

2019

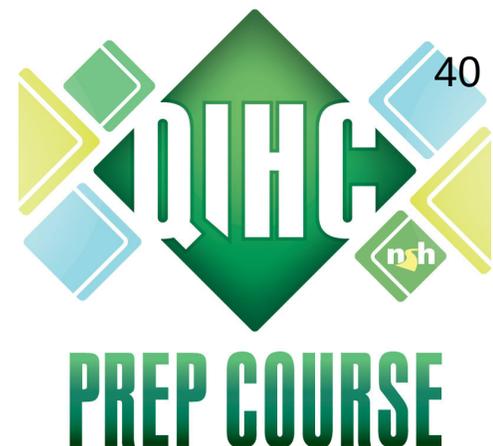
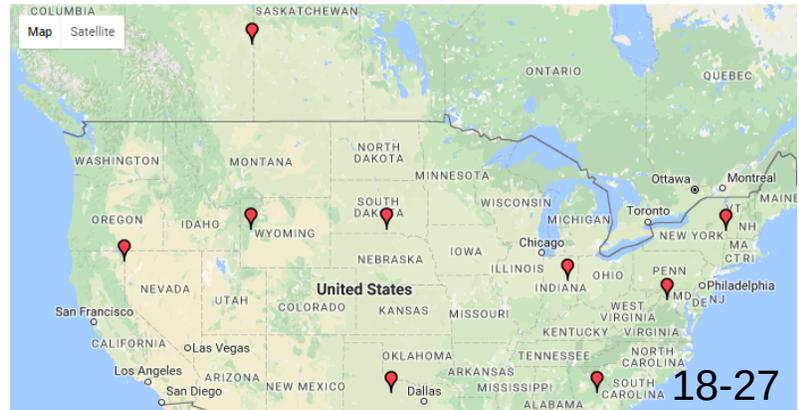
Annual Report



National Society for  
Histotechnology

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# FROM THE PRESIDENT

## DIANE STERCHI



To recap what the current President's duties are;

"The President shall be the principle executive officer and shall in general supervise and control all business and affairs of this Society; preside over

and prepare agendas for all meetings of the members and the Board; serve as alternate Speaker of the House, be an ex-officio member, without vote, of all committees except Nominations-Election and Judicial. The President shall, with Board approval, appoint the chairperson of all appointed standing committees and Society representatives. The President, together with the Society Secretary, shall, or may designate an appropriate individual to, sign all legal instruments which the Board has authorized to be executed. The President shall submit an annual report to the Board and the House. The President shall, or may designate an appropriate individual to, present all honors and awards. The President shall perform all duties incident to the office and other duties as may be designated by the Board". This statement has been updated and revised into a job description, with some additional duties added.

This year, all Board and Chair positions have been updated in preparation for our 2020 elections. Thanks to the hard work of our Executive Director working with all to have them available for the Nominations-Election Committee. The updated position descriptions will be posted on The Block for review by members who are interested in serving in one of the positions. Please see the Nominations-Election Committee report for which positions will be elected in 2020 and the planned timeline.

The Society has experienced another great year. I have remained vigilant in my duties, working closely with the Board, Committee Chairs, and the Executive Director. The year started out running. We have new members on our Board and our first few Board meetings were a training experience for them, but they were able to fit in in no time. Our focus this year has been like last year, working to provide a strong volunteer center, education (new and updated), and defining our membership needs. As you read the annual report it is evident that the Board, Committee Chairs, and staff are focused on setting the organization's direction forward by providing the essentials for our membership.

I, along with our Legislative Chair, Region I Director, and our Executive Director, attended the American Society for Clinical Laboratory Science (ASCLS) Legislative Symposium again this year. NSH offered our inaugural Legislative Leadership Scholarship to two members to attend the event. In total, we had eight histotechnologists attend. We met with our individual Senators and Representatives to ask that they support our requests addressing the clinical laboratory workforce shortage. We updated our members on the challenges facing histotechnology and requested, based on increased demand for laboratory services due to the aging population, that proper training for laboratory staff be required, and of course, that histology professionals are paid fairly. This was also a chance to educate the newly elected Senators and state Representatives on how important histotechnologists are to quality health care outcomes by sharing personal stories (hopefully their aides relay the message to them).

# FROM THE PRESIDENT

## DIANE STERCHI



The Board named Gayle Callis as Editor-in-Chief of the *Journal of Histotechnology*, this year. Under Gayle's leadership, she, Dr. Yongfu Wang, and the *Journal of Histotechnology* Editorial Board have raised the bar on the quality of manuscripts published.

Ms. Callis has made an enormous impact on the value of the Journal and will have a special announcement during the Awards Celebration at this year's Annual Symposium/Convention.

We are moving towards a more active partnership with the NSH/CAP HistoQIP Committee and staff. I have successfully set a precedent that the NSH President will be invited to the yearly committee business meeting. I have had successful conversations with the HistoQIP staff on how this can be set in place and memorialized in our contract with the College of American Pathologists.

Again, this year I have continued;

- Oversight of finances with our Treasurer and Executive Director and the Board quarterly.  
**Note:** We have a new Treasurer who is doing a great job. Please be sure to read the Treasurer's report.
- Oversight of the committees  
**Note:** Thank you to our professional staff who are keeping the committees on track.
- Remain a partner with College of American Pathologists (CAP) in the Histotechnology Quality Improvement Program (HQIP)

I want to thank everyone (Board, Committee Chairs, Volunteers, Executive Director and her staff) for working hard to improve and keep NSH heading forward to the future. I expect more accomplishments from each and every volunteer (elected and appointed) next year. I am looking forward to more enhancements, new educational programs, and the growth of NSH.

# FROM THE EXECUTIVE DIRECTOR

## SHARON KNEEBONE



As I reflect on the past four and a half years with NSH, it is hard to believe that I am preparing to attend my fifth Annual Symposium/Convention.

The Symposium/Convention is at the heart of NSH. It is a time to come together and celebrate all things histotechnology, share tips and tricks, learn, and convene with life-long friends and colleagues.

I continue to be impressed with the passion and talent of my team. We continue to work behind the scenes to support every single volunteer effort. We are grateful to our volunteer leaders who determine what it is we will work on each year, and as a professional staff we support the 'what' with the 'how' by providing reports, tools and resources, insight, as well as an ear to listen.

I hope you will take the time to read each of the leadership submissions in this annual report. Every single leader has worked over the past 12 months to serve our members, histotechnology, and to lead the Society into a sustainable future while honoring our past and standing on the shoulders of the visionary leaders who have come before them. We encourage each of you to get more involved with NSH to shape the Society, its value, and its future.

Under the leadership of our Vice President, Jean Mitchell, we are embarking on developing a new strategic plan to guide our activity over the next five years. When Jean and I reviewed the work completed on the 2013 plan, we determined that we had accomplished 80% of the plan, and we needed to create a new plan. We have already begun work on this project which will culminate in a day of facilitated planning on site in New Orleans.

### **Advocating on Your Behalf**

We shared last year that NSH issued its first-ever response to a Request for Information by the Centers for Medicare and Medicaid Services (CMS) on Laboratory Personnel Requirements under CLIA. Our stance was, and is, that histotechnology should be recognized under CLIA as a subspecialty similar to Cytotechnology. To that end, NSH asked Clare Thornton, HTL(ASCP), QIHC(ASCP), to attend the Clinical Laboratory Improvement Advisor Council (CLIAC) meeting in November at the Centers for Disease Control and Prevention in Atlanta. Clare delivered oral comments on laboratory personnel requirements. One of the outcomes of that meeting was to create a task force to answer specific questions posed by CMS on laboratory personnel requirements. NSH was successful in having Clare Thornton assigned to the task force. The task force reported its findings to the CLIAC leadership in April at the CMS campus in Woodlawn, MD. Dr. Luis Chiriboga, HT(ASCP), QIHC(ASCP), Region I Director, attended the meeting with me to deliver comments based on the task force's report.

# FROM THE EXECUTIVE DIRECTOR

## SHARON KNEEBONE



We received the best outcome possible when the task force also recommended that Histotechnology be recognized as a subspecialty under CLIA like Cytotechnology. However, our work is far from done.

The recommendations were consolidated and NSH will continue to be a presence at the CLIAC meetings to leverage this once in a generation opportunity to update CLIA's laboratory personnel requirements. If you are attending the Annual Symposium/Convention in New Orleans be sure to attend the Work Force Keynote session to learn more.

We recently joined the American Society for Clinical Pathology to urge Anthem to reconsider cuts to pathology, laboratory rates. Your NSH Board of Directors is deeply concerned about the precedent this may set, and the unintended consequences such drastic cuts may have on access to proper diagnosis and quality patient outcomes.

Please review the reports from our representatives to the ASCP Board of Certification Board of Governors, the National Accrediting Agency for Clinical Laboratory Science, and the Biological Stain Commission. The Board has placed significant importance on our external relations. NSH will exhibit at the ASCP meeting in September as well as attend the ASCP BOC meeting. Additionally, we participated in our Second Annual Legislative Symposium organized by the American Society for Clinical Laboratory Science and tripled our attendance and impact of advocating for histotechnology with individuals' members in Congress.

### **Educating the Profession**

In March, we launched the NSH QIHC Prep Course which is a self-paced online course available on learn.nsh.org. Thank you, Joe Myers, QIHC(ASCP), CT(ASCP), for your work on making this course a reality. We have plans to launch the HT/HTL Prep Course this year under the leadership of Jamie Pert, HTL(ASCP), with help from Aubrey Wanner. The Digital Pathology Certificate of Completion continues to perform well. Be sure to look at Liz Chlipala's report on what is next for the certificate.

In August we launched the Florida Mandatory Education Package in collaboration with the Florida Society for Histotechnology. NSH members may take these classes at a special rate, and Florida Society members will receive additional discounts (contact FSH for more details).

## **Florida Mandatory Education Package**

NSH is now offering an online education package, featuring **3 webinars** that will provide the **4 specialty credits** you need to renew your license.

**Sign Up Now!**



# FROM THE EXECUTIVE DIRECTOR

## SHARON KNEEBONE



One of NSH's distinctive competencies is hands-on training. We delivered both Mohs and IHC hands on trainings this year, and plan to offer two IHC hands-on training opportunities in 2020. One will be in St. Louis, and we plan to offer one on the West Coast.



This year during the 45th Annual Symposium/Convention we will offer more Hands On Training (HOT) workshops in addition to our more affordable and stream-lined registration pricing. Our attendees have asked for more opportunities to connect with other histotechs and we have listened. Please join us for our new networking reception, Monday night, or sign up for a Boxed Lunch Roundtable discussion. We thank the Convention Committee and Program Team for their hard work to produce our annual meeting.

[Click here to register for the Symposium/Convention.](#)

Due to the looming histotechnology workforce shortage, the Board of Directors has created an Educators Task Force who have been working to make it easier to start new histotechnology programs. I am honored to be serving on the current Advisory Board for the Community College of Baltimore County, Essex Histotechnology Program. It is an opportunity to better understand our educators' needs while helping a program work through its NAACLS accreditation process.

### **Evolutionary Change While Honoring Our Past**

NSH continues to evolve while honoring our base. The Governance Review Task Force, led this year by Judi Stasko, will present its final recommendations to the House of Delegates in the form of Bylaws Amendments. The recommendations are based on over three and a half years of task force work, guidance by legal counsel, and our BoardSource governance expert, Katha Kissman. The task force was charged by both the Board and the House of Delegates to study and make recommendations on effective and contemporary governance to ensure that NSH will be relevant and sustainable well into the future. 2019 Delegates, please be sure to review the educational webinars in advance of the 2019 House so that you are prepared and knowledgeable about the decisions you will be asked to make.

# FROM THE EXECUTIVE DIRECTOR

## SHARON KNEEBONE



The Ethics Committee Task Force has completed its work and is recommending the Society form a Policy Compliance Standing Committee.

The task force was charged with determining if the Society needs a body to adjudicate ethics complaints; and, if so, what type of body is needed which will not place NSH at risk, to whom does it report, and what would be its scope of authority. NSH legal counsel, Terry Ona, served in an advisory capacity to the task force.

The Journal of Histotechnology Strategic Review Task Force completed its work and made recommendations to the Board which were fully accepted. Please review Editor in Chief, Gayle Callis' report for more information.

### NSH Membership

In collaboration with the Membership Chair, Clare Thornton, NSH engaged Avenue M Group to conduct a two-phase member needs research project. The project is resulting in adding a premium level to our existing membership, where members may choose to pay more for access to additional membership benefits as approved by the Board of Directors. The decision was based on what members, former members, and those who have never been a member, value for a fair price. Read more about our work in Clare Thornton's Membership Report.



I had the opportunity to travel to three State Society Meetings this year. I attended the California Society for Histotechnology meeting in May, where I was fortunate to provide in-person updates on what NSH has been doing for the profession and our members. I attended the Tri-State + 1 meeting in Des Moines, IA where I helped the region directors provide an update to members and presented a workshop. I again attended the Florida Society meeting where I presented a workshop and the Region III Director, Sue Clark, and I facilitated a Town Hall Meeting. Attending these meetings in the spring was a wonderful opportunity to meet members and histotechnologists throughout the United States and listen firsthand to their needs and their excitement about what we are doing for you.

# FROM THE EXECUTIVE DIRECTOR

## SHARON KNEEBONE



### Looking Forward

We are planning on expanding our staff capacity next year by hiring a Manager, Member Services. The NSH Board of Directors has approved an annual operating plan that includes adding a new member database and a new learning management system. The intent is to make it easier to access your benefits, provide you value, and make it even easier to access and track your education.

As I had mentioned earlier in our report, NSH has completed 80% of its 2013 Strategic Plan. This means all the items completed have moved over to our annual operating plan and your staff team has been operating at, or past, capacity for some time. We plan on launching two new certificate programs next year and refreshing the education we are currently offering on [learn.nsh.org](http://learn.nsh.org). We have an exciting 2020 planned, and we look forward to seeing you in New Orleans!

# FROM THE VICE PRESIDENT

## JEAN MITCHELL



In September 2018, I attended the NSH 44th Annual Symposium/Convention in St. Louis, Missouri where I attended and actively participated in the Region Directors/Presidents Meeting, First Time Attendee's Reception, Board of Directors (BOD) Strategic Planning Session, Awards Ceremony and Celebration, Region IV Membership Meeting, Governance Review Task Force Round Table Discussion, Budget and Finance Committee Meeting, BOD Meeting, Foreign Attendees Meeting, General Membership Meeting, Bylaws Committee Meeting, the House of Delegates (HOD) where I was sworn in as Vice President, and post HOD BOD Meeting.

In 2018, I completed my 3rd term as Region IV Director and turned over all pertinent documents to incoming Region IV Director, Dawn Schneider. After the 2018 Symposium/Convention in September, I worked with Executive Director, Sharon Kneebone, to begin my new role as NSH Vice President, and fully assimilate to my responsibilities.

As Vice President, one of my duties is chairing the Strategic Planning Task Force. To kick off this work, I recruited members for the task force and worked to secure a facilitator to assist with NSH strategic planning development. At the Symposium/Convention in New Orleans, the Strategic Planning Task Force will meet with the facilitator and develop the strategic plan for the next 3-5 years.

Since becoming Vice President and Chair of the Strategic Planning Task Force, I stepped down from my role as Chair of the Governance Review Task Force, handing that task force over to Judi Stasko, former Region V Director. I have stayed on as a member of the task force to help them continue their work implementing recommended changes to the NSH bylaws and governance structure. See Konnie Zeitner's report for more information on the proposed changes coming before this year's House of Delegates.

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).

In May of 2019, I traveled to Adelaide, South Australia, for the Australian National Histology Conference, where I was presenter, attendee, and promotor of NSH.

# FROM THE PAST PRESIDENT BETH SHEPPARD



As Immediate Past President, this past year I have served in the advisory capacity to assure past discussions and material were represented in all Board meetings and discussions. 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 Committee and Budget & Finance Committee, worked on the 2020 operating plan, and provided input and consultation.

I continue to be an adviser and liaison to the Legislative Committee. I transferred topics of specific significance to the Legislative Chair and the Executive Director. I will continue through the next year to provide support and information that pertains to any legislation affecting the health care field, particularly any that relates specifically to histotechnology and will also provide assistance to develop 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.

# FROM THE SECRETARY

## MICHELLE COKER



As Secretary, I currently work with the Governance Review Task Force. We have worked diligently this year to continue the changes that were initiated last year at the annual House of Delegates meeting. These changes included completely revamping the election cycles. With that hurdle crossed, and with much of the administrative work moved to the Board rather than the HOD, we created a much more efficient organization. This year, the task force has worked with the Bylaws Committee to restructure the NSH committees, making our organization even more capable of handling day to day business efficiently. The new committee names/structure align well with the direction of our organization.

I am also responsible for reviewing the minutes and ensuring their accuracy. I have attended all Board meetings and ensured all minutes for the meeting were accurate. As a Board, we are working on ideas for expanding the NSH membership value, including more online learning. This year, the NSH has added additional online learning opportunities for members.

I have been asked to assist with the annual Board evaluation, so I will be working with Colleen Forster and Sue Clark on a report for the Board at NSH. In addition, I will continue to work with the Governance Review Task Force to continue to implement the governance improvements over the next year.

The Board is also working on ideas to expand membership to be inclusive of our international communities. This is a project that will continue into next year.

In addition, we are looking at new membership models, with levels of benefits based on the membership chosen. The idea is to ensure members get the benefits that fit their model. Please see Clare Thornton's Membership Committee Report for more information.

I appreciate the opportunity to serve the organization. I feel that giving back to a profession that has provided me so much is a true calling for me. I look forward to next year with great excitement and optimism!

# FROM THE HOD

## JOANNA BARTON AND JERRY SANTIAGO



This year the start time for the HOD meeting will be 2:30pm with sign-in at 1:30pm. Last year we started the HOD a half an hour earlier. Previous interest expressed in changing the start time of the HOD meeting, as well as Symposium/Convention scheduling updates have facilitated this earlier start time. Thank you for your feedback as we have moved in the direction of an earlier start time for the HOD session.

The Speaker and Secretary of the House worked with the Credentials Committee Chair to conduct a comprehensive review of credentialing forms prior to the beginning of the credentialing period this year. The Speaker participated on calls of the Ethics Committee Task Force which was tasked by the HOD to determine if the Society needs a body to adjudicate ethics complaints and report its findings and recommendations for consideration and adoption by the 2019 House of Delegates as stated in the adopted motion. The recommendations from the Ethics Committee Task Force will be presented for consideration at the HOD meeting.

The rest of this year has been spent preparing for the 2019 HOD meeting, which will take place on September 25th in New Orleans, LA. Webinars are planned by agenda item submitters to ensure delegates are informed of content that will be included in this year's HOD agenda. There are also existing resources developed in previous years located on The Block, including a motions resource and previously recorded HOD Orientation and Training webinars, as well as a recently updated 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* or 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 by serving as a Teller, the Doorman, or Time Keeper is an excellent way to learn about the House of Delegates process prior to being a seated delegate.

After last year's election, we identified a need to review election procedures. These procedures will be reviewed and updated as needed before next year's election. We will be working with the Executive Director and Nominations-Election Committee on updating election procedures prior to the next election.

# FROM THE TREASURER

## ELIZABETH A. CHLIPALA



Throughout 2018, we have built on the positive financial transformation begun in 2015 with our new accountants, chart of accounts, and financial management policies. The NSH Board of Directors reviewed its Investment Policy Statement. Our Executive Director and Investment Advisor reviewed detailed input from the Board of Directors to make some minor adjustments to our investment strategy which were accepted by the Board.

In April, we paid off our line of credit and began moving Symposium/Convention unearned income into a money market account so that it can earn interest until it is time to pay deposits and bills for this year's meeting. That strategy allowed us to earn more in interest than we paid for the short-term access on our line of credit. We maintain the line of credit as another tool in our financial portfolio as there is no cost to the Society to keep it.

One of my goals this year is to continue our financial evolution and develop a path forward to establish our long-term (do not touch) investments, and our mid-term strategic investment investments. The intent is to build a mid-term investment fund which may be accessed for capital investments the Society may need to make in the future. This a goal we started working towards under the previous Treasurer, Michael LaFriniere. One of my short-term goals is to review the 401K plan the Society makes available to its staff to ensure we are fair and competitive with our offering.

As of writing this report, our 2018 Financial Audit is completed. NSH received another A+ grade on our audit. However, you will note in the financial statements we have moved to full Accrual Accounting from a Modified Cash basis. This was done upon the recommendation of our auditor as we had been treating membership dues and associated journal subscriptions in a cash basis. By adopting a fully accrual basis of accounting, NSH is fully compliant with Generally Accepted Accounting Procedures. NSH will be investing in new member database, which will enable our staff to automate the process rather than manually accruing and deferring dues income.

Last year's Annual Symposium/Convention did not perform as well as previous years, but we were still in the black. Of note is the increase in our education revenue which allowed the Society to post net operating revenues of just over \$126,000 (please see the Chair, Budget & Finance report). As a finance team, we work to monitor and adjust our budget on a quarterly basis, and the strategy continues to serve the Society well.

# FROM THE TREASURER

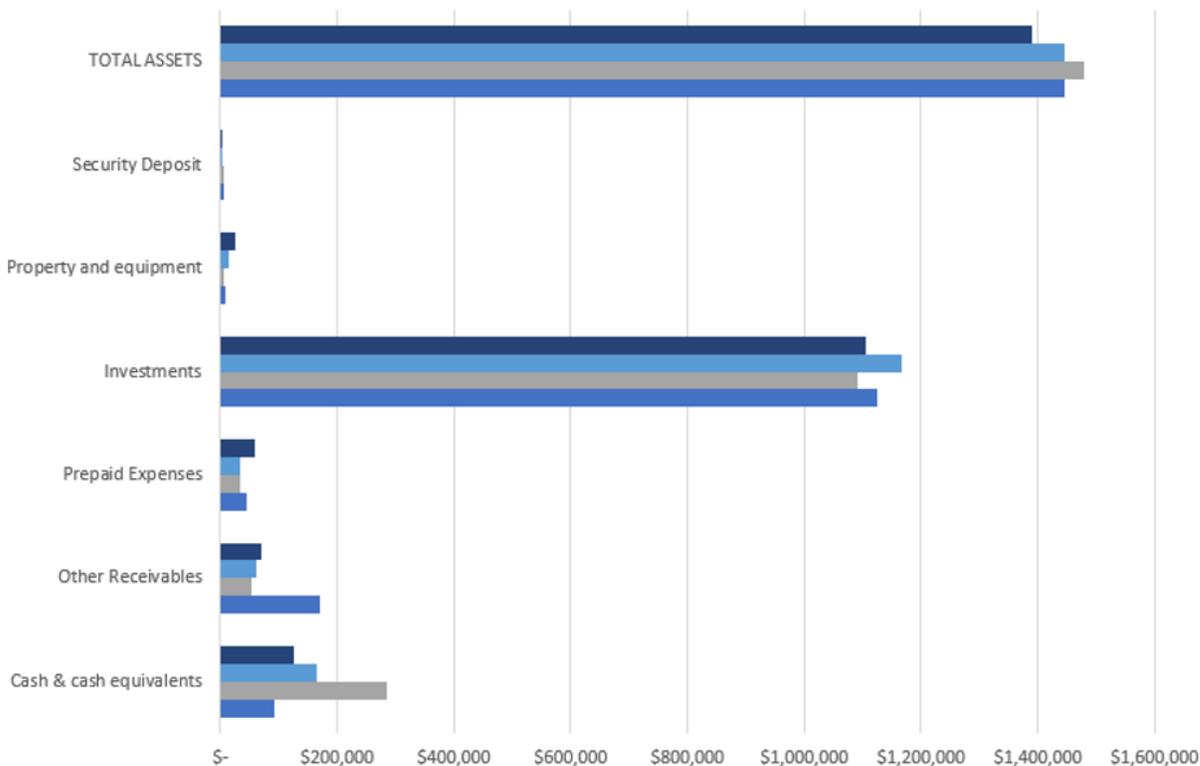
## ELIZABETH A. CHLIPALA



Statement of Assets, Liabilities, and Net Assets - Modified Cash Basis 2015-2016  
Accrual Basis 2017-2018

	2015	2016	2017*	2018*
Cash & cash equivalents	\$ 92,585	\$ 285,410	\$ 165,021	\$ 126,289
Other Receivables	\$ 171,763	\$ 54,762	\$ 63,420	\$ 71,200
Prepaid Expenses	\$ 45,974	\$ 34,888	\$ 33,240	\$ 60,636
Investments	\$ 1,123,836	\$ 1,092,415	\$ 1,166,832	\$ 1,104,285
Property and equipment	\$ 7,816	\$ 5,300	\$ 15,568	\$ 25,598
Security Deposit	\$ 4,965	\$ 6,025	\$ 1,060	\$ 1,060
<b>TOTAL ASSETS</b>	<b>\$ 1,446,922</b>	<b>\$ 1,479,800</b>	<b>\$ 1,445,141</b>	<b>\$ 1,389,068.0</b>
	2015	2016	2017	2018
Accounts Payable & Accrued Expenses	\$ 134,125	\$ 47,493	\$ 54,036	\$ 62,688
Deferred Revenue	\$ 64,772	\$ 66,335	\$ 89,510	\$ 84,217
Line of Credit Obligation	\$ 708,595	\$ 665,230	\$ 275,696	\$ 150,704
Deferred Dues and Subscriptions*			\$ 96,234	\$ 97,575
<b>Total Current Liabilities</b>	<b>\$ 907,492</b>	<b>\$ 779,595</b>	<b>\$ 515,476</b>	<b>\$ 395,184</b>
<b>NET ASSETS</b>	<b>\$ 539,430</b>	<b>\$ 799,742</b>	<b>\$ 929,665</b>	<b>\$ 993,884</b>
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>\$ 1,446,922</b>	<b>\$ 1,479,800</b>	<b>\$ 1,445,141</b>	<b>\$ 1,389,068</b>

\*As part of the 2018 Financial Audit, NSH moved to Full Accrual from Modified Cash Accounting basis as recommended by our auditors. We now make note of unearned dues revenue from the coming year as a liability on our Statement of Assets, Liabilities, and Net Assets.

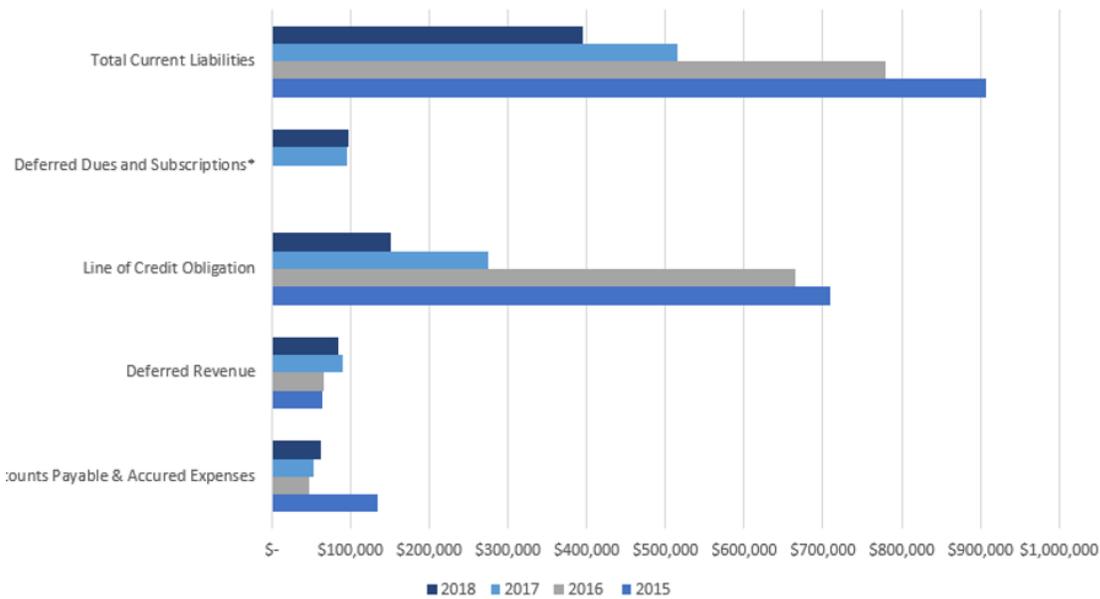


# FROM THE TREASURER

## ELIZABETH A. CHLIPALA



Liabilities 2015-2018



### Statement of Revenue & Expenses

	2015	2016	2017	2018
Symposium	\$ 925,836	\$ 862,360	\$ 791,195.00	\$ 700,465.00
Education	\$ 186,135	\$ 259,457	\$ 293,698.00	\$ 426,596.00
Dues	\$ 172,958	\$ 175,542	\$ 166,027.00	\$ 157,042.00
Royalties, journal income, and advertising	\$ 167,898	\$ 341,017	\$ 339,345.00	\$ 374,712.00
Contributions & sponsorships	\$ 60,463	\$ 40,791	\$ 41,698.00	\$ 39,655.00
Career center		\$ 42,183	\$ 29,885.00	\$ 27,495.00
NSH market place	\$ 53,647	\$ 29,423	\$ 29,774.00	
Misc.	\$ 160	\$ 9,040	\$ 53,225.00	\$ 6,393.00
<b>TOTAL REVENUE &amp; SUPPORT</b>	<b>\$ 1,567,097</b>	<b>\$ 1,759,813</b>	<b>\$ 1,744,847.00</b>	<b>\$ 1,732,358.00</b>

#### Expenses:

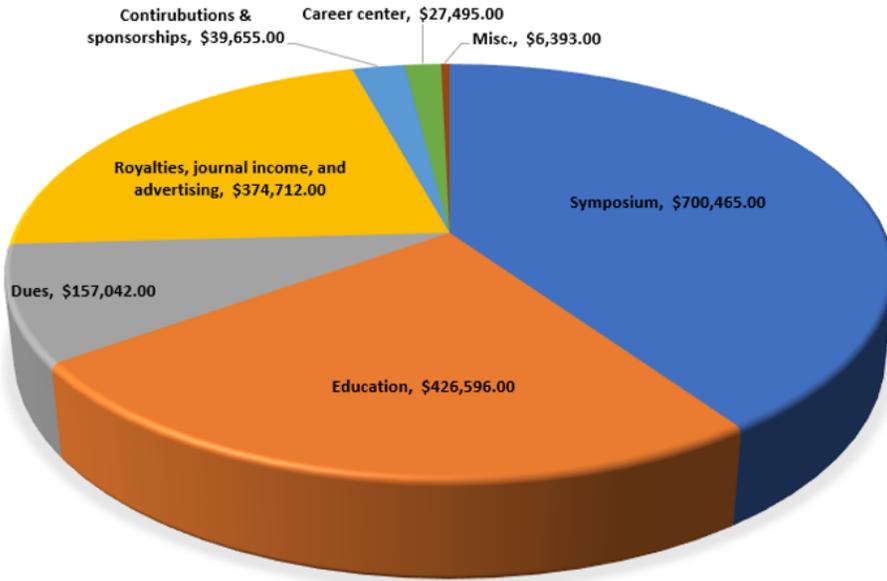
	2015	2016	2017	2018
Program Services				
Symposium	\$ 791,594	\$ 715,966	\$ 668,621.00	\$ 715,477.00
Education	\$ 271,521	\$ 106,240	\$ 162,229.00	\$ 195,073.00
Journal	\$ 305,147	\$ 173,905	\$ 145,576.00	\$ 160,819.00
Outreach & communications	\$ 137,936	\$ 149,130	\$ 98,067.00	\$ 139,026.00
Management and general	\$ 602,281	\$ 494,004	\$ 438,287.00	\$ 399,977.00
<b>Total Expenses</b>	<b>\$ 2,108,479</b>	<b>\$ 1,639,245</b>	<b>\$ 1,512,780</b>	<b>\$ 1,610,372</b>

	2015	2016	2017	2018
Changes in Net Assets	\$ (541,382)	\$ 161,312.00	\$ 319,633.00	\$ 64,219.00
Net Assets, Beginning of Year	\$ 1,106,806.00	\$ 539,430.00	\$ 610,032.00	\$ 929,884.00
Net Assets, End of Year	\$ 539,430.00	\$ 700,742.00	\$ 929,665.00	\$ 993,884.00

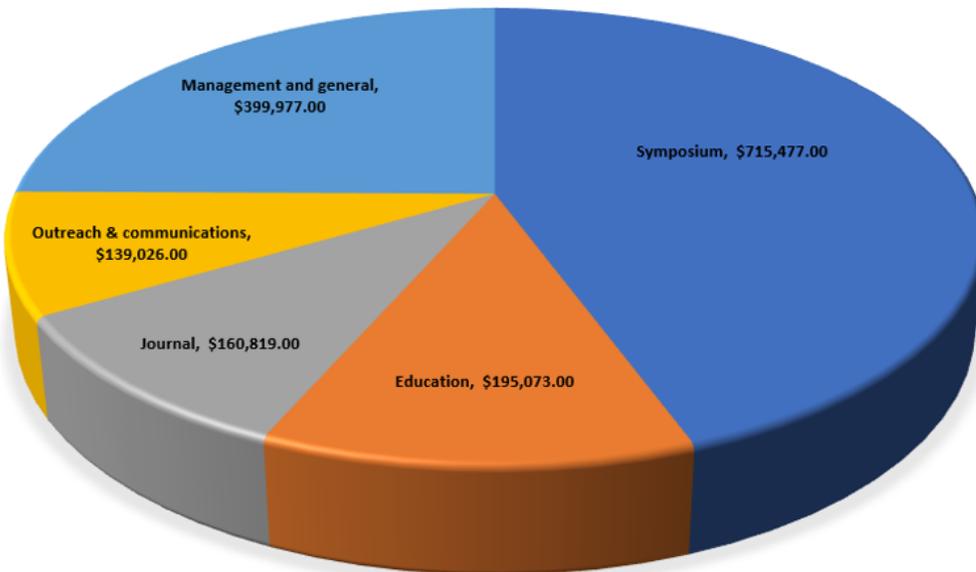
# FROM THE TREASURER ELIZABETH A. CHLIPALA



**2018 INCOME - AUDITED**



**2018 EXPENSE - AUDITED**



# DIGITAL PATHOLOGY CERTIFICATE

## ELIZABETH A. CHLIPALA



In late 2016, early 2017, the Digital Pathology Certificate Workgroup was formed and tasked with developing a new online self-paced certificate program that increases knowledge and improves competency in digital pathology/whole slide imaging. This workgroup was formed at the request of the Education and Quality Management Committees of NSH. The members of the Digital Pathology Certificate Workgroup (DPCW) developed a series of learning modules and best practices that would be delivered to participants in an online format through MediaLab. After successful completion of the program, participants will be awarded a certificate and/or digital badge to recognize their achievement. This project was done in collaboration with the Digital Pathology Association.

The DPCW consisted of the following members: Elizabeth Chlipala, Traci DeGeer, Kathleen Dwyer, Shelley Ganske, David Krull, Haydee Lara, Lisa Manning, Dr. Liron Pantanowitz, Dylan Steiner, Lisa Stephens, Aubrey Wanner and Connie Wildeman.

Over the course of one year these individuals developed a course outline which was then converted into seven learning modules, created a course glossary, curated additional resources, such as recommended references, publications, guidance documents, sample SOP's and forms and then identified the expert faculty. The learning modules consisted of the following broad topics; An Introduction and History of Digital Pathology, Basics of the Technology, Use Cases for Digital Pathology, Selecting and Implementing a Digital Pathology Solution, Workflow Considerations and Best Practices, Image Analysis, and Regulatory Requirements and Validations.

The final program consisted of 35 different sessions totaling 22 hours of content. The Digital Pathology Certificate of Completion was launched on May 7, 2018. The cost of the program is \$599.00 with \$100.00 discount for eligible members. The expert faculty consisted of many renowned early adopters and key players within the field.

I presented on the Digital Pathology Certificate of Completion Program at Cambridge Healthtech Institute's Seventh Annual Digital Pathology: Gaining Insight from AI and Machine Learning track at the 26th International Molecular Medicine Tri-Conference. The meeting was held on March 11-13, 2019 at the Moscone South Convention Center in San Francisco. The talk was titled - NSH/DPA On-line Digital Pathology Certificate of Completion and covered an overview of how the program was developed, the content of the educational modules, the way the program is being provided, along with discussion on the importance of this educational program to the field of digital pathology.

# DIGITAL PATHOLOGY CERTIFICATE

## ELIZABETH A. CHLIPALA



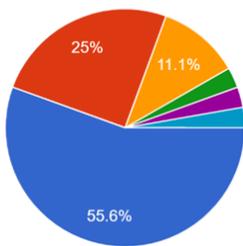
In April of 2019, a review article titled "National Society for Histotechnology and Digital Pathology Association Online Self Paced Digital Pathology Certificate of Completion Program" was published in the *Journal of Pathology Informatics*. This placed the online program in formally published literature, allowing it to be broadcast worldwide. The editorial discussed what it took to get this program off the ground, the final curriculum, and the importance of this certificate program to the field of digital pathology.

President of NSH, Diane Sterchi, will be attending the 2019 Digital Pathology Associations (DPA) Pathology Visions Conference to update the DPA on the progress of the program and to recognize individuals who have successfully completed the program. In addition, NSH staff will work with our marketing group to start posting congratulations on social media channels to those who have completed the certificate program.

The committee reconvened in the summer of 2019 to review the current program, glossary and resources, along with comments from the individuals who have successfully completed the program since it's launch. The committee has already determined topics for new sessions and is currently working on selecting speakers and recording the new content. The committee's goal is for additional sessions/updates to be released in late 2019 or early 2020.

### Why did you take this course?

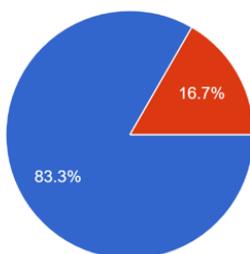
36 responses



- My organization has adopted digital pathology
- My organization will be implementing WSI/digital pathology and we are pr...
- I am leading the discussion on implementing a digital pathology pr...
- Performing Image Analysis on Digital slides
- I am interested in the future of Histo...
- I was interested in the image analys...

### Did this course increase your knowledge of digital pathology?

36 responses



- Yes, nearly all modules were informative and provided new information.
- Somewhat, but only about half of the modules contained new information that I did not know before starting the course.
- No, I did not learn anything new from the course.



🎉🎉🎉 Congratulations Eli Ney on completing Digital Pathology Certificate Program! 🙌



# REGION I

## LUIS CHIRIBOGA



This year as Region I Director, I attended the Massachusetts, New York and Vermont/New Hampshire state society's annual meetings and presented the 2019 NSH region update. Many individuals were not aware of the breadth of NSH's activities and were particularly interested in both existing and new educational programs as well as NSH's advocacy activities.

For example, this year NSH sent representatives, including two young professionals, to the 2019 Legislative Symposium in Washington DC, hosted by the American Society for Clinical Laboratory Science and attended by several other professional organizations. The two day event focused on 3 key issues; the workforce shortage, flawed implementation of the 2014 Protecting Access to Medicare Act (PAMA), and regulation of Laboratory Developed Tests (Valid Act of 2018). Position white papers were used to visit state legislative representatives and engage in discussions regarding NSH's position on each of these issues. We also presented NSH's comments related to the Personnel Regulations Work Group, at the 2019 Clinical Laboratory Improvement Advisory Council (CLIA) meeting at the Centers for Medicare and Medicaid Services. The meeting was an opportunity to reiterate NSH's position that Histotechnology needs to be covered under CLIA in any proposed update to CLIA regulations. This activity will continue as the work group continues to explore workforce issues.

This year I have actively participated in the IHC Committee and proposed that committee(s) highlight "sponsored or featured" speakers. This will draw attention to important topics that committee(s) feel are particularly relevant at the Symposium/Convention. In association with the *Journal of Histotechnology*, I proposed that the committee explore the possibility of using the Journal as a vehicle to publish "validated protocols". Several obstacles exist but discussions are ongoing. I participated in the deliberations regarding the *Journal of Histotechnology* trial enrollment in pre-print services to increase article submission rates and exposure.



# REGION II

## MICHELLE HART



As Region Director this year, I have maintained communication with Region II state presidents, facilitating discussions between members of the region regarding a Region II meeting planned for Spring 2020.

I also participated in teleconferences for my various NSH roles on the Board of Directors, and the Education Committee. I helped develop quiz questions on behalf of the Education Committee to be used in the *Journal of Histotechnology*. These quizzes provide free continuing education credits to NSH members every quarter. Visit <https://www.nsh.org/learn/earn-free-hours> to view these quizzes.

In the coming year, I plan to assist Region II state presidents and members in hosting a successful Region II meeting in the spring of 2020. I plan to present an HT/HTL workshop at this meeting. My goal for the region is to inspire our state societies to become more active. As always, I also plan to maintain a positive presence for NSH and continue to promote our mission .....”To empower the profession of Histotechnology through collaboration, education and innovation.”



# REGION III

## SUE CLARK



Florida had their state meeting in Orlando, May 17-19th. FSH had about 70 attendees.

GSH had their state meeting at Tybee Island, May 3-5th 2019. Janessa Calhoun is President of the Mississippi Society. No communication has been received from her on the status of the MS Society.

LaVinia Ray is President for Alabama. The Alabama Society is in the rebuilding phase. LaVinia has been reaching out to collaborate with other states nearby to get some interest to help.

Tonia Crook is the current President of the North Carolina Society. They reported to have a very good turnout at their meeting, April 4-6th, at the Doubletree in RPT.

There is great concern for all of the states in Region III that membership is decreasing, and meeting attendance is very low.

Region III states are going to be working on building our memberships. There have been some conversations about holding a region meeting.



# REGION IV

## DAWN SCHNEIDER



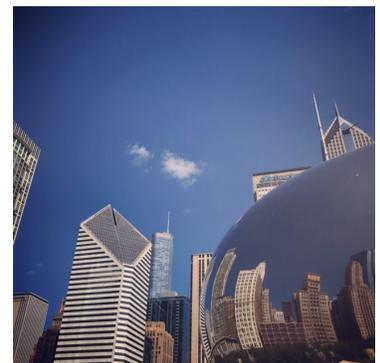
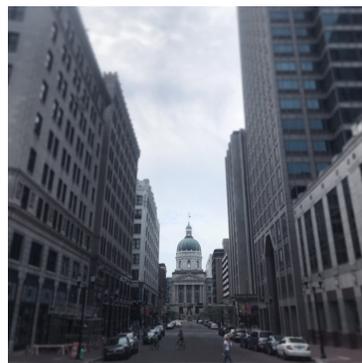
As my first year as Region IV Director is coming to a close, I want to reflect on the past year. Attending the NSH Symposium/Convention in St. Louis, MO as Region Director was a different experience than just being an attendee.

I attended the First Time Attendees Reception to welcome first time attendees, NSH Board Strategic Planning Meeting, Region IV Membership Meeting, BOD meeting all day Monday, General Membership Meeting, House of Delegates where new board members were sworn in, and post HOD Board meeting. It was rewarding to be a part of the goings on of the Board and to plan the future of NSH.

I attended four of out the six states I represent's spring meetings. I attended Ohio, Kentucky, Illinois and Wisconsin (Tri-State meeting). I could not attend Michigan and Indiana due to scheduling conflicts and will place them first on my list for next spring. All the state meetings had good attendance and great vendor interaction. I had an NSH table with member applications and promotional information about NSH at each meeting and it had a great response. I had great interaction with members and it was enlightening to meet new fellow Histotechs. We gave an NSH membership certificate as a door prize at each meeting that was well received. I also gave NSH updates to all the states at their business meeting to keep them informed of NSH Initiatives. At the Tri-State meeting I co-presented with Region V Director, Colleen Forster, and NSH Executive Director, Sharon Kneebone.

I participated in all the NSH Board of Directors teleconference meetings this past year, and wrote update articles for the state newsletters and *NSH In Action*. I am planning on attending the NSH Symposium/Convention in New Orleans in September and will participate in all the Board meetings and activities. We are going to have a strategic planning meeting on the future symposiums and how to make things better for our members. I am excited about some new things happening at the Symposium, such as a new Networking Reception on Monday evening put on by NSH, and the poster sessions being digital. The digital poster sessions allows attendees to engage with the content of the posters in a more in depth way. As always if you have any questions or opinions, please email me at [dawn.schneider@ascension.org](mailto:dawn.schneider@ascension.org).

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# REGION V

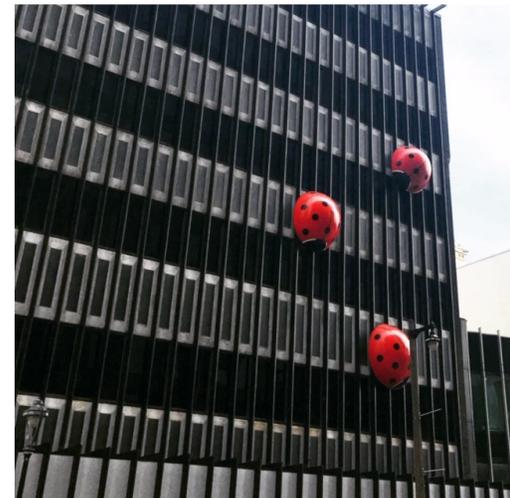
## COLLEEN FORSTER



This year as Region V Director, I attended the 2019 Tri-State +1 (Minnesota, Iowa, Wisconsin and Missouri) Symposium. I presented the NSH updates to Minnesota, Iowa, Missouri and Wisconsin attendees with Dawn Schneider (Region IV Director). I also presented a workshop at the 2018 NSH Symposium/Convention.

I have been in communication with Region V state presidents and members and promoted NSH at every opportunity. As a member of the Board of Directors, I have attended and participated in all but one scheduled NSH BOD teleconference. I made contact personally, to be updated for missed meeting information.

In the coming year, I will continue to represent Region V on the NSH Board of Directors. I hope to learn more about the governance process and gain the knowledge needed to serve on additional committees or task forces with the BOD. I will continue to work with Region V states and non-constituent societies, assisting them to the best of my abilities. I will learn how to look at statistics for Region V to better understand their needs.



# REGION VI

## DONNA WILLIS



This has been an exciting year to be on the NSH Board of Directors. We have met via phone multiple times, discussing the oversight of NSH operations and strategic direction. Discussions have included everything from budget, to governance and strategic planning.

I have been privileged to sit on the Governance Review Task Force. We will all get to see the wonderful suggestions from the Governance Review Task Force that have been brought to the NSH Board of Directors and the HOD for review at this year's Annual Symposium/Convention in New Orleans. Remember, even if you are not a voting member of the HOD, anyone can sit in the gallery and view the discussions and actions of the HOD. This year the HOD will be earlier in the day so that all attending the NSH meeting can sit in the gallery and observe the HOD functions.

Louisiana is preparing to host the annual NSH Symposium/Convention in New Orleans this year. If you have never had the privilege of being the hosting city, it is a lot of planning and anticipation of the upcoming event. Thanks to the NSH office for the guidance and assistance that is given, to make this event memorable for all.

I attended the annual state meeting of the Texas Society for Histotechnology in Houston, Texas this past April on behalf of NSH. The meeting was wonderful with great opportunities to obtain educational ideas from our peers while enjoying tasty food and fellowship.

2020 will be an exciting year as NSH moves forward with continuing education opportunities for its membership. The Symposium/Convention in 2020 will be in Reno, Nevada, so plan some extra time before or after the meeting to enjoy the city. Texas will have their annual state meeting in 2020 in Austin, Texas. This is an open invitation for all to attend.



# REGION VII

## SABRA POWELL



As a first time NSH Board member and newly elected Region VII Director, most of my work thus far has been spent trying to stay ahead of the huge learning curve. There is a considerable amount of work going on “behind the scenes” which I never truly appreciated until now.

With a little more training and mentorship, I hope to excel as a leader and more actively represent NSH. I’m excited to develop relationships with the professionals within my region – both active NSH members and non-members alike.

Arizona held their first quarter meeting at the Ventana/Roche facility in Tucson on Saturday, March 30th. The meeting included three presentations and a luncheon. Colorado held their 2019 Symposium, April 26th and 27th in Aurora, which included a day and a half of presentations, as well as a luncheon. A new Board of Directors for the 2019-2021 term was recently put into office. Also noteworthy is the international work of one of their members to provide education and support for the histology profession in West Africa. [Click here to read more about Dave Davis's work.](#)

Although, Montana does not have an organized state society, there remains a connection to key individuals who help provide representation at the national level. Utah has been very busy with the reorganization of their state society. They have launched a brand-new website and now have a social media presence. The officers are working hard to encourage membership at both the state and national levels. They will hold their 2019 meeting in October.

Currently there are no active state societies in either Idaho or Wyoming. In the upcoming year, considerable focus will be placed on these areas to provide more structure, support, and encouragement.



# REGION VIII

## JEREMY JOHNSTON



This past year brought with it many unforeseen surprises, some good, others not so pleasant. I was slated to attend the 44th Annual NSH Symposium/Convention in St. Louis, when my youngest daughter was diagnosed with High Risk Neuroblastoma.

This obviously threw my family and my prior commitments into a tailspin that I am still grappling with. It's been a very challenging year, but I am happy to report that my daughter does not currently have any detectable disease in her little 4-year-old body and should be done with active treatment by mid-November. Life-altering situations have an unexpected side benefit of exposing the support system that you have around you but aren't fully aware of. I have been surrounded by a sea of people that have volunteered to help me in a myriad of ways. For example, one of our vendors raised close to a \$1,000 from their staff to go toward our medical bills. Liz Chlipala volunteered to give my presentation at the 44th Annual NSH Symposium/Convention. Robert Lott and the entire HistoQIP Committee have bent over backwards to help me with my HistoQIP responsibilities, and the entire NSH Board of Directors have been very patient with me as I navigate this extremely unpredictable time of life. NSH, and the broader histology community, is an amazing network of dedicated individuals that I hope each of you are able to experience, and contribute to.

Last year I reported that the Washington State Histology Society was on the brink of collapse and in response, they elected a new Board, in hopes of bringing new life to the Society. Unfortunately, the systemic issues of inadequate involvement from membership rendered it unsustainable. The Board of Directors recently voted to dissolve the WSHS Society. They have used the existing funds to create an endowment fund which will be managed by the Clover Park Technical College. This endowment fund will provide a sustainable legacy of the WSHS through supporting the CPTC histology program with an annual scholarship.

The California Histology Society is now your only resource within Region VIII and I'd encourage all to attend as they always have a very robust and deep bench of speakers every year. I was unable to attend this year's meeting but our Executive Director, Sharon Kneebone, was able to attend in my place and was very impressed with the caliber of their conference. Next year's conference is in gorgeous San Diego, California (April 30 – May 3, 2020). Check out their website for more info: <https://www.californiahistology.org/>.

# REGION VIII

## JEREMY JOHNSTON



I continue to be very involved with the CAP/NSH Histology Quality Improvement Project (HistoQIP) Committee and have recently began working with Robert Lott in creating content for the grader's orientations. HistoQIP provides its participants with an external unbiased assessment of their slides and gives each participant a critique of their processing, microtomy, and staining results. With participants from over 80 different countries around the globe, HistoQIP continues to be the world leader in histology quality improvement. I would strongly encourage anyone that is interested, to apply and get involved. This is the most active and fastest growing committee within the College of American Pathologists.

Within NSH, I continue to be involved in the IHC, Strategic Planning, and Quality Committees. I am currently serving my second term (2018-2020) and would love to work with anyone that would be interested in becoming the next Region VIII Director. Succession planning is something that is always on my radar and currently I haven't heard of anyone that is interested in this role.



# REGION IX

## VERN HURST



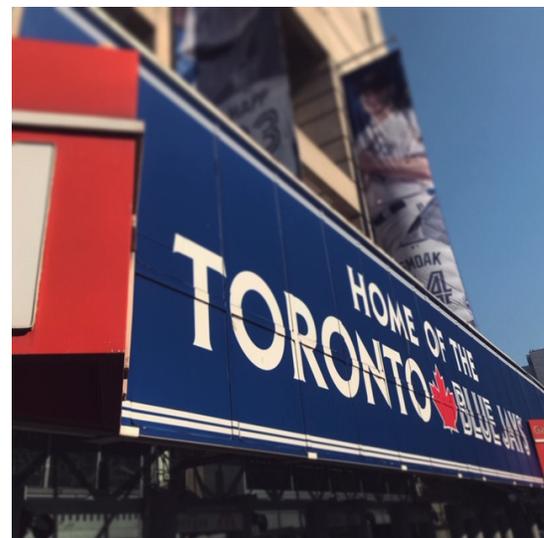
Over the past year as Region IX Director, I attended the Symposium/Convention in St Louis, participated in the Board of Directors meetings, teleconferences and email discussions and maintained my active role as Board liaison for the Health and Safety Committee.

Currently Region IX is actively working with one of our partners on co-hosting an educational symposium slated for later in autumn of 2019.

We are also actively working with Aubrey Wanner and Sharon Kneebone on an online education curriculum designed to pertain to Canadian labs.

For the upcoming year, we plan to focus on membership recruitment, retention and education.

Depending on the success of our proposed symposium this fall, we plan to re-focus on face to face meetings that may be co-hosted with partners. We feel that this may overcome some of the challenges our region faces due to size and population densities. We are hoping, in the future, to be able to co-host multiple meetings per year in various areas of the country.



# AWARDS COMMITTEE

## LAVINIA RAY



2019 was a transformative year for the Awards Committee, with me as the new chair and several new committee members, including individuals for whom involvement in the Awards Committee was their first experience being actively involved in any NSH activities. We have had a very successful base to build upon, thanks to Elizabeth Chlipala and previous Awards Committee members' efforts.

The Awards Committee has committed itself to finding avenues to improve the number of applicants, securing funding for existing and new scholarships, and increasing involvement in the NSH Symposium/Convention, through meaningful and life impacting opportunities offered by these awards/scholarships.

In 2018, a newer streamlined process was successfully introduced to improve the Awards Ceremony. This year we will continue in the same vein hoping to offer the same opportunities for photos, meaningful awards presentations, and plenty of time for celebration after the ceremony.

This year will continue the policy of notifying the award winners prior to the banquet in hopes that all winners will be present. Additionally, it has been decided that we will be sending out congratulatory letters informing all individuals of their nominations.

In a continuation of the marketing effort began in 2018, the committee launched the second season of AwardsCast Podcast Series. A total of 5 AwardsCasts were recorded.

**AwardsCast: IHC** - Luis Chiriboga, the recipient of the Jules Elias Excellence in IHC Award, discusses antibodies used in research, the emergence of synthetic antibodies, and his most surprising results from his extensive IHC career.

**AwardsCast: Gorilla Doctors:** Linda Cherepow, the Newcomer Helping Hand recipient, talks about establishing a histology laboratory at the Makerere University Veterinary School in Uganda.

**AwardsCast: The Business of Histology:** Amanda Kelley and Michelle Coker, two histologists turned business majors, discuss the business of histology.

**AwardsCast: Leadership in Teaching:** Gayle Callis, recipient of the Leica Leadership in Teaching Award, talks about her dedication to passing on her extensive knowledge.

**AwardsCast: Histology Abroad:** Dave Davis, frequent international traveler, shares with us his plans to use the scholarship funds from the Lee Luna Foreign Travel Scholarship.

# AWARDS COMMITTEE

## LAVINIA RAY



### **New Awards- Legislative Symposium Scholarship and S/C Student Leadership Scholarship**

The Legislative Scholarship was awarded to two new professionals to attend the ASCLS Legislative Symposium. While attending, the recipients participated in sessions presented by ASCLS to learn about the relevant issues facing the laboratory profession. Attendees met with their local representatives to present information on these topics. The intent of the scholarship is to educate and engage new professionals in the future of the histology profession. [Click here to read a blog post about their experiences.](#)

The S/C Student Leadership scholarship was awarded to two NSH student members, to attend the NSH Symposium/Convention, September 20-25th in New Orleans, LA. Recipients of this scholarship are individuals interested in developing their leadership skills, both in the laboratory and within the NSH organization. The scholarship will cover registration costs, travel, hotel, and per diem food costs for recipients for 6 nights of the Convention. The purpose of this scholarship is to cultivate leader growth of the future generations of the histology profession and NSH as the field's professional Society.

### **Future Projects**

- Evaluate awards criteria and application rates of 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.
- Evaluate eligibility criteria for Legislative Scholarship based upon comments received from NSH general membership.
- Review process by which all nominees for awards were notified of their nomination.
- Secure sponsorship for next year for current and any added awards.

### **Statistics**

In 2019 NSH offered 7 awards and 10 scholarships to professional members for a total of \$38,500 for pursuit of educational endeavors.

# AWARDS COMMITTEE

## LAVINIA RAY



The total number of applications received this year was down again, with 52, as opposed to 58 in 2018, despite significant marketing via email, the Block and social media. One reason for this is the decline in number of scholarships offered. This year, we were not able to offer one of the IHC scholarships, the molecular scholarship, and two professional scholarships, as sponsorship for these was discontinued by the sponsoring company. The Committee's goal for next year is to evaluate which scholarships are relevant to the membership and ensure sponsorship coverage for these scholarships.

### **Student Scholarships**

The number of student scholarship submissions stayed the same as last year, but was actually proportionately higher, when taking into consideration the fact that we had less student members this year than last. This is due to the overall decrease in student members, seen as a result of implementing paid student dues. When taking into consideration proportions, student scholarship applications have remained consistent, and increased this year.

2016: 24 applications, 243 student members: 10% of students applied

2017: 15 applications, 138 student members: 11% of students applied

2018: 9 applications, 92 student members: 10% of students applied

2019: 9 applications, 78 student members: 11.5% of students applied

### **New Scholarships**

This year NSH offered two additional travel scholarships for students and new professionals to attend the Legislative Symposium in DC in March, and our NSH Symposium/Convention in September.

Legislative Scholarship: 8 applicants

Student S/C Scholarship: 4 applicants

# BUDGET & FINANCE COMMITTEE

## MARY F. ABBUHL



The 2018 Year-End Budget Report was prepared and presented by the Committee Chair to the Board of Directors at the January BOD meeting. This report showed that expenses were managed appropriately against revenue received so that \$126,967 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 \$71,017.

During 2019, 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 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. The Society continues to position itself to rely less on credit and use its own cash, when needed in times of emergency.

The 2018 Financial Audit was completed, and our auditor once again presented A+ results directly to the Board of Directors in July, providing an opinion-free audit. Financials shared in this report are based on the 2018 audited financial statements.

The budget process is currently underway for 2020. The Budget & Finance Chair, Treasurer and Executive Director met to review the year-to-date 2019 revenue and expenses in order to develop a proposed 2020 budget that is financially sound and is keeping with the NSH strategic plan. The 2020 proposed budget will be presented to the Budget & Finance Committee for review and endorsement. It will then be presented to the BOD prior to the 2019 Symposium/Convention. In this way, all financial data will be presented and clarified prior to approval. Approval of the 2020 budget will take place during the 2019 Symposium/Convention BOD meeting in New Orleans, LA.

# BYLAWS COMMITTEE

## KONNIE ZEITNER



We continue following the directive from the 2017 HOD to revise the bylaws. 2018 HOD directives recommend action on Standing Committees (Appointed & Elected) as covered in NSH Bylaws. To address those sections of the bylaws, the Bylaws Chair worked with, not only the HOD Speaker, NSH Executive Director, and GRTF Chair, but also with NSH legal counsel and the NSH parliamentarian. Again, the scope of the HOD directives required professional help to accomplish the goals that have been set.

The Governance Review Task force (GRTF), which includes the Bylaws Chair, again reviewed the memo from our Governance consultant, with her recommendations for the bylaws changes based on the best practices of similar associations to evaluate where, based on the HOD directive, we need to begin revisions for this year. Now in phase two of Governance reform, we are working on the establishment of a Governance Committee which would include the Bylaws Committee, the Nominations & Election Committee, the Credentials Committee and other items designated for revision such as the Standing Committees, as discussed in HOD 2019, as well as other issues defined by the task force, or that have been brought to our attention.

We had monthly teleconferences to discuss the items designated for revision. We reviewed the current standing committees and their responsibilities and, with input from the committee chairs, looked at which committees could possibly roll together and those that needed to stand on their own. For those that could be combined, we discussed proposed responsibilities, committee function and the possibility that combined committees are too much work for one committee chair. The Task Force feels however, that with the ability to create smaller task forces underneath the committee chair, the workload will be manageable.

Some committees will remain unchanged in scope and practice while others will be restructured and/or renamed to better reflect their function. For instance, we are proposing that the Budget and Finance Committee will be separated into the Budget Committee and the Audit Committee. Both committee chairs would have compliance oversight. The committee chairs will serve for one year with a maximum of three consecutive years, to coincide with the president's term.

# BYLAWS COMMITTEE

## KONNIE ZEITNER



The committee restructuring as described here, is an example of the types of changes that will be proposed to the HOD for revision. We are also recommending 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 in the works, but the ones mentioned here are of the most significance.

After these proposals are presented to the HOD, there will be a general clean-up of the language used in the bylaws and the bylaws will be re-ordered so that the flow of the document aligns with other contemporary bylaws. The flow will be from the stated purpose (mission), to the benefiting group (members), to the governing body (Board of Directors), to the unique aspects of the Society and to other pertinent and typical information found in bylaws. This may be accomplished in a mid-year proposal to the HOD.

An aggressive timeline was established for completion of our task which included a schedule of communications to build understanding and ownership of the changes by the constituent parties within NSH. Again, we utilized the professional assistance of both the Parliamentarian and Governance consultant to guide the discussion portion of the proposed bylaws revisions.

To aid the delegates to the 2019 HOD in understanding the proposed bylaws revisions, four webinars are available in The Block, explaining the rationale for the proposals. This will allow the delegates to review the proposed amendments and bring to the attention of the Bylaws Committee or GRTF, any content they believe will be controversial so that we can ensure that the rationale is effective in conveying the intent for the proposed bylaws amendments.

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

# CONVENTION COMMITTEE

## JENNIFER BULL



While the Convention Committee works throughout the year securing students for Career Day, planning and organizing equipment and reagents for hands-on workshops, working with vendors on donations for the ticket auction and coordinating volunteers that are so critical to the success of the Annual Symposium/Convention, the majority of the work this committee does is on-site during the week of the Annual Symposium/Convention.

This year we are very excited to support the new meeting format! The NSH Board of Directors, along with others in the Society, spent a lot of time doing a strategic evaluation of the meeting format, reviewing course evaluations from prior years and market research on cost and format, heat mapping to learn what cities had higher attendance rates in years past, and a host of other data. The result was a new meeting and cost format. This year, all regular classroom workshops are included with your registration fee, as opposed to previous years, that required attendees to pay per workshop attended.

This will allow for a quicker and easier registration process, and more value for individuals interested in attending a lot of classes. Through this thorough review, it was also clearly identified that the membership wanted more peer-to-peer and networking opportunities, so we have added a Boxed Lunch Roundtable as well as a Networking Reception, in addition to the First Time Attendee Reception and the Awards Banquet.

What does all this mean to the Convention Committee you ask? It means our team will be re-organizing volunteer roles to meet the shorter educational sessions as well as the multitude of hands on workshops, now called HOT's (Hands on Training). It will be an exciting and challenging week of change that our team has been gearing up, and is excited, for!

As always, the Convention Committee is a dynamic and evolving committee. Each year, following convention, the team meets to discuss success and areas for improvement and then implements any changes going into the coming year. We take feedback from members, volunteers, vendors and convention center staff to make changes in an effort to continue to support a top notch program.

Feedback and suggestions are always welcome and given ample consideration after the convention and throughout the year.

# CONVENTION COMMITTEE

## JENNIFER BULL



We encourage you to join us for this year's Convention in New Orleans, September 20-25th! There is still time to register for the entire week, just \$399 for NSH members, or join us for just the weekend for \$199.



# CREDENTIALS COMMITTEE

## JENNIFER HARVEY



This year we are trying a more efficient credentials sign in period. The times will be:

- Monday, September 23rd from 2:30pm-4pm before the membership meeting
- Monday, September 23rd from 5:30pm-6pm after the membership meeting
- Wednesday, September 25th from 9am –10am

Also note that the HOD meeting on Wednesday, September 25th, will start at 2:30pm with sign in starting at 1:30pm. The call for delegates was completed in July. It was a great learning experience in my first year in this position. We did a comprehensive review of the credentialing forms prior to the beginning of the credentialing period this year. Going through the credentialing process this year, I have discovered there can be some confusion surrounding how to fill out the forms, i.e. whose name to put in which place on the form. If you are already seated in the house as an officer or committee chair, you cannot also sit for another seat. A good example of this is someone who is a Region Director and the President of a state society. In this case, they would sit as the Region Director and the President Alternate listed on the state society form would sit for the President's seat.

So, can someone be on a form more than once? Well, no but yes. No, you can't sit in more than one seat! So, it is important that you ask the person that you want to list on the credentialing form if they are already seated in the House (i.e. committee chair, etc.). If they are not then you can use them. One place you can use a person more than once is as an alternate. It isn't the best practice, but if you only have one alternate, it would be best to put them down as both the President Alternate and the Delegate Alternate. That way if one or the other does not attend, you have that position covered. It would be better to have two alternates but some years you may not have that many attending.

A couple of things that are also helpful in making the credentialing process go smoothly are making sure your membership dues are paid up and your contact information is current. Membership dues need to be kept current and not allowed to lapse to prevent being ineligible to sit in the House. Please make sure you are updating your contact information on the website in your profile details, and notifying the NSH office if you have changes to state society contacts.

My future plan is to either make a guide or have a webinar about the call for delegates form. See everyone at the HOD. Don't be late!

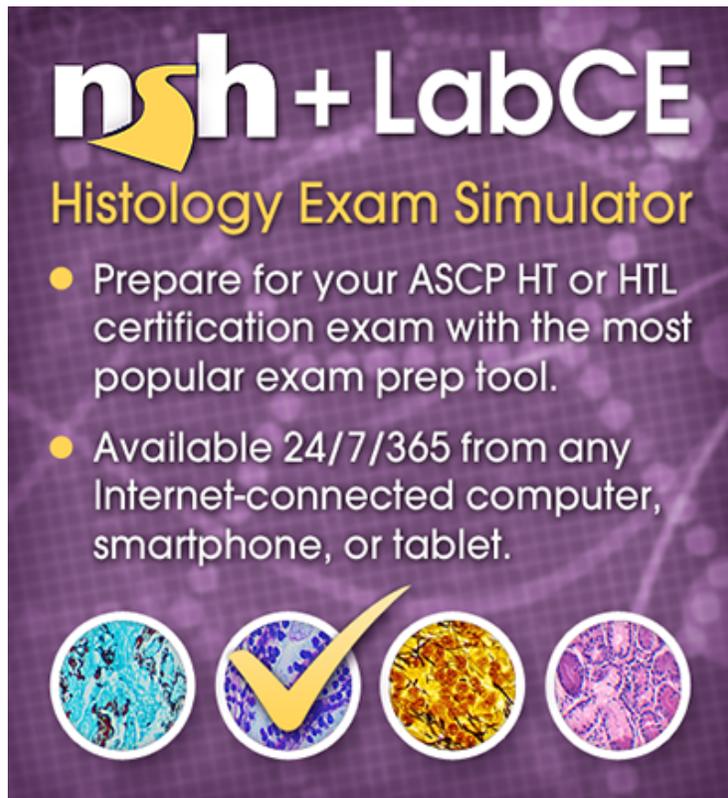
# EDUCATION COMMITTEE

## TRACI DEGEER



The major projects that members of the Education Committee were involved in this year included writing the quick quizzes for the *Journal of Histotechnology* and *NSH in Action*. Members volunteered for each issue of JOH and then selected an article from the chosen issue.

Four questions about the article were created for publication in JOH. In each issue of *NSH in Action*, volunteers selected an image representing a histological stain/artifact and created questions to create a learning experience for the readers of *NSH in Action*. Please visit <https://www.nsh.org/learn/earn-free-hours> to take these quizzes and earn free CEUs.



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**Histology Exam Simulator**

- Prepare for your ASCP HT or HTL certification exam with the most popular exam prep tool.
- Available 24/7/365 from any Internet-connected computer, smartphone, or tablet.

Volunteers from the committee reviewed the H&E Staining Guidelines for re-publication. Volunteers are reviewing the materials on the HT/HTL Histology Exam Simulator for accuracy. The Histology Exam Simulator is a practice test for the ASCP exam that was released in 2016. Our review will ensure the material is being kept relevant, and also let us determine what questions need to be added to the simulator over the coming years.

As future projects, the Education Committee will continue to provide learning materials to the JOH and *NSH in Action*.

The Education Committee will also work with our liaison to produce new questions for the HT/HTL simulator for MediaLab after the review of the current questions is complete.

# HARD TISSUE COMMITTEE

## SCOTT HOOTEN

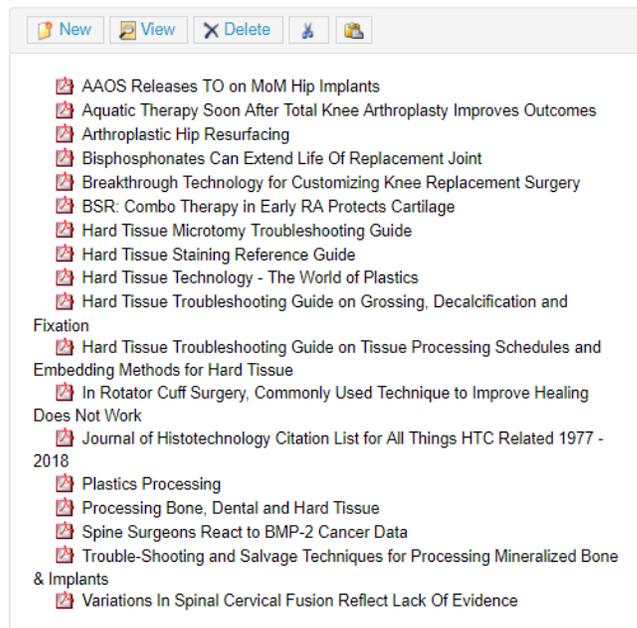


The Hard Tissue Committee has once again added to its collection of hard tissue troubleshooting guides available to members on the NSH's The Block. In March, the "Hard Tissue Staining Reference Guide" was published.

Thanks to contributions from our committee members, this guide covers a wide range of staining techniques on a number of different embedding media.

For this upcoming year, a few of our members will be teaching a course at the Annual NSH Symposium/Convention. We are planning to use this course to educate members on different hard tissue sectioning techniques. We are also planning to use questions we receive, to help guide us toward the next topic for a future hard tissue troubleshooting guide.

### Folder Contents



You can find the resources produced by the Hard Tissue Committee on The Block under the resources tab.

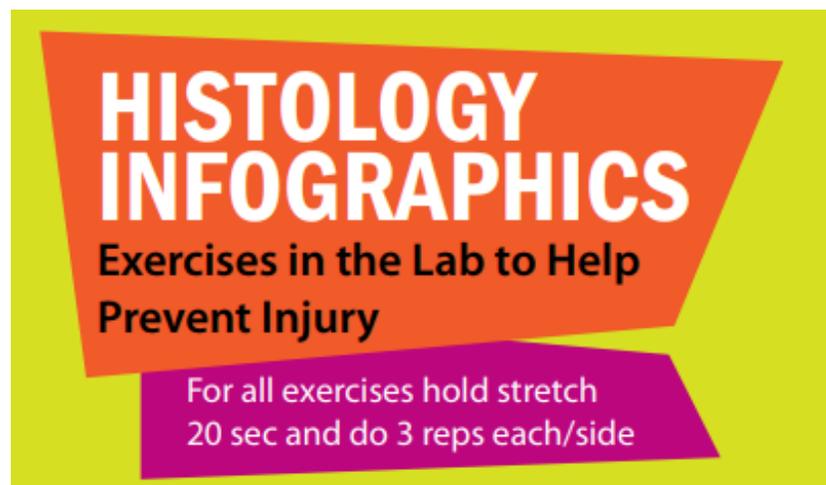
<https://theblock.nsh.org/home>

# HEALTH & SAFETY COMMITTEE

## ANGELA MCNABOLA



The Health and Safety Committee continues to serve as a resource for the National Society for Histotechnology, its members, and those in the laboratory and histology field in the area of safety. We provide educational resources and communications, not only to educate in topics to promote a safe working environment, but to heighten awareness to make it safer for patients.



We do this in a variety of ways including webinars, and resources on The Block, such as documents and infographics that can be downloaded as resources to be used in the laboratory.

This past year, the committee produced quality infographics for chemical compatibility and ergonomics. Several members of the committee also provided additional awareness communications in the area of ergonomics in the form of exercise ideas and podcasts.

There is a plan for additional infographics, some of which are already in the works, on the topics of carcinogenic dyes, chemical spills, and shipping specimens safely.

The Health and Safety Committee added two webinars to learn.nsh.org, Principals of Emergency Management and Safely Managing Flammable Materials in the Laboratory. A webinar discussing GHS labeling is scheduled for November as is an Emergency Preparedness Package for laboratories. This will address emergencies such as national disasters, active shooter preparedness, and hazardous waste or chemical spills. There are also plans to continue with the CAP 15189 training in an additional format for learn.nsh.org with NSH, besides a workshop at this year's Symposium/Convention.

We continue to seek out new members, new ideas and new projects to keep safety in the minds of all those who work in the laboratory.

You can find the Health & Safety Committee infographics on The Block under the resources tab.  
<https://theblock.nsh.org/home>

# IHC COMMITTEE

## ANNA HUGHES



This year the committee solicited the help of Joe Myers, QIHC(ASCP), CT(ASCP), past committee chair, to help us create NSH's new QIHC Prep Course, which is being sold on NSH's Online Learning Center, [learn.nsh.org](http://learn.nsh.org). The course includes 3 hours of webinar instruction, a knowledge check question bank, and a resource guide. The purpose of the course is to prepare users to take the QIHC exam through ASCP. We are very grateful to Joe for his contribution and time. This program has been very well received thus far, and is one that I expect to change as the content of the exam changes, and of course as feedback is received.



We have several ideas in our pipeline for the remainder of the year and the coming year. We would like to create a literature data base that will be searchable by IHC target and contain peer read and approved journal articles. We would also like to begin refining the antibody database to make it more user friendly, up to date with current methods, and also representative of many different platforms that may exist in various types of labs.

# MEMBERSHIP COMMITTEE

## CLARE THORNTON



The Membership Committee enlisted the help of Avenue M Group to conduct a survey to give current and prospective members of NSH an opportunity to voice what their needs are and how NSH can better serve its members. In late 2018, Avenue M drafted a survey to be sent to former, current, and never-members of NSH to obtain a better understanding of how we can improve our membership model and remain relevant to those in the histotechnology field.

The survey was launched on February 5, 2019, and closed on February 27, 2019. An invitation to participate in the survey was successfully delivered to 16,486 individual email addresses. A total of 1,312 qualified surveys were collected with a completion rate of 89% and an overall response rate of 8%. The industry standard for member research studies is to achieve a margin of error of +/- 5% at the 95% confidence level. NSH is well within that goal; thus, the results are considered representative of NSH's audience overall.

Avenue M Group also helped us to interpret the data from the survey, and provided us with recommendations based on those results. From these recommendations, the Membership Committee is proposing a change in the membership model. Along with the standard memberships (active, student, retired), the Membership Committee and the Board of Directors is recommending a premium membership, with more educational opportunities provided.

A webinar explaining the new membership model is available to delegates of the House, to assist them in considering the new membership model, based upon the extensive survey and data tabulation. The House will vote on whether to adopt the suggested model, at the Symposium/Convention in New Orleans.

Working with the Avenue M Group has been highly rewarding! Their expertise and precision has been invaluable to the Membership Committee.

Along with the survey project, the NSH office staff provides regular membership reports to the Membership Committee. We are showing overall increased growth in membership over the past year.

The Membership Committee is committed to increasing membership for NSH. NSH has become a leader in advocacy for the field of histotechnology, and with increased membership comes increased voice and value in the medical field. We will be working with the Strategic Planning Task Force to continue to find new ways to bring in new members and retain our current members.

# MEMBERSHIP COMMITTEE

## CLARE THORNTON



As of August 1, 2019, NSH had a total of 2,667 members. This is compared to 2,516 members at this time last year.

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*
YTD		2,667		440		1,905		318		76.1%	-8.9%	83.4%
	Student		103		46		57			42.5%	-23.1%	55.3%
	Active		2,481		394		1,769		316	77.3%	-8.1%	84.0%
	Retired		83		0		79		2	91.2%	-8.8%	97.6%

We are trending significantly ahead in recruitment of members this year, with 394 new members currently, compared to 236 last year. We are also seeing higher rejoining numbers, with 316 this year vs 253 last year. We attribute this increase in new members to the release of new education products such as the QIHC Prep Course, as well as changes made to the Symposium/Convention. We know that education is a driver of membership, which is why we are working on developing additional courses, and why we are considering the new membership models mentioned above. If these membership trends hold, we expect to finish 2019 well above 2018's year-end membership totals, included below.

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*
2018		2,926		563		1,985		387		77.3%	-4.3%	81.1%
	Student		134		79		60		1	144.7%	-16.3%	45.5%
	Active		2,701		484		1,837		383	79.3%	-3.4%	82.2%
	Retired		91				88		3	89.2%	-10.8%	93.4%

# NOMINATIONS & ELECTION COMMITTEE

## JANE PARR



The Nominations-Election Committee's primary role is identifying future Board leaders and building the slate for our bi-annual elections.

We continue to search for competent leadership, enabling NSH to support the histotechs by furthering their professional education, as well as honing their skills.

Our final bi-annual election will take place in 2020 for the 2021 fiscal year. Beginning with 2020, the Society will hold annual elections to include one-third of the Directors, an officer, and the President-Elect. In preparation for the elections, position descriptions have been updated and will be posted on The Block so that all who may be interested in serving on the NSH Board of Directors may review the requirements, time commitments, and how NSH supports our leaders' travel to the Annual Symposium/Convention. Nominees elected to the Board will now commence their terms on January 1 through December 31 to allow the Board and committees to complete their annual work in alignment with our fiscal year.

As Chair of the committee, I will meet with the Board of Directors on site in New Orleans to learn more about the skill sets our current leadership view as important for the Society over the next five years. The committee plans to use the Board's feedback as individual committee members network to build a slate of qualified candidates.

We will support our Board of Directors in the election process and provide accuracy and assistance in the proceedings. Next year we will elect the following positions: President Elect, Speaker of the House (at the 2020 House of Delegates), Region II Director, Region III Director, and Region IX Director.

Our 2020 Election will kick off in January. The following is the election timeline the committee has prepared. The timeline has been accelerated a little to allow for an annual election process and to ensure that the new Board members are provided ample time to make travel arrangements to the 2020 Annual Symposium/Convention in Reno, NV.

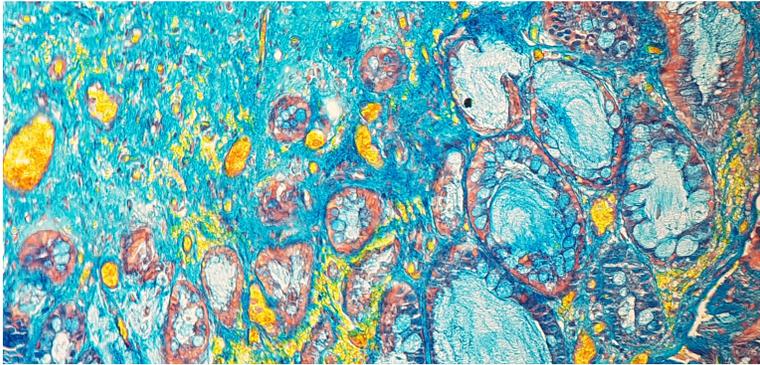
January 13, 2020:	Call for Nominations Opens
March 15, 2020:	Nominations Deadline
April 6, 2020:	Voting Opens via electronic ballot
April 20, 2020:	Voting closed at 11:59 pm Pacific Time
May 5, 2020:	Election Results announced to NSH Membership

# PUBLIC RELATIONS COMMITTEE

## MONTY HYTEN



As PR chair, it is my job to work with my committee, and the NSH office, to plan, coordinate, and host, events that 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 2011 as a day to celebrate the contributions made by histologists, and has grown since then, to become recognized by many state and local governments, largely, as a result of efforts made by NSH members.

This year the PR Committee aided in this celebration with the sale of Histotechnology Professionals Day t-shirts, and engaged both members and non-members in activities such as a histology crossword puzzle, worth 1 continuing education credit, and the Art of the Stain Contest, an annual contest in which histologists submit their favorite stain. This year, the Art of the Stain Contest received 44 submissions. The winner of the contest was Clara Pecorella, a Laboratory Technician from Italy, with her MSB stain, which will be used in the 2020 HPD logo and is also featured on the cover of this *Annual Report*. Read Clara's blog article about her stain submission [here](#).

For the past year, the PR Committee has also been contacting new members by phone and/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 Time Attendees Reception, a gathering of first time attendees to the Annual NSH Symposium/Convention, which takes place the first night of the convention, which will be held this year, in New Orleans, LA on September 20th. The goal of the reception is to greet newcomers and make them feel welcome, introducing them to NSH, and its leadership, to ensure they have a familiar face to turn to during the week.

# PUBLIC RELATIONS COMMITTEE

## MONTY HYTEN



On site at the Symposium/Convention, the PR Committee will also be working as convention ambassadors, greeting attendees throughout the week, and ensuring they are able to locate their workshops, and find their way around. The committee will also assist in staffing the NSH booth in the exhibit hall.

Be sure to look for the PR Committee, who will be wearing New Orleans beads, if you plan on attending the convention! I would also like to take this opportunity to personally thank my committee members: Jean Mitchell, Christie Gowan, Christine Scott, Linda McDonald, Lisa Jackson, Pam Barker, Jennifer Harvey, Joyce Sterling, Jeanette Wallen and Jomar Klee Custodio for helping me make this year such a success. I look forward to working with you all again in the future!

# QUALITY COMMITTEE

## KATHY DWYER



**NSH Workload Survey** was sent out to 15,848 individuals on the NSH database, electronically.

- Return on survey 1,158 or 7%
- White paper was developed
- Review by sub-team and conclusions were determined by July 7, 2019
- White paper will be reviewed for the *NSH Journal of Histotechnology*

**Future Plan for Workload Study:** Develop a performance assessment program to include:

- Productivity Monitors (completed)
- Quality Control (QC) Exceptions
- Major vs. Minor
- Monthly feedback to the staff

### **QMC Sub-Committee**

The QMC sub-committee will continue to revise the CAP crosswalk resource whenever the 2019 CAP checklist comes out. This will be an on-going committee. The CAP crosswalk was an excel spreadsheet document posted as a resource available to members on The Block, which matches NSH resources with items from the CAP checklists. [Click here to view this document.](#)

### **Future Plans for Quality Management Committee**

- Develop a comprehensive histopathology competency assessment program using the 6 elements of CLIA and CAP.
- The QMC will continue to monitor specific quality changes affecting histopathology through regulatory agencies.

### **Other Items:**

- Served on the Program Committee in selecting the 2019 Workshops for NSH in New Orleans

# VIR COMMITTEE

## DAVID KRULL



### **Antibody Database:**

The VIR Committee held a meeting to evaluate the use and continued need to maintain the Antibody Database and enhance its features. The Committee concluded that they would continue to offer the service with continued sponsorship of the IHC Committee.

### **Symposium/Convention:**

The VIR Chair recruited Laura Johnson to present this year's Culling Memorial Lecture. The VIR Chair recruited 5 new presenters to deliver VIR related workshops. The VIR Chair worked with the Convention Committee to select VIR related abstracts for the 2019 Symposium/Convention.

### **Future Projects:**

There was discussion on presenting a 2019 VIR series on "Disruptive Technologies". These were listed and presented as possible topics in the *2018 NSH Annual Report*. We were able to recruit volunteers for digital pathology, barcoding and mass imaging cytometry. Since the formal VIR Committee is disbanding (pending approval of the bylaws amendments in the 2019 HOD) these topics might be better suited for presentation in an NSH webinar series in 2020.

The chair and its members continued to be champions for VIR related activities within the Society and their workplaces.

# ASCP BOC REPRESENTATIVE

## LENA SPENCER



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 professional partners.

While numbers of representatives to the BOC may vary, all organizations share the common goal of supporting the BOC mission, vision, and values.

**BOC Mission:** Providing excellence in certification of laboratory professionals on behalf of patients worldwide.

**BOC Vision:** To be the gold standard in global certification for all laboratory professionals.

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

### **ASCP BOC Certification Examination Committees**

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. The 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, providing images and reviewing content guidelines, performing exam data base maintenance, and periodic standard setting and review of psychometric and statistical analysis of the exam items/database. The Histology Committee is comprised of the liaison from the BOC, approximately 9 Histotechnician/Histotechnologist and 1-2 Pathologists. The committee reviews 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 and/or NSH members. The committee is responsible for all three examinations. Members have participated in one ASCP on-site meeting and six conference calls, with additional projects throughout the year. All must participate in the Credentials Maintenance Program. (CMP).

# ASCP BOC REPRESENTATIVE

## LENA SPENCER



### **CMP Update**

All US and International certification categories are required to complete one (1) CMP point in the area of medical ethics, without increasing the overall total of CMP points required per category. The effective date for the new CMP requirement of one (1) point in medical ethics would be as follows: All certificants recertifying on or after January 1, 2023.

All ASCP credentialed BOC volunteers must participate in the Credentials Maintenance Program within one year of appointment.

### **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 BOC has appointed a Task Force for evaluating the possibility of developing a certification for a Doctor in Clinical Laboratory Sciences (DCLS). More information will be available at the conclusion of the evaluation.

### **Personnel Standards Task Force Update**

The NSH sent Clare Thornton, HTL(ASCP), QIHC, to attend the CLIAC Meeting at the Centers for Disease Control to provide the Society's comments on laboratory personnel. As a result, Ms. Thornton was appointed to serve on the Laboratory Personnel Work Group, Chaired by Dr. Lee Hilborne. The work group was to address nine questions posed to CLIAC by CMS. NSH's position remains that histotechnology has dramatically evolved over the years and should come under CLIA oversight. The recommendations point to the need for reform of personnel regulations.

### **Committee Update**

Of interest for NAACLS Program Directors, Dr. Holladay, CEO, ASCP, reiterated that the needs expressed by NAACLS Program Directors for resources and program assistance was heard by ASCP. Every program who applied for a scholarship was funded by the ASCP Foundation. ASCP plans to award scholarships in 2019 to provide resources and opportunities. He encouraged the BOG to share the availability of scholarships and grants with those they know. The call for applications is available on the ASCP website.

# ASCP BOC REPRESENTATIVE

## LENA SPENCER



### **BOG Ethics Review Committee**

Articles addressing professional ethics focused towards the laboratory and HR directors, are being published in various BOC publications over the next year, each focusing on a different aspect of fraud, with emphasis on the importance of primary source verification, and the evocation of certification and ban from future certification, for individuals who commit fraud in any form.

Staff regularly looks for examination content on social media and on websites. Several private websites have been sent cease and desist letters and as a result, content has disappeared from those sites. Most recently, the BOC contacted YouTube and Indeed to remove content. YouTube responded quickly to remove the content.

### **Recognition of Renè Allegrucci**

Renè Allegrucci, Manager of Certification Processing, passed away April 2, 2019. Ms. Allegrucci was a 28-year veteran of ASCP and served as the BOC's Manager for Certification Processing. If you graded slides for the HT/HTL exams or if you visited the ASCP Booth at the Symposium/ Convention you probably talked with Ms Allegrucci. She was a great supporter of the histology community. She will be missed.

# BIOLOGICAL STAIN COMMISSION

## GAYLE CALLIS



I attended the Biological Stain Commission Annual Meeting in Rochester NY, June 13 and 14, 2019. As a member of the Biological Stain Commission, I was asked (and accepted) to serve on a committee headed by Dr. John Kiernan (also a JOH Associate Editor). I attended his committee meeting discussing future plans for dyes and stains the BSC will analyze for the coming year.

I was invited to attend the *Biotechnic and Histochemical (B&H) Journal* Editorial Board meeting since I serve as Editor in Chief for our *Journal of Histotechnology*. I did not actively participate in B&H business, but acted only as an observer about what was being discussed. This proved very enlightening since JOH and B&H have the same publisher. I also met our Taylor and Francis Portfolio Manager who started in August 2019. I attended the all-day scientific session with educational presentations on developing imaging technologies and how the BSC certifies dyes used in histology including the test methods and instrumentation. I also viewed a scientific poster session.

Most importantly, we discussed having more interaction between BSC and NSH since the two organizations have a great deal in common. Dr. Dick Dapson, BSC President, and I discussed interaction at length, and he enthusiastically agreed this should happen. One suggestion is to have a BSC speaker at the 2020 NSH Symposium/Convention in Reno, either as an invited speaker, or as a submission through the abstract process. A speaker could be suggested by Dr. Dapson in order to have them apply or be invited by NSH. I would like to see Dr. Dapson be the first speaker in this capacity. Previously, BSC sponsored a speaker to the NSH Symposium/Convention but this was discontinued several years ago. BSC does not have adequate funding for speaker sponsorship at this time. More recently, BSC has held joint annual meetings with state histology societies, i.e. NY State Histology Society in 2017, or a state society invites a BSC speaker to an annual meeting.

I met Dr. Richard Horobin, a world expert on all types of dyes, and Dr. Steve Nettleton, B&H Editor in Chief. Also noted, there are NSH members who serve as trustees for the BSC and I had good discussion with them and others.

# BIOLOGICAL STAIN COMMISSION

## GAYLE CALLIS



### **Future goals for my position as BSC representative include:**

- Work to have more interaction between NSH and BSC with continued correspondence with Dr. Dapson.
- Ensure there is regular communication between the organizations.
- Work on having a BSC speaker at the 2020 NSH Symposium/Convention with guidance from Sharon Kneebone on who asks or arranges for this to happen i.e., NSH Convention Committee via an abstract submission and/or NSH BOD. This is open for discussion. If BSC participates at state histology society meetings, then why not with NSH, to bring their experts to our Annual Symposium.
- Attend the 2020 Annual BSC Meeting in Atlanta, GA along with Dr. Yongfu Wang, JOH Associate Editor, and NSH co-representative to BSC.
- Continue to participate with BSC Committee headed by Dr. John Kiernan.

# JOURNAL OF HISTOTECHNOLOGY

## GAYLE CALLIS



The *Journal of Histotechnology* went through a Task Force Review in 2018-2019. A survey was sent to NSH members and was also available at the JOH exhibit at the St Louis 2018 Symposium/Convention. The survey included questions such as, what people would like to see published in the Journal and if members would submit a manuscript to the Journal.

A priority this year was updating the Journal's Scope and Aims, with input from the task force and the two Associate Editors, in order to attract more submissions which fit the scope.

Working with the Task Force was excellent, especially with many suggestions they offered for Journal improvement. Some suggestions were to have more case histories, practical technical notes and clinical histology papers, and cytopathology. We continue to have research papers.

Of prime importance was the JOH application to be on Pubmed/Medline. This was taken on by Dr. Yongfu Wang, the new Associate Editor, and implemented by Taylor and Francis, our publisher. The application went through and we are pleased to announced that we have been accepted, and will now be indexed for literature searches. The JOH Impact Factor has increased, and manuscript numbers are up compared to 2017 and 2018. We see that submission is cyclical, i.e. fewer in summer months likely due to summer vacations, and that most of our submissions are coming from non-English speaking countries.

The Editorial Board added Dr. Luis Chiriboga, Dr. Philip Bryant and Dr. Brooke Dubansky, after the 2018 Symposium/Convention to replace members who retired or resigned. As Editor in Chief, the Editorial Board has been engaged more to perform reviews, participate in decisions, and stay informed about JOH. Recruiting additional Editorial Board members is ongoing since JOH needs more, not fewer, members in this capacity.

The reviewer list was updated with the help of Natalie Paskoski, in the NSH office. Recruiting reviewers is an ongoing task. Accessing reviewers is an ongoing universal challenge for all journals and JOH has the same problem. The reviewer list undergoes constant updating by removing inactive reviewers. Reviewers will be acknowledged for their service in the December issue, possibly retroactively, since I assumed Interim then Acting Editor in Chief.

The Journal now participates in the BioRxiv preprint service trial (per publisher request) as a potential way to increase manuscript submissions. Trial results are unknown at this time since the publisher monitors the service for JOH.

# JOURNAL OF HISTOTECHNOLOGY

## GAYLE CALLIS



Historically, preprint services have been available many years for chemistry, physics, and other disciplines, and only recently in biology and medical sectors. We were informed by Taylor and Francis about Plan S, the European open access policy, and await how this will affect JOH.

A special topics issue on Molecular and Immunohistochemistry will be published in December 2019 with Dr. Yongfu Wang as the Guest Editor. Dr. Yongfu Wang and I worked hard to improve the Journal format appearance to be higher quality, consistent and professional as seen in other scientific journals.

Converting poster presentations into manuscripts has approximately a 0.5% or less success rate. We will continue to ask presenters, but unfortunately anticipate disappointing return. One manuscript was submitted and accepted from the 2018 poster sessions. This has been ongoing for many years even after approaching poster presenters to publish.

I have heard complaints from NSH members and one Associate Editor that access to JOH online and its archives is difficult and not intuitive. This needs to be corrected using one click on an obvious link directly to JOH for NSH members. As Editor in Chief, even I find JOH access complicated, time consuming and using confusing instructions with too many steps as found on the Block.

### **Future Goals for JOH**

- Increase manuscript submissions, especially review articles.
- Increase the number of reviewers, particularly in advancing technologies.
- Enlarge the Editorial Board.
- Encourage NSH members and non-members to publish in JOH.
- Engage the Editorial Board in JOH decisions and keep them informed about JOH on a regular basis.
- Of highest importance is have JOH on Pubmed and increase the Impact Factor again
- Reviewers will be acknowledged annually.
- Continue to work closely with the NSH office and Sharon Kneebone concerning JOH business.
- Simplify access to online JOH archives using an easy “one-click link” for NSH members.
- Use social media to promote JOH and newly published articles.

# NAACLS REPRESENTATIVE

## MARK BAILEY



NAACLS subcommittees will be reviewing the program Site Visit Process and the Quality Assurance of programs meeting the standards of NAACLS requirements for accreditation.

### Active NAACLS Accredited Programs in Histotechnology

- Master of Science Degree Programs (2) \*
- Bachelor of Science Degree Programs (8) \*
- Associate of Science Degree Programs (25) \*\*
- Hospital Based Certificate Programs (6) \*\*
- U.S. Military Defense Health Agency Certificate Program (1) \*\*

Total Histotechnology Programs:

42

### ASCP Board of Certificate Exam Eligibility

- HTL, MB, QIHC \*
- HT, QIHC \*\*

### Qualification in Immunohistochemistry, QIHC

Once earning their HT or HTL, Histotechnologists are eligible for this Qualification through Route 1, if they satisfy the following requirements:

#### Route 1

ASCP or ASCPi certified

as an HT or HTL,

AND six (6) months of full time

acceptable experience in immunohistochemistry (clinical, veterinary, industry or research) in the U.S., Canada or an accredited laboratory\* within the last five years.

### Future Projects

NAACLS will be conducting an analysis of the most recent ASCP Vacancy and Wage Survey to determine the manner in which the overall recent data will impact outcomes for laboratory professionals.