard. First, the office personnel never skipped a beat or a day of work. They have persistently continued to keep the organization debt-free and work with the Board and volunteers to maintain a healthy and thriving society. Please review the Treasurer's and Chair, Budget & Finance's reports.

I am so proud of how well we have done this year. The Board of Directors, professional staff, the *Journal of Histotechnology*, and every volunteer have worked extra hard this year. As I said before, we did not miss a beat and maintained business as usual. And please do not forget that much was added to everyone's workload.

I sincerely and appreciatively thank you all for this year.



Executive Director

Sharon H. Kneebone, CAE, IOM

To share that the past 12 months have been eventful is an understatement. As I think of all we have accomplished, I am incredibly proud of our work. We have undertaken much as we continue to prepare the organization for the future. The projects we have completed over the past five years have prepared us well to not only survive but thrive during the COVID-19 pandemic. In 2016, the NSH Board of Directors supported a virtual office recommendation, positioning us well for social distancing and allowing us to operate without disruption. We have healthy reserves. We are debt-free. We have a cash emergency fund. We have a talented and committed staff who work well with our volunteer leadership.

Focus on Infrastructure

In 2019 we shared our membership study results, which resulted in the House of Delegates adding the new Premium Membership to our Bylaws, which was launched in October and marketed as Enhanced Education membership. The past 11 months have been spent preparing for the launch. Since last September, we have converted to a new membership database and member dashboard, a new digital marketing platform, and our all-new elearn.nsh.org. We welcomed our new Manager, Member Services, Cynthia Simpson, M.Ed, CAE, in November. All our projects have been implemented on time despite a global pandemic.

As part of the new membership model, the Board of Directors approved a new logo, resulting in updating our brand in time for the new membership launch. The NSH Enhanced Education Membership provides the best value for histotechnicians and histotechnologists looking for affordable, on-demand access to webinars. Enhanced Education members will access unlimited on-demand webinars at no additional price as part of their member benefits. All NSH member benefits are now easily accessible via the membership dashboard, including tracking and printing your CEU certificates. We focused on volunteer engagement in 2020, growing member volunteer participation by 44% by offering Micro-Volunteering opportunities.

COVID-19 Pandemic

In addition to the accomplishments above, we worked in close partnership with the NSH Board of Directors to monitor the pandemic implications on the NSH Annual Convention, meeting bi-weekly for over two months. Early in the pandemic, we took a wait-and-see approach, met with our attorney, and reviewed our meeting contracts. As we began to receive word that many hospitals were banning travel for the remainder of the year, we began planning for a hybrid convention. Ultimately, we were able to cancel our 2020 meeting with the support of Reno, NV, and move the event to 2022, allowing us to plan our first Virtual NSH Annual Convention. This is an impressive feat for a staff of five supporting our Convention Program Committee.

We canceled our in-person seminars due to the pandemic. However, online education is growing. We added the HTL(ASCP) Prep Course and the QLS(ASCP) Prep Course. The Digital Pathology Certificate of Completion continues to do well. Our COVID-19 Resources page provided a one-stop open-access link on all things COVID-19 and histotechnology.

The following pages will detail our accomplishments and how we deliver on our Vision and Mission.



Report of the Treasurer & Budget & Finance Chair

Elizabeth Chlipala and Mary Abbuhl

We completed the financial audit in July 2019, with our Independent Auditors presenting an unqualified opinion directly to the Board of Directors. We completed our goal to establish our long-term (do not touch) investments and our mid-term strategic investment fund in January. Also, we added a separate cash reserves account to supplement our operating account. The Board of Directors reviewed and updated its Investment Policy Statement, which has served us well year to date in 2020. Finally, the 401K review resulted in a move to Voya, which we completed in March.

Statement of Assets, Liabilities, and Net Assets – Audited

CURRENT ASSETS	2019	2018
Cash and cash equivalents	\$121,177	\$126,289
Accounts receivable	\$72,857	\$71,200
Prepaid expenses and other assets	\$51,000	\$60,636
Total current assets	\$245,034	\$248,125
NON-CURRENT ASSETS		
Property and equipment, net	\$66,198	\$25,598
Security deposit	\$1,060	\$1,060
Investments	\$1,384,329	\$1,104,285
Total non-current assets	\$1,451,587	\$1,130,943
Total assets	\$1,696,621	\$1,389,068

LIABILITIES AND NET ASSETS	2019	2018
Current Liabilities		
Accounts payable and accrued expenses	\$70,662	\$62,688
Deferred registration fees	\$88,400	\$84,217
Deferred dues, subscriptions, and symposium	\$107,252	\$97,575
Line of Credit	-	\$150,704
Total current liabilities	\$266,314	\$395,184
Net assets without donor restrictions	\$1,430,307	\$993,884
Total liabilities and net assets	\$1,696,621	\$1,389,068

REVENUE and SUPPORT	2019	2018
Symposium registrations, sponsors, and exhibits	\$843,795	\$700,465
Seminars	\$428,158	\$293,521
Dues	\$162,174	\$157,042
Royalties, journal income, and advertising	\$406,084	\$274,712
Contributions and sponsorship	\$40,502	\$39,655
Career Center	\$23,682	\$27,495
NSH marketplace	\$207	\$133,075
Miscellaneous	\$5,493	\$6,393
Total revenue and support	\$1,910,095	\$1,732,358

EXPENSES	2019	2018
Program Expenses		
Symposium	\$686,456	\$715,477
Education	\$211,974	\$195,073
Journal	\$137,847	\$160,819
Outreach and Communications	\$167,216	\$139,026
Total program services	\$1,203,493	\$1,210,395
Management and General	\$452,608	\$399,977
Total expenses	\$1,656,101	\$1,610,372

NET ASSETS	2019	2018
Change in Net Assets before Investments Income (Loss)	\$253,994	\$121,986
Total investment income (loss), net	\$182,429	(\$57,767)
Change in Net Assets w/o Donor Restrictions	\$436,423	\$64,219
Net Assets w/o Donor Restrictions, Beginning	\$993,884	\$929,665
Net Assets w/o Donor Restrictions, Ending	\$1,430,307	\$993,884

The 2019 Year-End Budget Report was prepared and presented by the Committee Chair to the Board of Directors (BOD) at the April BOD meeting. This report showed that expenses were managed appropriately against revenue received so that \$264,321 was realized as Net Operating Income, which does not include the investment income and gains of the Society. We exceeded our Net Operating Income target of \$39,579

During 2020, expenses were managed extremely well. The Committee reviewed Financial Variance and Financial Statements each month and met several times via conference call. The Budget & Finance Committee, the Treasurer, and Executive Director continued to work closely with our accounting firm to



ensure that the budget was managed in real-time. This consistent oversight by the Committee, and management by the Executive Director, meant expenses were continually adjusted as necessary, especially when managing strategic projects and initiatives.

In April, the Chair, the Treasurer, and the Executive Director met with the BOD to discuss meeting and financial scenarios for the 2020 Symposium/Convention concerning the COVID-19 pandemic. Investment updates were also given at this meeting.

In May, the Chair, Treasurer, and Executive Director proposed revising the NSH Cash Management policy. These revisions allow for a more streamlined method, with structured accountability, for performing cash transfers when necessary to mitigate the need to access a line of credit.

In July, the 2019 Financial Audit was completed, and our auditor once again presented A+ results directly to the BOD at the July BOD meeting, providing an opinion-free audit. Financials shared in this annual report are based on the 2019 audited financial statements.

At the time of the July BOD meeting, our investment advisor confirmed that the Society exceeded the investment growth benchmark by 2.4%. The Society is well diversified for this to occur.

The Budget & Finance Chair, Treasurer, and Executive Director met in September to review the year-to-date 2020 revenue and expenses to develop a proposed 2021 budget that is financially sound and is in keeping with the NSH strategic plan. We presented the 2021 proposed budget to the Budget & Finance Committee for review and endorsement. The proposed budget was presented to the BOD in early October before the 2020 Virtual NSH Convention and was approved on October 12, 2020. In this way, all financial data is presented and clarified before approval.

Governance Reports

[Board of Directors](#)

Vice President: Jean Mitchell

In September 2019, I attended the NSH 45th Annual NSH Convention in New Orleans, Louisiana, where I actively participated in: 1st Time Attendees Reception, Board of Directors Meeting, Board of Directors (BOD) Strategic Planning, Awards Ceremony and Celebration, Region IV Membership Meeting, General Membership Meeting, House of Delegates (HOD) and post HOD BOD Meeting.

As Vice President, one of my duties is chairing the Strategic Planning Task Force. On Monday, September 23, 2019, at the S/C in New Orleans, a group of thirty-three people convened for an active daylong session working with a facilitator on the initial steps of NSH strategic planning development and vision for the next three years. Those in attendance were a diversified and broad representation of NSH membership, including Board members, Committee Chairs, Strategic Planning Task Force members, and other long-term NSH members and NSH student members. New versions of NSH vision and mission statements crafted to align with the vision of NSH's future. These versions have since received further dedicated work by the Board of the Directors and have been finalized. Goal areas and actions were also drafted during this planning session and continue to receive attention and fine-tuning by the Strategic Planning Task Force.



This past year I have also maintained roles on several other NSH committees and task forces including, the Journal of Histotechnology Task Force and the Public Relations Committee. I also serve as the NSH representative to the Joint Commission's Laboratory Professional and Technical Advisory Committee (PTAC). I have been available for and contributed to all scheduled NSH Board of Directors and Executive Board teleconferences.

I am completing my second and final year as NSH Vice President. I will continue to fulfill my obligations and work with the Strategic Planning Task Force until turning over the position to Hector Hernandez, the newly elected President-Elect, on January 1, 2021. I anticipate the transition of duties to be seamless. In total, I am completing eight consecutive years on the Board of Directors. I want to thank all the Board members that I have served with, the committee and task force members I've worked with, the NSH staff, and the NSH membership's support for making my time on the NSH BOD a positive and fulfilling experience.

Immediate Past President: Beth Sheppard

As Immediate Past President, this past year, I have served in the advisory capacity to the President and Board to assure representation of historical materials and past board discussions were noted in all Board meetings. I have fulfilled all the official requirements of serving as an officer on the Board of Directors, including participation in all Board meetings and teleconferences. I have served as an ex officio member of the strategic planning, 2021 operating plan, budget and finance committees and provided input and consultation.

I continue to be an active participant on the legislative committee and have transferred topics of specific significance to the Executive Director and President. I have represented NSH in Washington meetings at ASCP and Payor discussions. Next year, I will continue to represent the histotechnology community in standardizing preanalytics and provide support and information pertaining to any legislation affecting the health care field, particularly any that relates specifically to histotechnology. This will also include providing input in the development of informative materials for the next legislative day in Washington, DC. My duties will continue to include being available to the President, Board, and staff in a consulting capacity or any assigned duties.

Secretary: Michelle Bell

As Secretary, it is my responsibility to take roll, record information from Board meetings, and review the minutes prepared by staff for accuracy. I attended all Board meetings this past year and had the minutes reviewed and back to the Executive Director within two days.

I worked with Colleen Forster and Sue Clark to perform a Self-Evaluation of the Executive Board, with the intent of finding possible areas that need improvement. We provided a fair, open assessment, identifying a need for mentorship and a need for role identification for Board members.

I was also involved with the numerous meetings that dealt with the Covid-19 situation this year, working with the entire Board and NSH staff to create an alternative plan for the Annual Meeting and Symposium.

I also had the opportunity to attend the CEO Symposium with Hector Hernandez and Sharon Kneebone. The symposium was a great experience, and we were presented with some tools to bring back to the Society.

Region I: Luis Chiriboga, PhD, HT(ASCP), QIHC

During the pandemic's height, the Board felt that biweekly meetings were necessary to track and monitor the ongoing pandemic situation. To stay abreast of the rapidly developing situation, I regularly attended FDA and ASCP town halls that helped answer many questions concerning the pandemic. Due to institutional/hospital travel restrictions and shutdowns, all Region I state and local meetings were either canceled or postponed. I participated in creating a rolling survey to monitor the impact of the pandemic on the Histotechnology workforce. The Board decided out of an abundance of caution, to cancel the in-person Symposium/Convention. However, we are excited to be holding our first virtual Convention. Other ongoing activities included participation in the IHC Committee and a subcommittee formed to explore creating a reference library accessible to the membership. Finally, at the end of January, the Journal of Histotechnology announced a call for manuscripts for a Special IHC Issue on Methods of Validating Histochemistry, Immunohistochemistry, In-situ Hybridization and Multiplexing Assays. The Editor in Chief, Gayle Callis, graciously asked me to co-guest edit with Dr. Yongfu Wang, and I look forward to the release of the special issue later this fall.

Region II: Michelle Hart, HT(ASCP)

During the past year, before COVID Region II members from Delaware, Maryland, New Jersey, and Pennsylvania were on a conference call every week trying to find a location for a Region II meeting, then COVID. This past year as Region II Director, I have assisted with writing quiz questions for the Journal of Histotechnology. Looking forward to 2021, I plan to help our inactive societies become active and will continue to assist the Education Committee with reviewing the NSH + LabCE question banks.

Region III: Sue Clark, BS

The NSH Board has had a hectic year. We have had many meetings via the phone, discussing operations, strategic planning, and the annual symposium. As Region III Director, I attended the North Carolina State meeting. North Carolina put together a well-attended, excellent meeting in Chapel Hill, NC. I presented a workshop on "Tricks of the Trade."

Unfortunately, all of Region III has been very quiet since the NC meeting. Georgia and Florida had to cancel their meetings due to the Pandemic. We are hopeful 2021 meetings will take place in Region III, and I will continue to brainstorm with Region III states to create interest in our Society.

Region IV: Dawn Schneider, HT(ASCP)

I hope this update has you all safe and well during this pandemic of 2020. I know some people who are still not working at 100% or at all since things started back up or in a "New Norm" atmosphere. The pandemic is so weird, and nothing any of us could have predicted. With that being said, I want to summarize this past year as a Region Director of the NSH Board of Directors.

Wow, what a second year as Region IV director. I attended the NSH Annual Convention in New Orleans, Louisiana, last September. The location and new meeting format made the week very enjoyable and productive. This was my first time in New Orleans, and it lived up to everything I thought it would be. I

attended the First Timer's Reception, where the Board and committee chairs mingled and engaged with first time attendees to make them feel welcome and answer questions they might have, entering the crazy week. It was a lovely event with lots of excitement around the room. I connected with several first timer's that I ended up running into multiple times during the week and checking with them that they enjoyed the convention. I also attended and participated in the Board of Directors (BOD) Strategic Planning meeting, Region IV membership meeting, BOD meetings, General Membership meeting, Awards Banquet and Ceremony, House of Delegates, and Post HOD Board meeting. It was rewarding to be a part of these meetings, planning the future for NSH, keeping all parties in mind.

Throughout the remainder of the year, I participated in every Board of Directors meeting. We met every other week to discuss if we should move forward with an in-person meeting in Reno or venture the unknown of a Virtual Symposium this year due to the pandemic. We hashed out a lot of different scenarios, and they seemed to change with every meeting. Thanks to Aubrey and Sharon from the NSH office for the hard work to prepare the different scenarios and the discussions they had with the hotel and Convention Center in Reno. In the end, it became apparent that we needed to try a Virtual Symposium for multiple reasons, including the safety of our vendors and members, and it was the right fiduciary responsible decision to make for the welfare of our Society.

Most state societies had to cancel their spring meeting or hold one virtually, which Michigan did. I thought the Michigan virtual meeting was a new and different experience. Kentucky and Indiana were the only two states in Region IV that had their meetings before the craziness started. I had to miss those two meetings due to weather and conflict, but I forwarded them NSH promotional material and NSH updates to share with their members. I have kept the NSH members of Region IV up to date with NSH info by doing quarterly updates that they shared in their newsletters or emails to their members.

We will also be having the House of Delegates meeting virtually for the first time in NSH history. If you are interested to see how the House works in making decisions for our membership, contact your state president to learn how you can become a delegate in 2021. Each state with a constituent society gets one representative to sit in the House for every 50 members besides the state president.

I hope you all have gone out to NSH.org and had a chance to see the new dashboard. It is very user friendly, and everything is all in one spot. If you have any issues or input, please contact the NSH office.

I thoroughly enjoyed the Virtual Symposium and look forward to evaluating it and improving on our virtual offerings moving forward as a board member. I also look forward to some of the other things we have going on with the Board for the rest of 2020 and 2021 and being an active board member. As always, contact me if you have any questions, and please stay safe.

Region VIII: Jeremy Johnston, BS, HT(ASCP), QIHC

I wasn't as active as I'd have liked to be in 2019 as my daughter was finishing up two years' worth of treatment for High Risk Neuroblastoma. I am thrilled to report that she just had her 9-month post-treatment scans and is NED (No Evidence of Disease)! I hope every one of you realizes how important the work is that you do every single day. My daughter could not be where she is today had it not been for histotechs just like you. From the bottom of my heart, I want to say THANK YOU for your work!



The California Histology Society was slated to meet this year in beautiful San Diego. It was a tough decision, but in the end, they decided it was best to postpone their conference due to the global pandemic, as I'm sure other state societies had to do as well. I know many of you were very disappointed by this news, as was I, but ultimately, each attendee's safety was paramount. California continues to be a very robust society and attracts many very noteworthy speakers, which draws a strong attendance. I'm looking forward to seeing all of you at the 2021 conference!

I continue to be involved with several committees within the National Society for Histotechnology. In 2019, I served on both the Quality Committee and the Immunohistochemistry Committee. The IHC Committee has been updating the Antibody Database, which we hope members contribute to and utilize. It's an important tool to help those bringing on a new assay or troubleshooting an existing assay. I've been able to participate in the QIHC Online Study Group on The Block. Our hope with this group is that those interested in taking the IHC exam will utilize this great resource of some very knowledgeable individuals. We're here to help you, so please keep those questions coming!

I've had the privilege to represent both the National Society for Histotechnology and the College of American Pathologists by sitting on the HistoQIP Committee. This committee's focus is to improve the specimens' quality in each of the submitting laboratories from more than 80 different countries worldwide. Quality should always be our biggest driver because it ultimately directly affects patient care. This committee has been instrumental in growing HistoQIP from 6 programs to 13 different programs. The increase speaks to this committee's commitment to respond to the demands of the pathology community. We're always looking for new graders to be a part of this program too!

I've had the privilege of serving on the Board of Directors (BOD) for four years now, and despite the copious amount of work that goes into it, I've been pleased to be able to witness so many positive changes. We've continued to be proactive with reducing our debt, increasing our revenue, and arguably, more importantly, we've increased our membership through a concerted effort to improve member value. The BOD has continued to lead with sincerity and transparency, and we're proud of the organization that we have the privilege to represent. The Board met many times during the pandemic to address the constantly shifting state of affairs. We ultimately chose to go with a virtual symposium, which was a difficult decision. Still, one we feel will position us well for not only this year but also for future symposiums. We are fortunate to have a Board that feels comfortable expressing dissenting feelings and can come together with a unified voice. Please know that your Board of Directors is looking out for and representing each of you. NSH exists for YOU, and if you ever feel that you have something that you think could make us better, please speak up. I love the quote by Andy Stanley: "Leaders who don't listen will eventually be surrounded by people who have nothing to say." Your leaders are ready to hear what you have to say!



House of Delegates

Joanna Barton, BS, HT(ASCP), HTL(ASCP), Speaker of the House and Jerry Santiago, PhD, HTL(ASCP) QIHC, House Secretary

This year the House of Delegates meeting will take place virtually due to the transition of NSH's 2020 Annual Symposium/Convention from a face-to-face to a virtual meeting. We thank you for your flexibility and understanding as we have been navigating this year's virtual HOD meeting.

The Speaker participated on calls regarding governance reform of committees and the Governance Virtual Town Hall meetings to review next steps and hear members thoughts and feedback after the proposed bylaws amendment on committees was not accepted at last year's HOD. Updated proposed bylaws amendments will be presented for consideration at this year's virtual HOD meeting.

The rest of this year has been spent preparing for the 2020 virtual HOD meeting, which will take place on October 20th at 4:30PM PDT (7:30PM EDT). We conducted a practice session on October 6th to review meeting procedures with delegates and alternates in this virtual environment. We have also planned for written resources to be distributed in advance of the HOD meeting, as well as a webinar for those who cannot attend the practice session prior to the meeting. There are also existing resources developed in previous years located on The Block, including a motions resource and HOD FAQ's developed to help delegates gain a better understanding of motions as well as the HOD process.

It is our goal to continue to provide information and updates regarding activities of the HOD to help members stay informed. We have been submitting updates about important deadlines in *NSH In Action* and via email announcements. We would like to continue to help members be more comfortable with the House of Delegates process. The opportunity to serve as a delegate representing your constituents is an excellent way to be more involved in Society governance. Volunteering during the House of Delegates meeting or observing the meeting is an excellent way to learn about the House of Delegates process prior to being a seated delegate.

We hope to continue to work with the Credentials Chair to review credentialing procedures and update them as needed. We will be also be consulting with the Executive Director and Parliamentarian as we review credentialing procedures.

2020 Elections

Nominations-Election Chair: Jane Parr, BS

NSH amended its Bylaws in 2018. The House accepted a motion to stagger Board terms over three years. Additionally, the House accepted a motion to eliminate the Vice President position in favor of a President Elect position. The Society will annually elect a President Elect who will serve three consecutive one-year terms as the President Elect, President, and finally as the Immediate Past President.

2020 is the first election in a three-year cycle. Each year, we elect the President Elect, one of the Officers, and three Region Directors. This year we elected our first President Elect and Directors in Regions II, III, IX. A special election was held in Region VII to fill a vacancy.



In 2021, we will elect the following positions: President Elect, Secretary, Region V Director, Region VI Director, Region VIII Director.

2021 Election Timeline

January 11: Nominations Open
March 31: Nominations Deadline
April 14: Voting Opens via electronic ballot
April 30: Voting closes at 11:59 pm Pacific Time
May 14: Election Results announced to NSH membership

Advocacy Update

Luis Chiriboga, PhD, HT(ASCP) QIHC, Region I Director

The COVID pandemic has had a significant impact on multiple fronts, limiting our ability to attend important advocacy events. Nevertheless, we continued our advocacy efforts, expecting substantial delays due to the pandemic and the impending presidential election. The Keynote session at the NSH Annual Convention in September 2019 was a perfect segue for the Clinical Laboratories Improvement Advisory Council meeting that took place on November 5-7 in Atlanta. Our letter followed up on the previous CLIAC session, explicitly requesting an update on the Council's recommendation to include Histotechnology as a specialty under CLIA.

I also presented oral comments reiterating NSH's position that the workforce shortage in the histotechnology field will only intensify. Education and training are critical areas that need particular attention under the current CLIA model. The Council was very receptive to our comments and recommended creating a dedicated workgroup to address this and other issues. The Spring CLIAC meeting and the American Society for Clinical Laboratory Science Legislative Symposium in Washington DC were canceled due to the pandemic. We will have to wait to see if CLIAC has made any progress in creating the task force and encouraging its formation to address the issues. The pandemic has certainly brought attention to laboratory workforce issues. We are optimistic that we can leverage this attention from now on by advocating on the federal level even if the ASCLS symposium does not occur this coming year.

During the summer of 2019, Anthem Blue Cross and Blue Shield (which has a significant presence in Region 1) announced significant reimbursement rate cuts to its fee schedule for anatomic pathology. We expect other insurers to follow Anthem's lead and felt it was essential to establish a relationship with Anthem. NSH, in partnership with ASCP, submitted a written response to the announcement, and Anthem was amenable to listen to our concerns.

The NSH team led by Beth Sheppard, Sharon Kneebone, and Luis Chiriboga and ASCP representatives Jeff Jacobs, Matt Schulze, and incoming president Kim Sanford, met in January in Washington DC. The group pointed out that there was a significant breakdown in communication by Anthem's lack of notification. NSH maintained that a significant reduction in rates would substantially impact patient care and the Anatomic Pathology workforce. Anthem representatives explained that the fee schedule adjustment intended to realign the fee schedule between large (regional) and small laboratories. In the



end, we agreed that NSH/ASCP would maintain communications with Anthem to collaborate and discuss AP specific issues.

Committee Reports

Awards

Awards Chair: LaVinia Ray, HT(ASCP)

I said last year that 2019 was a transformative year for the awards committee. In 2020, we have found ourselves in a unique position to grow and adapt to the world around us. The challenges that this deadly virus has brought to the world have forced us to seek new ways to work, socialize, and interact. Thankfully, this is also an age that allows us the luxury of meeting and learning virtually. This year's Symposium/Convention was a virtual event that took place October 13-15. While we missed the reality of face to face networking, it opened doors for many who may not have had the opportunity to participate otherwise. Potentially, we may discover new offerings for the Convention in the future.

This year, the Awards Committee has been fully committed to promoting the scholarship and awards through social media posts, personal emails, and promoting within our colleagues' circle. We are committing the same effort to promote the virtual Symposium/Convention as a whole.

In 2019, the Awards Ceremony's newer streamlined process made for an exciting and action-packed event. This year we will move to a different format but none the less thrilling virtual event. Adding to the excitement, this year, we will award Histotechnologist of the Decade, one of the most prestigious awards available.

The Virtual Cocktail Hour and Awards Ceremony took place via Zoom and Facebook Live on Wednesday, October 14th from 5-6 pm. Me and my co-hosts provided commentary on the tremendous impact these awards have on the members who receive them. Due to the new virtual format, recipients were able to share their own stories in greater detail, with a broader audience. The event was recorded and available to watch on NSH's YouTube and Facebook channels.

- In a continuation of the marketing efforts that began in 2018, the Committee launched the AwardsCast Podcast Series third season. A total of 5 AwardsCasts were recorded.

AwardsCast: Confidence is Key:

In this AwardsCast, Emily Foster, last year's Symposium/Convention Student Scholarship recipient, and Guy Orchard, last year's Leica Leadership in Management Scholarship recipient, discussed Guy's progression the ranks of UK biomedical science over the course of his 30-year career.

AwardsCast: Mentoring the Next Generation:

In this episode, Maureen Doran, 2019 recipient of the Histotech of the Year Award, shares career advice with a recent graduate and recipient of NSH's 2019 student

scholarship, Megan Hellie. Maureen discussed her love of safety in the lab, the growth of automation, and the importance of networking with fellow histologists.

AwardsCast: Travel Scholarships in the Age of Covid 19:

In this episode, Jerry Santiago and Janet Tunncliffe, recipients of last year's Lee Luna Foreign Travel Scholarship, *sponsored by Sakura Finetek*, shared their previous experiences teaching histology abroad and discussed how COVID-19 had put a pause on their 2020 travel plans.

AwardsCast: Arthropod Immunohistochemistry:

In this episode, Dr. Richard Cartun, the sponsor of the Jules Elias Excellence in IHC Award, and last year's recipient of this award, Damien Laudier, discuss why Dr. Cartun decided to start this award back in 2009, the work Damien is doing with arthropod immunohistochemistry, and the emergence of a new type of killer hornet!

AwardsCast: Histotech of the Decade: Interview with Frieda Carson:

In this episode of AwardsCast, NSH Awards Chair, LaVinia Ray, talked with Frieda Carson, author of *Histotechnology: A Self Instructional Text*. Carson talks about the new edition of her book, how she got started in histology, and what it was like to receive the Histotech of the Decade Award in 2000.

Impact of Coronavirus on Awards Committee:

The Coronavirus continues to be devastating across the world, and I suppose the impact it had comparatively on the NSH and the Awards Committee could be categorized as minor. These setbacks can be overcome in future years.

- We could not offer many awards and scholarships due to lack of sponsorship, including the Leica Leadership in Teaching, the Ann Preece Hard Tissue Award, Biocare Medical Excellence in Patient Care Lab Award, and the J.B. McCormick Award.
- We could not offer Student Symposium/Convention Scholarship as we are not holding an in-person meeting.
- Similarly, the recipients of the Legislative Symposium Scholarship will be attending in 2021 as that meeting was canceled in March this year.
- Overall, applications decreased due to disturbances in histotech work—many experienced furloughs and reduced hours, which caused them to be out of the lab.
- Virtual Award Ceremony

Our future projects include: Continue evaluation of awards criteria and application rates for current awards/scholarships to see which to carry forward. Evaluate if any need to be eliminated and replaced with something more useful to the membership. Continue evaluation eligibility criteria for Legislative scholarship based upon comments received from NSH general membership. Secure sponsorship for next year for current and any added awards. Evaluate engagement alternatives for future events. Evaluate new formats available for future awards ceremonies, whether virtual or face to face.

Bylaws

Bylaws Chair: Konnie Zeitner, HT(ASCP), HTL(ASCP)

This year, we worked toward completing the directive from the HOD 2017 & 2018 to revise the bylaws. The 2019 HOD recommended the continued review of Bylaws Article V, 1, House of Delegates Composition, Article V, S1.B.2, Credentials Coordinator and Article X, S1, B1 & b2, Committees, Elected and Special. While reviewing and revising those sections of the bylaws, the bylaws chair worked with the HOD Speaker, NSH Executive Director, GRTF Chair, and also NSH legal counsel and the NSH parliamentarian as we required professional help.

The Governance Review Task Force (GRTF), which includes the Bylaws Chair, again reviewed the Governance consultant recommendations for the bylaws changes based on the best practices of similar associations. In phase 3 of Governance reform, we are working on establishing a Governance Committee that would include the Bylaws Committee and the Nominations & Election Committee. The Credentials Committee could be removed from last year's proposal to include it in the Governance Committee.

The GRTF participated in numerous teleconferences to discuss the items listed above. We reviewed the Governance Committee as initially proposed to HOD 2019 and the Chair's responsibilities for each of the three committees (Bylaws, Nominations and Elections and Credentials), which are currently stand-alone committees. We acknowledged input from the HOD and current committee chairs in the formulation of our proposed bylaws revisions. The HOD members brought to our attention that the committee would be too large with too much responsibility for one person to chair, even with the ability to create smaller task forces underneath the committee chair.

With that thought in mind and knowing that the Credentials Chair reports to the HOD speaker, we are considering placing Credentials under the Speaker's direction. Before the S/C, the Credentials Chair works with the Speaker and the NSH office to contact all committee chairs, Region Directors, and Constituent State Societies and states without constituent societies to establish the list delegates and assures those delegates are NSH members. The bulk of the chair's work occurs at the annual S/C where delegates are credentialed. At the S/C, before the HOD, the Chief Teller, Teller, Doorman, and Timekeeper are appointed by the Speaker, rather than being selected by the Credentials Chair. Considering how Credentials currently operates and how the on-site tasks are dealt with, the position could change from Credentials Committee with a chair who reports to the HOD, to a Credentials Coordinator who reports to the HOD Speaker. In this case, a new position description would be written.

Some committees will remain unchanged in scope and practice while others will be restructured or renamed to reflect their function better, as will the Audit and Finance Committees. Every committee, including those not explicitly listed in the bylaws, will be represented in the House as a voting member, i.e., either the committee chairperson or a member of the committee appointed to represent the committee in the House will have a vote.

As described here, the committee restructuring is an example of the types of changes that will be proposed to the HOD for revision. We recommend that the list of appointed committees, after committee restructuring, be removed from the bylaws as these committees are procedural in nature. A few other proposals are being considered and may be proposed, but the ones mentioned here are of most significance. We relied upon the NSH Parliamentarian and Governance consultant's professional



assistance to guide the discussion portion of the proposed bylaws revisions. To build understanding and ownership of the constituent parties' changes within NSH, we presented two Virtual Town Hall meetings on our proposals. We listened to input and feedback from the participants. Much of what we heard has been incorporated into the proposed bylaws revisions. We hope to ensure that the rationale for each proposal is effective in conveying the intent for the proposed bylaws amendments.

To aid the 2020 HOD delegates in understanding the proposed bylaws revisions, we posted PowerPoint presentations in The Block explaining the proposals' rationale. The webinars, along with the materials available to HOD members before the HOD, will allow members time to be well versed on the proposals and contact the Bylaws Chair if they have questions that could be discussed and answered before the discussions and vote in the HOD.

In the upcoming year, we will continue to review the bylaws. Our bylaws must be current with the most up-to-date rules and regulations, accurately reflect our practices, and represent our Society and its membership. Once this has been accomplished, our goal is to review the bylaws once every 3-5 years to ensure that they remain current. We believe that the HOD has Society business to conduct at the yearly meeting without addressing bylaws revisions each year.

Credentials

Credentials Chair: Jennifer Harvey, HT(ASCP) QIHC

Wow! We made it through my first time as the Credentials Chair. Being my first time, I tried hard to identify areas where we could improve the process. I learned a lot! The forms must be filled out correctly, and delegates must show up to the House. I did discover that those that didn't show up to credential either forgot they said they would do it or didn't know their names were submitted. I have learned that I must take an extra step now and make sure that the name submitted is an active member and know they are to sit in the House! I also learned that we needed even more help on the HOD floor, so I ask anyone that if they are still afraid to get involved, try helping at the HOD. The jobs are not hard at all, and you get the chance to see how it all works. I know I am still learning about it all!

As many of you know by now, we have a virtual HOD. OMG, this is a first for all of us! We are all working closely with the parliamentarian to make sure that the HOD will run smoothly. We even have an 'all-hands-on-deck' practice. This year I will be reaching out to each delegate and alternate to verify that their names were submitted to sit in the House. It is even more critical to have a virtual meeting that the correct email and phone number are submitted since it will be used as part of the login process. "See" everyone at the HOD.

Education

Education Chair: Traci DeGeer, BS, HT(ASCP), HTL(ASCP), QIHC

The major projects that the Education team members were involved in this year included writing the quick quizzes for the JOH and *NSH in Action*. Members volunteered for each issue of the JOH and then selected an article from the chosen issue. Four questions about the article were created for publication in the JOH. In each issue of the *NSH in Action*, volunteers selected an image representing a histological stain/artifact and created questions to create a learning experience for the readers of the *NSH in Action*.



Volunteers will continue reviewing the HT/HTL simulator materials in MediaLab for accuracy, section by section. This will also let us determine what questions need to be added to the simulator over the coming years.

The Education Committee will continue to provide learning materials to the JOH and the NSH in Action as part of what they do as projects each year.

NSH Launches elearn.nsh.org

NSH launched its proprietary online learning center in June 2020. Our online learning is now integrated with our member dashboard to make it easy to find the education you need, track your CE, and print your documentation on demand.



Hard Tissue

Hard Tissue Chair: Scott Hooten, BS, HT(ASCP)

Last year the Hard Tissue Committee completed the staining guide. We had a lot of great submissions from our members. This year the plan is to collect submissions to put together an Immunohistochemistry guide for hard plastics and bone samples.

Membership

Membership Chair: Clare Thornton, HTL(ASCP), QIHC

First off, as Membership Committee Chair, I would like to welcome Cynthia Simpson, M.Ed., CAE as NSH's Membership Manager, hired in the fall of 2019. Cindy comes to NSH with a great deal of knowledge, enthusiasm, and experience and has been a tremendous asset to the NSH Office. As stated in last year's annual report, the Membership Committee has had a busy few years, beginning with an extensive Membership Survey implemented by Avenue M Group. Based on these survey results, the Membership Committee proposed a change in membership models, which goes into effect for the 2021 membership year. Under Cindy's leadership, the new models and changing membership from calendar year to anniversary date were launched in October 2020 for the 2021 year.

With the installation of a new AMS (Association Management Software) over the past year at NSH, we launched our new Enhanced Education Membership in conjunction with our NSH Annual Convention. The membership committee will be keeping a close eye on the numbers of new model memberships.

The push for new members is continuous. A budget has been approved for new membership marketing, as NSH will only grow stronger with a larger membership base. As we work on advocacy for the histology profession as a whole, this can only be accomplished with a strong member base.

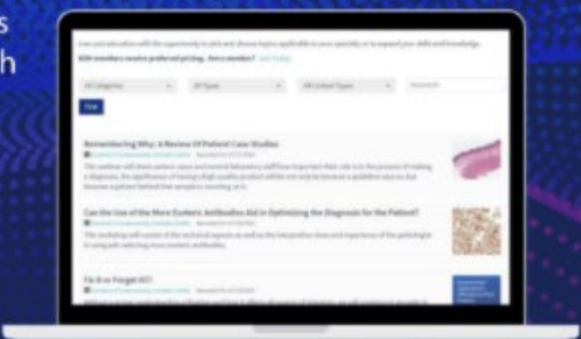
2019 Member Numbers

Year	Total Membership			New Members		Returning Members		Rejoining Members		Statistics		
	Member Type	Total Members	Per Member Class	Total New Members	Per Member Class	Total Returning Members	Per Member Class	Total Rejoining Members	Per Member Class	Retention Rate	Growth Rate	Calendar Year Renewals Rate*
2019		3048		709		1908		431		79.94%	4.17%	76.74%
	Student		181		126		53		2	41.04%	13.13%	30.39%
	Active		2778		582		1769		427	81.30%	-0.61%	79.05%
	Retired		89		1		86		2	96.70%	-12.75%	98.88%

Enhanced Education Membership

Continuing Education + Membership

Enhanced Education Members get free access to over 70 on-demand webinars included with membership. These are approved by ASCP, PACE, and CE Broker for CE credit.



NATIONAL SOCIETY FOR
HISTOTECHNOLOGY

Core Education Membership

Exchange Histology Knowledge

Core Education Members get discounts on education opportunities like NSH's Prep Courses and Convention, plus access to the Block, an online community for exchange of knowledge.



NATIONAL SOCIETY FOR
HISTOTECHNOLOGY

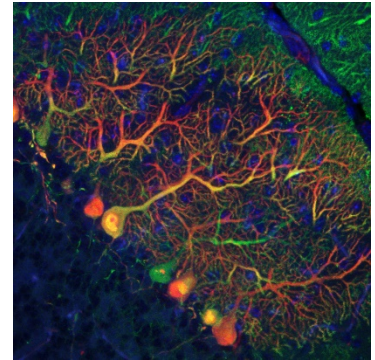
Public Relations

Public Relations Chair: Monty Hyten, AS, HT(ASCP)

This has been a challenging year for all of us. It has brought changes to how we do most everything outside of our homes by way of new virtual opportunities. One such opportunity was the NSH Virtual Convention held this year, which allowed for the involvement of members and non-members in 'attending' workshops with no travel involved. We will not get to see each other in person, but we will be connecting in other ways. We know this will be a disappointment for many, but we are mighty Histotechs, and we can do whatever is needed to be successful.

As PR Chair, it is my job to work with my committee and the NSH office to plan, coordinate and host events to raise awareness about the histology profession and promote NSH as the leading Society within our profession.

This year, the committee kicked off its work with the celebration of Histotechnology Professionals Day on March 10th. HPD was started in 2010 as a day to celebrate the contributions made by histologists and has grown since then to become recognized by many state and local governments, primarily due to efforts made by NSH members. This year the PR committee aided in this celebration with the sale of Histotechnology Professionals Day T-Shirts. We celebrated a decade of HPD with a histology time capsule project. We collected submissions from members, asking them to answer a few questions about how things have changed over their careers, and where they see the profession going. We plan to open the virtual time capsule in 2030.



The Art of the Stain Contest, an annual contest in which histologists submit their favorite stain, was conducted during Lab Week. This year, the Art of the Stain Contest received 46 submissions. The winner of the contest, by an overwhelming majority, was NSH member, Gabby Borkowski, with her immunofluorescence cerebellum stain, which will be used in the HPD logo in 2021.

Also, the PR committee is assisting membership by contacting new members by phone or email to welcome them to NSH and discuss the many opportunities NSH has to offer. We also discuss questions the new members may have regarding being a new member.

The other major event sponsored by the Public Relations Committee is the First Timer's Reception. It is a gathering of first time attendees to the Annual NSH Symposium/Convention, which takes place the first night of the convention, which we will have to put aside since we won't be in person to welcome our first time attendees.

Usually, when we are on-site at the S/C, the PR committee would also be working as convention ambassadors, greeting attendees throughout the week, and ensuring they can locate their workshops and find their way around. This year our committee will assist in staffing the NSH booth to be available to answer questions virtually. I want to take this opportunity to personally thank my committee members: Jean Mitchell, Christie Gowan, Christine Scott, Linda McDonald, Lisa Jackson, Pam Barker, Jennifer Harvey, and Jeanette Wallen for helping me make this year a success. I look forward to working with you all again in the future!

Quality

Quality Committee Chair: Kathy Dwyer, HT(ASCP)

This year, the Quality Committee assisted in the completion and publication of a Workload Study, in the *Journal of Histotechnology*. In the future, we plan to develop a performance assessment program for histotechnologists to include productivity (from WL study paper) and QC exceptions to monitor.

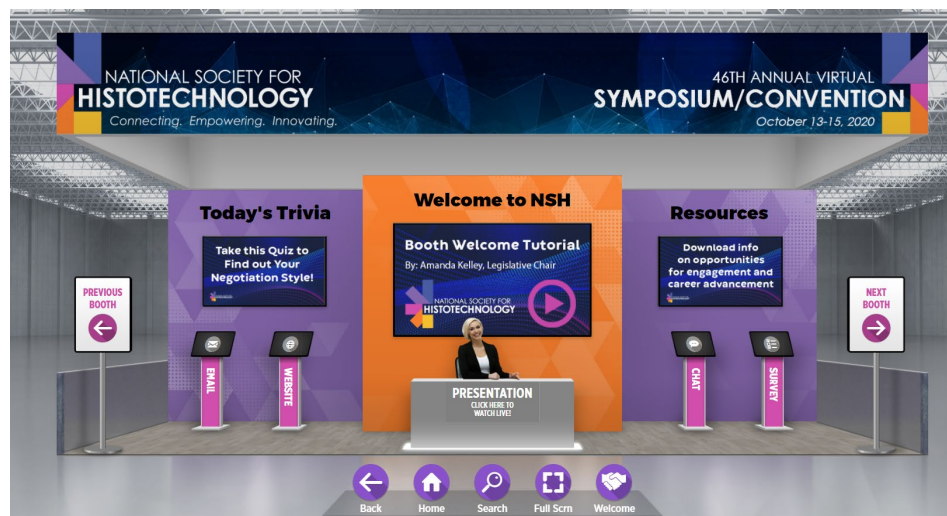
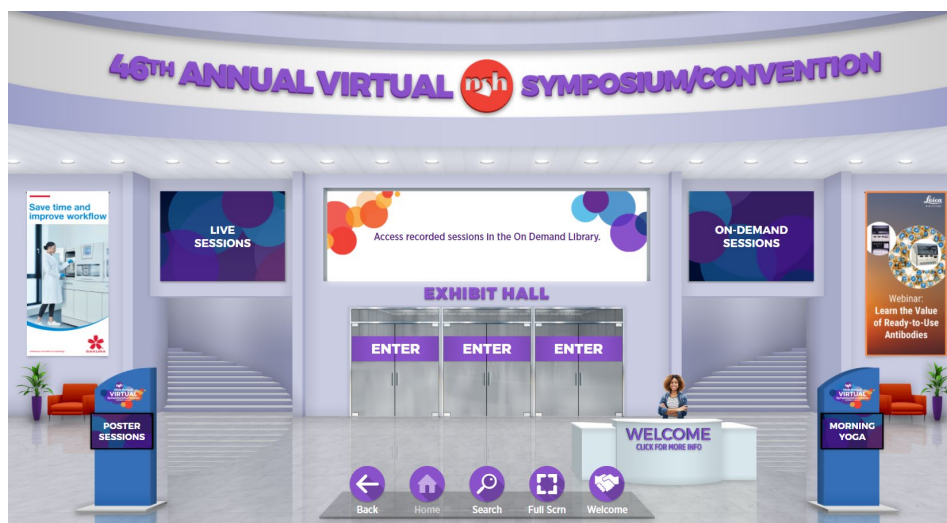
I served on the Program Committee in selecting the 2020 workshops for NSH Reno, NV. Due to COVID-19, the NSH Program Committee was reconvened to pick the virtual program. This year I also served in the 2019 HOD as Quality Assurance Committee Chair and presented a workshop titled, Root Cause Analysis, at the 2019 S/C in New Orleans, LA.

NSH 45th Annual Convention

Convention Chair: Jenny Bull

The 46TH Annual Virtual Convention was a success. The committee worked closely with the office, pivoting several times to provide a virtual meeting. We were fortunate to cancel our contract with Reno and move it to 2022.

We look forward to 2021 when we hope to meet in person. This year, attendees can earn up to 60 CE hours and access education for thirty days post-meeting. We are thankful for the vendors, virtually exhibiting and sponsoring the meeting.





Appointments

ASCP Board of Certification

NSH Board of Governors Appointee: Lena T. Spencer, MA, HTL^{cm}(ASCP)QIHC^{cm}

The ASCP Board of Certification is the gold standard in global certification for the Medical Laboratory professional and has certified more than 570,000 individuals. It is the first and largest certification agency. Since its inception in 1928, the BOC has set a high standard for quality and continuing competency.

The Board of Certification (BOC) Board of Governors (BOG) defines and governs the BOC's activities, develops policies, and fosters relationships with interested organizations. All members share in a joint and collective authority to further the BOC mission to provide excellence in the certification of laboratory professionals on behalf of patients worldwide.

The NSH is one of six participating Societies that have membership on the ASCP Board of Certification. The Board of Governors includes organizations defined as sponsoring, participating, and collaborating with professional partners. While the difference in numbers of representatives to the BOC may vary, all organizations share the common goal of supporting the BOC mission, vision, and values.

ASCP BOC Board of Governors NSH Representative

As the NSH Representative to the ASCP Board of Certification's Board of Governors, my goal is to provide a voice for the NSH and the histology community. Histotechnology representation is essential, along with the other laboratory disciplines, to providing awareness and serving as an advocate for issues that may arise regarding the Histology professionals. As the NSH ventures into new partnerships with other professional organizations, we must nurture the relationships where we have had a long-term representation.

Challenges during the *COVID-19*

All Meeting ASCP Board of Certification meetings were held virtually through the Zoom platform during these unusual times. ASCP staff started working from home beginning March 16. BOC staff continued performing their regular duties such as processing applications and CMP renewals, holding exam committee meetings, and republishing exams.

The BOC exam vendor, Pearson VUE, initially closed all of its U.S. and Canadian (and many international) testing centers in mid-March, but then reopened at a limited capacity for essential personnel exams (i.e., nursing and EMT). The BOC worked with Pearson VUE to open up testing to include the Medical Laboratory Technician (MLT), Medical Laboratory Science (MLS), and Phlebotomy Technician (PBT) exams to continue certifying essential personnel beginning in early April. These are the BOC's highest volume exams, are entry-level, and, in some states, they are required for licensure. Pearson VUE identified all BOC exam categories as essential exams in mid-April. Over 600+ testing centers were reopened to accommodate the examinee backlog. Some super test centers that scheduled larger numbers of examinees at one time extended their hours to cover 18 hours per day, including Sundays.



With the social distancing requirements stemming from the COVID-19 pandemic, the BOC received pleas for resources from program directors who were scrambling to develop online distance programs and who had students desperate to complete their clinical rotations. In response, the BOC combed listservs and social media channels for recommended resources, contacted industry partners, and added free ASCP education. The BOC staff collects all of this information into a document posted on the CLSEDUC listserv, BOC website, BOC Program Director's Facebook group, and ASCLS's Open Forum. This will be a living document, and all organizations are encouraged to email BOC staff with any additional resources or ideas.

The BOC has been active in Advocacy on behalf of the Laboratory Professionals, providing letters of support or providing valued information to legislatures and educational programs about the value of the laboratory professional as front line workers, performing the actual COVID-19 testing. The BOC has used its social media presence to discuss the concerns and issues facing laboratory professionals during this pandemic and show how they are fighting COVID-19. The BOC social media likes and reposting has grown dramatically during this time. In short, the staff has continued to do what they do best, support lab professionals through credentialing.

The Board of Certification received the ANSI PCAC (Personnel Credentialing Accreditation Committee) action letter informing that the ASCP Board of Certification has been granted continued accreditation under the ISO/IEC 17024:2012 standard for 2020, Year 3 Annual Surveillance Assessment. Once again, there were no citations (nonconformities).

ASCP BOC Certification Examination Committees

Members have participated in several virtual meetings throughout the year. Although this has been a challenging year, everyone has fully participated by coming prepared, meeting committee membership obligations. The BOC asked each volunteer to stay on in their current position with the hopes of meeting at ASCP on-site next year. At this point, all members have graciously accepted this offer. All must participate in the Credentials Maintenance Program (CMP) within one year of appointment to the committee.

The Histology Committee members provide subject matter expertise for the HT, HTL, and QIHC exams. The members are selected to represent diversity in job type (i.e., educator, bench technician/technologist, and management), geographic location, facility type, and experience). Diversity provides a broad spectrum of current practice in the profession across the country. The BOC certification examination committee's primary responsibility is to validate the content of the certification examination. They do so by periodically administering practice analysis surveys, writing and reviewing questions, provide images, and review content guidelines. Perform exam database maintenance, periodic standard-setting, and review of psychometric and statistical analysis of the exam items/database. The Histology Committee includes the Liaison from the BOC, approximately nine Histotechnician/Histotechnologist, and 1-2 Pathologists. The committee reviews the eligibility criteria for histology professionals, keeping in mind the need to align with other laboratory disciplines. All committee members are certified and are current ASCP or NSH members. The committee is responsible for all three examinations

CMP Update



The purpose of the Credential Maintenance Program (CMP) is to ensure that practitioners complete continuing education activities to remain current in the laboratory profession's science and technology, encourage professional growth, and follow ethical and safety principles to protect the patient.

All credentials issued by the BOC require the certified individual to submit documentation of continuing education hours every three years to retain their credential (mandatory-individuals newly certified on or after January 2004). Other laboratory professionals may voluntarily participate in CMP.

To balance the Credential Maintenance Program (CMP) requirements across all technologist level certification categories, the ASCP BOC Board of Governors approved the following changes.

The dedicated number of CMP points required in the area in which an individual is certified will increase from two to eight points for all technologist level certifications to be equal to the current CMP requirements for MT/MLS. The requirement will **not** increase the overall total number of CMP points required.

Changes to the CMP requirements for qualification categories were also approved. Because one point in laboratory safety and one point in medical ethics (effective 1/1/23) is or will be a requirement for all certification categories. The change will increase the overall total number of required CMP points from six to eight.

The new CMP point requirements will go into effect for those individuals renewing their certification and qualification credential on or after January 1, 2024.

New Certification Update

The Qualification in Biorepository Science (QBRs) is a new qualification approved by the Board of Certification Board of Governors. The eligibility requirements for the Qualification in Biorepository Science (QBRs) can be found on the ASCP BOC website. The QBRs exam started accepting applications on January 1, 2020 and began administering the exam on April 1, 2020.

The PhD Immunology exam is working diligently on developing an exam that will address the needs of this area of Laboratory discipline. Continue to watch the website for any updates.

New NSH Representative to the Board of Certification

Lori Schmitt, BS, HT(ASCP)QIHC., Pathology Manager at UPMC Children's Hospital of Pittsburgh and Education Coordinator at the UPMC School for Histotechnology will be my replacement as the NSH Representative to the Board of Certification. Lori is very professional, has served on the Histotechnology Examination Committee as a member and the Chairperson. Lori will work hard to represent the NSH Community.

I have completed my last term as the NSH Representative to the ASCP BOG/BOC, and I would like to thank you all very much for allowing me to represent you on such an important committee. I have served nine years and have tried very hard to keep the NSH and the Histology Community at the forefront of the discussions. I have followed in the footsteps of several leaders in our field, and I am



humbled by the opportunities you have given me. A grateful thank you to all of my fellow NSH members.

Biological Stain Commission

Appointee: Gayle Callis, BS, HT(ASCP), HTL(ASCP), MT(ASCP)

I was elected to the Biological Stain Commission (BSC) Board of Trustees for a three-year term. It is an honor to serve on the Board of one of the oldest commissions closely related to histotechnology. By serving on the Board, the ties between NSH and BSC will continue to be strong. Due to the pandemic, the 2020 annual BSC meeting in Atlanta was canceled and will return there in 2021. I also continue to serve on a BSC committee with Dr. John Kiernan and interact with BSC members.

Looking forward, I will continue to have NSH, and the BSC interact strongly. Additionally, I will work to have NSH devote a workshop slot to a BSC member, particularly Dr. Dick Dapson, the BSC president, with a special invitation from the NSH/NSH Convention Committee to give a presentation. It should be noted that the NY State Histology Society invites speakers from BSC for their NY Histology annual meetings, and NSH can also be doing this.

Journal of Histotechnology

Editor in Chief: Gayle Callis, BS, HT(ASCP), HTL(ASCP), MT(ASCP)

Since JOH was accepted to PUBMED/Medline, we have become more discoverable, leading to a steady increase of submissions. Most submissions still come from outside of the USA. Our efforts to improve the publication's quality, consistency, and professional appearance have been a success, as seen in the publications.

The special topics issue on Molecular Histology with Dr. Wang as guest editor was published in December 2019. A special topic on Validation of Histology Methods is scheduled for December 2020 with guest editors, Drs. Luis Chiriboga and Yongfu Wang. Medical/Case histories have returned to JOH after a long absence.

Dr. Katherine Gibson-Corley, Dr. Sheila Criswell, and Dr. Julie Randolph-Habecker have joined the Editorial Board. Sadly, Cheryl Crowder, a long-standing Editorial Board member, passed away this past year. Engaging the Editorial Board is ongoing to garner opinions on decisions concerning the Journal, manuscripts, perform reviews, and recommend reviewers.

JOH reinstated the annual acknowledgment of reviewers (with their permission) for their hard work and time to perform peer review. The Journal continues to need reviewers and encourages members to volunteer for publication peer review. Inactive reviewers are removed regularly.

Access to JOH online archives has been improved and is now simpler via The Block. I continue to work closely with the very competent NSH Office staff regarding JOH issues. Editorial Board members regularly supply reference with links to the COVID-19 Resources page.

The number of posters converted to manuscripts remains small, but presenters are encouraged to publish their work in the Journal. Overall, it has been an outstanding year with the help of the Associate Editors, Victoria Artigliere (Managing Editor), Editorial Board, and reviewers.

Next year, we will:

- Update Instructions for Authors for writing and submitting manuscripts to JOH
- Select a topic and guest editor for a 2021 special issue
- Increase the impact factor for 2020
- Enlarge the Editorial Board
- Recruit and add reviewers
- Encourage NSH members to submit manuscripts to JOH, in particular the popular review articles
- Continue to increase the number of quality submissions
- Continue to promote JOH through social media

JOH Statistics

IMPACT FACTOR INCREASED TO 0.343 FROM .333

Q2 FULL-TEXT DOWNLOADS WERE 28,697

THE COVID-19 CRISIS RESULTED IN TWO
OUTSTANDING PUBLICATIONS RELATED TO THE
VIRUS, ONE WITH OVER 57,000 VIEWS – MAKING
THE AUTHOR A JOH “ROCK STAR” AND THE
OTHER NOW APPROACHING 900 VIEWS