<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Letter from the President</td>
<td>3</td>
</tr>
<tr>
<td>Letter from the Executive Director</td>
<td>4-5</td>
</tr>
<tr>
<td>Histotechnology Professionals Day</td>
<td>6</td>
</tr>
<tr>
<td>USA Science and Engineering Festival</td>
<td>7</td>
</tr>
<tr>
<td>Laboratory Professionals Week</td>
<td>8</td>
</tr>
<tr>
<td>Vice President</td>
<td>9-10</td>
</tr>
<tr>
<td>Treasurer</td>
<td>11</td>
</tr>
<tr>
<td>Immediate Past President</td>
<td>12</td>
</tr>
<tr>
<td>House of Delegates</td>
<td>13</td>
</tr>
<tr>
<td>Region I</td>
<td>14</td>
</tr>
<tr>
<td>Region II</td>
<td>15</td>
</tr>
<tr>
<td>Region III</td>
<td>16</td>
</tr>
<tr>
<td>Region IV</td>
<td>17</td>
</tr>
<tr>
<td>Region V</td>
<td>18</td>
</tr>
<tr>
<td>Region VI</td>
<td>19</td>
</tr>
<tr>
<td>Region VII</td>
<td>20</td>
</tr>
<tr>
<td>Region VIII</td>
<td>21-22</td>
</tr>
<tr>
<td>Region IX</td>
<td>23</td>
</tr>
<tr>
<td>Awards Committee</td>
<td>24</td>
</tr>
<tr>
<td>Budget and Finance Committee</td>
<td>25</td>
</tr>
<tr>
<td>Bylaws Committee</td>
<td>26</td>
</tr>
<tr>
<td>Continuing Education Committee</td>
<td>27</td>
</tr>
<tr>
<td>Convention Committee</td>
<td>28-29</td>
</tr>
<tr>
<td>Credentials Committee</td>
<td>30</td>
</tr>
<tr>
<td>Education Committee</td>
<td>31-32</td>
</tr>
<tr>
<td>Judicial Committee</td>
<td>33</td>
</tr>
<tr>
<td>Membership Committee</td>
<td>34-35</td>
</tr>
<tr>
<td>Nominations-Election Committee</td>
<td>36</td>
</tr>
<tr>
<td>Hard Tissue Committee</td>
<td>37</td>
</tr>
<tr>
<td>Health and Safety Committee</td>
<td>38</td>
</tr>
<tr>
<td>Immunohistochemistry Committee</td>
<td>39</td>
</tr>
<tr>
<td>Legislative Committee</td>
<td>40-43</td>
</tr>
<tr>
<td>Quality Management Committee</td>
<td>44</td>
</tr>
<tr>
<td>VIR Committee</td>
<td>45</td>
</tr>
<tr>
<td>Biological Stain Commission</td>
<td>46</td>
</tr>
<tr>
<td>ASCP Board of Certification</td>
<td>47-48</td>
</tr>
<tr>
<td>NAACLS</td>
<td>49</td>
</tr>
<tr>
<td>Financial Overview</td>
<td>50-52</td>
</tr>
</tbody>
</table>
The National Society for Histotechnology is the recognized leader and trusted source of knowledge, education and training for histology professionals at every career stage. We realize that the profession is a diverse group and strives to provide educational opportunities for each discipline.

We have embraced our strategic plan that identifies areas where NSH can provide professional support through education and advocacy. This was demonstrated through many new learning opportunities in 2016 which included Mohs technical training and a successful 5 day Symposium/Convention. We realize that the mode of education is changing. By being creative, NSH has reached out to histology professionals directly in the labs through implementing tactical teleconferences monthly which included converting a Veterinary, Industry and Research seminar into a well-attended webinar series. Also, through a new on line resource “The Block”, members have available information immediately through direct dialogue to subject matter experts. This new site also provides downloadable educational materials such as our new Image Bank and access to past webinars.

We continue to advocate for the histotechnology professional and have aligned with key organizations to educate & promote the field with volunteers representing Histotechnology on 10 organizations’ boards and/or committees. Some key highlights include: endorsing the American Society for Clinical Pathology (ASCP) BOC letter to CMS concerning recent revisions to Personnel Policies for Individuals Directing or Performing Non-waived Tests, Review of Joint Commission proposed checklist and updates on renewal of licensure and certification. NSH renewed our agreement and strategic partnership with College of American Pathologists (CAP) histology slide quality program (HQIP). A new partnership with MediaLab allowed for a new member benefit, the launch of an exam simulator for those members studying for the certification exam.

In 2016 all of the NSH operations, to include our financial processes have been reviewed and improved throughout the year to assure financial health into the future. First, we have employed new accounting and audit firms. Through their guidance have implemented a new chart of accounts, we have implemented strict financial controls and have met all of the provisions on the audit management report. The Budget and Finance Committee is meeting quarterly to review financials and observe budget variances. NSH is financially healthy and the Board of Directors intends to continue to build on the three year strategic plan by acting on the information from the membership survey and listening to the member’s needs to define more programs and initiatives that support the profession.
The past year has flown by, and the society has accomplished much in the past months. At this time last year, we were embarking on reviewing the 2013-2015 finances. I am pleased to announce that we have successfully implemented our new chart of accounts. The work we have done with our operations accounting firm and the Budget & Finance Committee has allowed for streamlined financial reporting, facilitating real-time and informed decision making. In addition to implementing the new chart of accounts we have worked with our auditing firm and the Financial Oversight Task Force to establish and follow improved internal controls.

Our financial reporting is up to date. Our tax return filings are up to date, and our 2015 return is under review by our audit firm as I type this report. Over the past year I have worked closely with our Budget & Finance Committee as well as the Financial Oversight Task Force. I would like to thank these two volunteer groups for their tireless support as we continue to review our processes and implement best practices, with special thanks to: Mary Abbuhl, Monty Hyten, and Michael LaFriniere.

With the new financial reporting in place, and some changes in staffing we have been able to develop a staffing structure that is efficient and effective at implementing the work of the society. The professional association staff work tirelessly behind the scenes to implement the annual strategic objectives and operating plan. We provide the support and infrastructure for all of the society’s volunteer leadership, committees, and task forces to attain their goals. NSH started with 7 full-time employees at the beginning of 2015. We are now staffed with 4 full-time staff, and one part-time staff. By reconfiguring our organization structure, we have been able to engage a consultant to work on our Member Value Proposition Statement and Membership Strategy to be shared with the Board of Directors at the September meeting.

We successfully completed an upgrade to our association management system (member database). This has allowed us to create and run membership reports on a regular basis, providing a monthly update to both the Board of Directors and the Membership Committee. Since January we have launched three new and valuable member benefits: The Block, The Image Bank, and the Histology Exam Simulator in partnership with MediaLab. As reported in the Membership Committee Report, we have prepared and launched a member survey to better understand what our members value and what they expect from NSH. The early results show that the top rated member benefit at this time is The Block.
The Block is NSH’s private, on-line community which is exclusively available to NSH members. The Block is a place where members may:

- Connect with colleagues for real-time trouble shooting in the lab.
- Share knowledge for professional networking without travel, 365 days a year 24 hours a day.
- Access member only resources, including free webinars, salary surveys, resource guides, and more – all to make your job easier on a daily basis.

The Image Bank is a collection of photomicrographs designed to help people who are studying to take the ASCP Board of Certification exam as well as provide examples for the working tech. Included in the bank are images of normal and abnormal tissue to help with tissue identification. Also included are examples to aid in troubleshooting of fixation, processing, embedding, microtomy, routine and special staining. Special thanks to Debbie Wood from the Indiana University School of Medicine for making this invaluable resource available to NSH members.

The NSH + LabCE Histology Exam Simulator launched the first week of June this year. The exam simulator features over 20,000 questions with images and feedback, allowing participants to take mock exams or focus on specific subject areas for targeted review. Take a look at the Education Committee Report where Chair, Traci DeGreer, shares the plan to keep enhancing the Image Bank and keep the question bank up to date in the Histology Exam Simulator. NSH members receive preferred pricing.

Looking forward, as mentioned in the Budget & Finance Committee and Vice President’s reports, we are finalizing the 2017 budget for review of and deliberation by the committee. The Budget & Finance Committee worked through August to finalize the budget to be presented to the Board prior to arrival at the Annual Symposium/Convention where it will be presented for final approval. The budget is based on planned activity – those items listed in Jerry Santiago’s report, as well as all of the other activity included in the annual operating plan. By tying the budget to planned activity we have a process in place which allows the Board to make strategic decisions on what to fund, cut, or postpone to a later date.
Histotechnology Professionals Day (HPD) 2016 was a big success! Labs from all over the globe posted photos and comments on our Facebook page, and it was a lot of fun to see how labs celebrated throughout the day. The Art of the Stain Contest was featured on The Block as part of HPD celebrations, with over 40 entries from around the world. The winner of the 2016 contest is Hansruedi Bucher, an educator with Hohere Fachschule Gesundheit Zenralschweiz in Switzerland. His submission of “Mucosa of Small Intestine Alcian Blue – Nuclear Fast Red Stain pH 2.5” will be used as our 2017 HPD logo. During this time we saw our library views in The Block double in March, a direct result of nearly 1,500 views for the contest.

The winning stain:
“Mucosa of Small Intestine Alcian Blue-Nuclear Fast Red Stain pH 2.5”
The society participated in the USA Science and Engineering Festival (USASEF) in April this year. USASEF is the largest celebration of science and engineering in the country! NSH volunteers manned the NSH booth at the 4th Biennial event which took place at the Walter E. Washington Convention Center in Washington, DC. With over 365,000 attendees over two days, the Festival showcased over 1,000 leading STEM organizations, and offered over 3,000 hands-on science and engineering activities with over 100 separate speakers. All activities were free to attendees of all ages.

NSH members Jenny Bull, Michelle Hart, David Krull, Michael LaFriniere, LaVinia Ray, and Kim Simmons led participants’ exploration of our space with a booth dedicated to sharing the art and science of histotechnology. Participants were provided opportunities for hands-on learning, and it is not a surprise that the number one question was, “What is a histotechnologist?”. LaVinia Ray’s observation was that we have no worries for the future of histotechnology. If the brilliant youngsters who visited with our members at the NSH booth are any indication of the next generation of scientists, we are looking at a bright future.
For Lab Week 2016 we invited all histotechnologists to celebrate with our inaugural ExpertConnect Session titled Troubleshooting Tips. ExpertConnect Sessions are a quick and easy way to exchange best practices with like-minded colleagues, and a way to stay up to date on current topics.

ExpertConnect hosts, who are NSH members with expertise in a particular histology area, initiate discussion on specific topics and respond to questions and posts. The community was open April 24-30, 2016, and a summary of the discussions and tips shared were turned into a resource that can be accessed in The Block.
The National Society for Histotechnology has embraced a mission that empowers the profession of Histotechnology through collaboration, education, and innovation, making this organization strive for success as we care for our patients. As an organization, it is imperative that we develop strategies, goals and an action plan that guide us in being successful in carrying out the mission and vision, and most importantly enlisting the many skills and knowledge of our volunteers and members.

The office of the Vice-President has the responsibility to work on the strategic plan and ensure that actions are taken to accomplish the goals guided by the strategic plan. The Top Level Objectives selected for 2016 included 1) creation of a resource library to include article reviews, laboratory templates and relevant survey data, 2) collaboration and alignment with key organizations to educate and promote the profession and the society, 3) create, implement and provide online education and 4) Develop and market different levels of individual and institutional membership classifications that meet the diverse needs of different member groups.

As of July 2016, I am proud to report that we have accomplished many initiatives associated with each of these objectives. First, we have introduced The Block, which is 100% completed and that it is home to our on-demand webinars, image library, and new assets that are exclusive to members only. Secondly, we continue to work with other organizations through our appointees strengthening our relations and exploring the value to our members. Thirdly, we have ventured into the online education arena by developing and finalizing an agreement with MediaLab that allows us to brand our organization learning management system on their platform. This process has been seen with the launch of the Histology Exam Simulator, which is accomplishing a learner’s success. Finally, the membership committee is working on the creation of membership bundles and classifications that best suit the members of this organization.

Report of 100% Completion of Initiatives
- Launch of The Block
- Move Image library to the Block for member-only access
- Develop on-demand webinars for member-only access
- Development of appointment involvement tracking spreadsheet
- Appointee survey for key organization involvement
- MediaLab Agreement
- Build and Brand NSH LMS on MediaLab Platform
Report of 25 to 99% Completion of Initiatives
- Inventory of existing assets moved to the Block
- Plan to develop and introduce new assets to the Block
- Develop clear objectives and planned outcomes for key organization appointees
- Ensure appointees alignment with the Strategic Plan
- Pilot bundled membership packages

Strategic Plan: Future Objectives and Development

NSH continues to strengthen our organization and our position by continuing the work of the established strategic plan. As we move forward to 2017, we are looking at new opportunities that will provide the best value to our members and our organization. The Strategic Plan Task Committee composed of members of the Board of Directors and members at large has identified the 2017 Top Level Objectives. The task force along with the key people involved in the investigation, completion and implementation will be working on 1) partnerships that will expand our educational resources and increase access to potential members, 2) revising our current website and explore the opportunities that will meet our member needs, 3) continue working on collaborating and aligning with key organizations to educate and promote the profession and society, and 4) continue developing and marketing different levels of individual and institutional membership classifications that meet the diverse needs of different member groups.

The further development of these objectives and their associated goals will continue to position our society as the leader that meets the needs of the professionals in the field of histotechnology.
As treasurer, I have fulfilled all the official requirements of serving as an officer on the Board of Directors. I participated in all Board meetings. I have served as a member of the Budget and Finance Committee, the Governance Review Task Force, and the newly formed Financial Oversight Task Force (FOTF).

My daily, weekly and monthly duties include monitoring incoming receipts for the Society via the accounts payable process. As Treasurer for the Society I am responsible for providing oversight of our accounts, invoices and reviewing accounts payable, signing checks, and payroll.

I continue to work closely with the Executive Director and Financial Oversight Task Force to review and compare old versus new practices to improve financial oversight. This task force has provided guidance and counsel to our Executive Director at her request.

As reported in last year’s annual report, I have worked with the Executive Director and the Board to engage our new accounting and audit firms. We have worked closely with the new accountants to update our payment of invoices, and also with the audit firm so that our IRS Forms 990 are filed and up to date.

On pages 50-52 you will find our financial reports. We have included the 2014 and 2015 Statements of Activity as well as your 2016 year-end projections.

As we shared in the 2015 Annual Report, NSH engaged Snyder Cohn as our operations accountants. Both leadership and our professional staff have worked very closely with our CPA to review the 2014 and 2015 financials, and convert the numbers to our new chart of accounts. Many of the line-item variances are attributable to the new chart of accounts.

2015 was a year spent on reviewing and tightening all aspects of our finances. Symposium and Education revenues were down significantly in 2015 over 2014 and expenses were only slightly less in 2015 compared to 2014, resulting in losses for both years.

At the end of 2015 the Board worked diligently with the Budget & Finance Committee and our Executive Director to develop and pass a balanced 2016 budget. In 2016 we are projecting an increase in revenue by $147,490 over 2015. In 2016 we are projecting a $384,174 decrease in expenses compared to 2015. Significant savings in expenses comes from our Executive Director’s decision to reduce the reorganize our staff, which is currently 4.5 full time employees compared to 7 full time employees at the beginning of 2015.
I drafted a revision and revised the scope of the Regional Directors Handbook into what is now a Leadership Orientation Manual, NSH Board of Directors with the assistance of Executive Director Sharon Kneebone. The BOD reviewed the draft and made some recommendations to further enhance the manual. Those recommendations were incorporated and approved by the board. The Leadership Orientation Manual has been shared with all incoming board members. This manual provides a basic outline of board member requirements. It is a companion document to the NSH Bylaws and Policy Manual.

I will be leaving the BOD after this year’s Symposium/Convention. It has been my pleasure to serve the members of NSH on the Board of Directors for the past 10 years. Thank you for that experience and the opportunity to help make a difference for NSH and our histotechnology community.
Updates on House activities were provided through articles in NSH In Action to help keep members informed about activities and actions of the House of Delegates.

We facilitated the vote by the House of Delegates on the Integrity Statement from the Nominations-Election Committee this past winter. We communicated with members regarding the process and as there were questions or concerns. The outcome and implication of the vote was reported to the members of the House of Delegates. The House Tellers and the NSH Office worked along with us to complete this process.

An HOD Training Webinar was developed and available prior to the House session this year. The goal of the webinar was to help delegates gain a better understanding of motions, as well as the election process within the HOD.

It’s our goal to continue to provide information and updates regarding activities of the HOD to help members stay informed. We would like to continue to help members be more comfortable with the House of Delegates process. The opportunity to represent your constituents serving as a delegate is an excellent way to be more involved in the Society. Volunteering during the House of Delegates to serve as a teller, the doorman, or time keeper is an excellent way to learn more about the House of Delegates process prior to being a seated delegate.
Current/Ongoing Projects

Region I has a tradition of holding an annual region meeting, open to all members of individual state societies and NSH members as well. In 2016 the Region I Symposium was held in Mystic, hosted by the Connecticut Society for Histotechnology. The current presidents of the state societies in Region I hope to continue this tradition, in order to provide adequate continuing education to its members, and by rotating where the meeting is held, make it possible for all members in the region to attend a meeting at some point. The host society continues to do most of the work, with assistance from the other state presidents and the region director.

As Region Director, I am also on the task force to review the policies and procedures of NSH. We have started by assembling a new policy handbook that will be presented to the HOD in 2016.

Future Projects

The state societies within Region I hold annual or biannual state society meetings, with opportunities for continuing education credits and vendor exhibits. The Maine Society for Histotechnology has struggled over the past few years, mainly due to its small membership and the widespread geographical location of its members. We are planning a state meeting to be held soon to muster the members in the state who wish to participate in state and regional activities and attempt to keep the society afloat.
Region II

Michael LaFriniere

Summary of activities 41st Symposium August 28-Sept 3 2015

- Attended NSH 2015 Symposium In Washington DC
- Contacted all of the Region II first timers to welcome and offer assistance while in DC
- Attended and participated in all BOD meetings in DC
- Attended Region II, President Council, NSH General Membership, and HOD meetings.
- Selected as member of Financial Oversight Task Force for the Board of Directors

Summary of activities for the NSH throughout 2015-2016 and on going

- Remained as active member of Executive Director Search
- Participated as active member on the Strategic Planning Task Force
- Remained in contact with Current State Presidents within Region II
- Maintained updated information to the Editor of NSH In Action as information was made available throughout Region II
- Attended the USASEF in April for NSH, worked 2 days in the booth in Washington DC teaching people from ages 5-80, what histology is and how to make it your career if you are a student.
- Participated in all of the BOD teleconference throughout the Year
- Elected as incoming NSH Treasurer 2017-2018
- Arrangements made to be active participant as outgoing Region II Board member and incoming Treasurer for Long Beach, NSH 42nd Symposium/Convention Sept 2016
- I have performed extensive financial oversight activities for the NSH to assist with investigation of financial matters and report and recommend findings to the President and NSH Board of Directors. This included extensive hours of many visits to the NSH office to review records, speak and/or meet with attorneys, accountants and/or appropriate State of Maryland officials. Included daily to weekly communication with Financial Oversight Task Force.
- Strong advocate/voice as NSH board member for “budget balancing” during all Board of Director meetings to include the budget approval process meeting.

Goals as incoming Treasurer

- Region II and its material is handed to new incoming Director
  Continue to scrutinize all NSH financial processes, see that timely implementation of “check and balances” and appropriate approval of expenditures are in place and followed.
- Continue to see that NSH budget processes remains realistic and balanced.
- Support the mission and strategic goals of the NSH with protecting our resources to allow us to continue our astonishing advancements.
This year I worked with the state societies in my region to expand upon the benefits that their memberships receive, with the goal of bettering their communication and education programs. For example, FSH, NCSH, GSH and SCSH are now offering continuing education opportunities to their members. In addition, South Carolina is planning a career day for local high school students, to educate them about the field of histology. This will take place in November at their annual meeting.

Many other Region III state societies are planning meetings as well for the coming year, after having had phenomenal success with the meetings for 2016, many of which I was fortunate enough to attend. Similar to the NSH convention, Florida’s state meeting offered plenty of opportunity for learning and networking, with 17 workshops, an HT Readiness Class, as well as a Wine and Cheese Reception with the vendors. In addition, North Carolina’s spring meeting in Durham and Georgia’s “Histopalooza” offered similar opportunities, with excellent speakers and a wide variety of vendors.

The states in Region III have also begun to explore new opportunities for communication with their members, with North Carolina in particular leading the way, with the introduction of their new Google Group for histotechnologists, called NChistochatter. NChistochatter was created for the purpose of disseminating Society information quickly to increase member communication.

Finally, Region III would like to congratulate FSH Treasurer, Loretta Sayles, who will become NSH Secretary, following the S/C Board Meeting in September.
Within the past year as Region IV Director I attended and actively participated in the NSH 41st Annual Symposium/Convention in Washington D.C, which included Board of Directors (BOD) meetings, Region IV Meeting, Budget and Finance Committee and the House of Delegates (HOD). Throughout the year I was available for and participated in all scheduled BOD meetings and teleconferences, submitted quarterly reports for publication in NSH in Action, maintained my positions on the NSH Strategic Planning Task Force, the Joint Commission’s Laboratory Professional and Technical Advisory Committee (PTAC) and also accepted the Chair of the newly created NSH Governance Review Task Force.

The Governance Review Task Force was established in December 2015, under the recommendation of the BOD, to study and review NSH governance practices and to investigate current governance practices of other institutions. As Chair Person of this task force, I will facilitate the work and discussions of the task force and its members and report back to the BOD at regular intervals with governance review updates and develop recommendations to be discussed by the BOD for consideration at the 2017 HOD. A round-table discussion will be held at the 2016 NSH Annual Symposium/Convention in Long Beach, CA on Sunday September 18th to share task force goals and receive feedback from members on the NSH current governance structure.

In my role as Region IV Director I was able to attend four of six Region IV states spring symposiums and womanned the NSH display table in Indiana, Wisconsin, Illinois and Michigan, promoting the benefits and value of NSH membership. There has been great communication and feedback from all Region IV state presidents, as well as the members of these organizations this past year and their on-going support of my position is greatly appreciated. I will once again strive to attend as many of the state symposiums as possible in 2017 and continue to assist all six states with their NSH needs.

As I begin my 3rd term as Region IV Director, I am excited for the next two years and embrace the experience that my previous two terms has granted me. The role of Region IV Director continues to be an active challenge for me as I balance the needs of Region IV, the BOD, the HOD, as well as the task forces and committees on which I serve. My primary goals for 2017 are to maintain a strong presence on the NSH Board of Directors and support each Region IV state to the best of my ability through an approachable presence, open communication and availability.
Current Projects

This year I was able to attend state meetings in Missouri, Iowa and Minnesota where I represented NSH, selling merchandise and promoting NSH membership benefits. I was also about to present at the first joint state meeting of Missouri and Arkansas.

As a member of the NSH Board of Directors, I have attended and participated in every teleconference and submitted quarterly reports for publication in NSH In Action.

Future Projects

In 2017 I plan to continue to play an active role on the NSH Board of Directors and participate in the Governance Review Task Force. I also will be busy supporting the Region V states with their membership needs, and helping the Missouri Society prepare to host the NSH Symposium in St. Louis in 2018.
My primary focus as Region VI Director this year has been on supporting the growth of the region’s state societies. In doing so, both Louisiana and Texas were able to have successful multi-day meetings this past spring. In addition, we have begun exploring collaboration between regions, with a joint meeting that was held in May, cohosted by the Arkansas (Region VI) and the Missouri (Region V) State Societies.

Similarly, I have worked with the state society presidents to ensure adequate Region VI representation in the HOD at this year’s NSH Symposium/Convention by assisting in the recruitment of state delegates. I myself will also be attending the convention, representing Region VI in all BOD and HOD related activities.
In August 2015 I attended the NSH 41st Annual Symposium/Convention in Washington, D.C. I attended and actively participated in: Region Directors/Presidents Meeting, 1st Time Attendees Reception, Board of Directors (BOD) Training and Planning, Awards Ceremony and Celebration, Region VII Membership Meeting, Budget and Finance Committee Meeting, BOD Meeting, General Membership Meeting, House of Delegates (HOD) and post HOD BOD Meeting.

Through the end of 2015 and into 2016 as the Region VII Director, I have:

- Attended Spring 2016 state symposiums for Colorado in May and will be attending the Arizona State meeting on July 22-24th. I actively promote NSH membership and all the benefits our society provides.
- Present for all scheduled NSH Board of Directors teleconferences and attended the December 2015 BOD meeting in Columbia, MD, contributing my ideas and concerns.
- Corresponded with all Region VII state presidents, maintaining open communication and providing pertinent information and answering concerns.
- Submitted quarterly reports for publication in NSH In Action.
- Member of the NSH Governance Review Task Force. I have participated in all scheduled teleconferences.
- Elected to my second term as NSH Region VII Director.

**Governance Review Task Force Work:** The Governance Review Task Force was established in December 2015 under the recommendation of the BOD to study and review NSH governance practices and to investigate current governance practices of other institutions. Our committee with make recommendations and our findings/ideas will be discussed by the BOD and then be considered for the 2017 HOD. A round-table discussion will be held at the 2016 NSH Annual Symposium/Convention in Long Beach, CA on Sunday September 18th to share task force goals and receive feedback from members on the NSH current governance structure. My hope is to establish and/or hone practices for our organization that perpetuate good governance with efficiency and professionalism.
With the resignation of the Region VIII Director earlier this year, it has been a year of transition for our region. Mr. Brooks served the region by participating in last year’s Annual Symposium/Convention. We thank him for his work in representing Region VIII through December 2015. As Mr. Brooks’ resignation overlapped with the 2016 General Elections, I took office after the election results were shared with the President. Both the President and Vice President swore me into office in May. I participated in my first Board conference call in June and was able to assist the Executive Director with edits to the updated Board Orientation Manual.

I will continue to be an active participant on The Block, in providing whatever expertise I can. I will continue to serve on both the NSH Quality and IHC Committees. I am also helping manage the NSH Quality Management Committee Workload Assessment survey, which hopefully will provide labs with some accurate benchmarks for staffing decisions, expectations for existing lab staff, etc. I will continue to work with the HistoQIP in helping labs produce the highest quality slides possible. I will also be giving a talk at this year’s symposium in Long Beach, CA.

I would like to share with you some of my goals and expectations for our region. Our society has continued to see a decline in membership over the last decade and this will be my primary concern over the next few years. I have already begun to compile a list of the labs that exist within each state and their respective supervisors/managers. I plan to spend most of my time working with the states that either no longer have a functioning society or have never had one at all. I hope to lean heavily on the California society as a resource, as they are the only state society in Region VIII that is functioning as it should be. Hats off to you California! There are a lot of things that go into creating and maintaining a state society (bylaws, budgets, etc.) and my hope is that the other societies will be able to lean on you as a means of forming their own.
I chose to run for this position because I felt like I could make a difference and I honestly believe I can...with the help of ALL of you! I strongly believe the primary purpose of the state and national societies should be a relational one. We need each other! "Concordia res parvae crescent" – work together to accomplish more. The interconnectivity of laboratories is what makes this organization what it is. There are a lot of resources out there but at the end of the day it comes down to the people behind all of these resources....it comes down to YOU! Will you work with me?

If you have any suggestions for your state, our region, or for the NSH as a whole, I want to hear it! I will do my best to faithfully represent the sentiments of our region to the Board of Directors for consideration as discussions are held and decisions are made. That said, if you have any constructive criticism, please don't hesitate to share it as I hope to show the maturity to accept feedback and gracefully grow from it.

I am really excited that I get the opportunity to represent the state society that is hosting our annual symposium/convention in beautiful Long Beach, California! I would like to say thank you to all those who have been putting in countless hours volunteering to make this year’s S/C a success. From what I’ve already seen, Kathy Hardy and her team are doing a stellar job. I would encourage all of you to attend this year’s event and please join us on Saturday, September 17th from 4:35-5:30pm for our Region VIII meeting. I’d love to have the opportunity to meet all of you and get to know the people behind each society. Thank you for the opportunity to represent each and every one of you!

Sincerely,

Jeremy Johnston
During this past year Region IX has continued with our quarterly newsletter “The Cutting Edge” and featured an excellent two-part article by Dr. Min Ye Ngae on extraneous tissue artifacts, a very timely subject. The newsletter is published to our website “nshregionix.org” and notification of the new edition is sent to the membership via email, keeping publishing costs down and helping to save the environment at the same time.

As region Director, I participated in all the Board of Directors meetings, teleconferences and email discussions. I also participated as a member of the Policies and Procedures Task Force and Board liaison for the Health and Safety committee.

Our vision for the upcoming year is to focus on membership recruitment and retention. Region IX had an 80.3% retention rate this year. We are also looking into ways to more efficiently deliver education initiatives to our membership. Being such a large region presents logistical problems for members to meet face to face so we are considering more on-line events and teleconferences.
One of the values of membership to the NSH is the many awards and scholarships that are available to its members. The awards committee wanted to make sure that all members benefit from the generosity of our sponsors. The committee had two main goals, increasing the number of members being nominated for awards and scholarships and making sure that the awards and scholarships given remain relevant and valuable to both members and state societies. Here is what the awards committee accomplished this year:

- Reworked and better defined the award/scholarship content, criteria and nomination process
- Evaluated all awards and scholarships for relevance and value to members
- Worked with NSH staff to update content for awards and scholarships on NSH website
- Worked with NSH staff to increase awareness for awards/scholarships with defined marketing plan that included targeting mailings, newsletter content and increased social media presence
- Worked with region directors, state presidents and past award recipients to insure involvement in award nomination at the local, state and region level.
- Based upon recommendations from histology program directors and educators the committee worked with NSH staff to completely revamp and streamline the student scholarship process
- Worked with NSH staff to better define and improve the evaluation process for all awards and scholarships, this included developing award/scholarship specific scoring Rubric’s
- Developed a process in which the Award Committee can meet a few times a year to discuss and work on goals

**Future Projects**

The awards committee will continue to work on our two primary goals, increasing the number of members being nominated for awards and scholarships and making sure that the awards and scholarships given remain relevant and valuable to both members and state societies, additionally the committee wants to better define and streamline the reimbursement process for the award and scholarship recipients and develop a laboratory award that is geared towards the utilization and implementation of an quality improvement process.
The Budget & Finance Committee had numerous meetings this year to discuss and fine tune our new budgetary chart of accounts so that expenses and revenue are tracked in real-time. This “Modified Cash” method of accounting as opposed to the previous “Accrual” method of accounting will allow the NSH Board of Directors (BOD) in coordination with the NSH Executive Director to make sound decisions based upon our Strategic Plan. Variance reports are now reviewed monthly and a quarterly report is prepared and presented to the BOD at the quarterly BOD meetings. Since the 2016 budget year was the first year of use, the Committee will continue to work closely with our new accounting firm to ensure that anticipated revenue and expenses are placed within the chart of accounts appropriately. This should allow subsequent budgets to be managed in real-time to at least produce a balanced budget.

The Committee reviewed and presented to the BOD a proposed Travel Funding scheme for volunteer travel. This was developed so that the Society would be fiscally in line with other like societies.

In addition to the activities of the Committee, a Budget & Finance Oversight Task Force was appointed by the NSH President to review and research several financial matters to be reported to the BOD. The current task force members are the Committee Chair, the Treasurer and the Region II Director. Some of the matters that the Oversight Task Force reviewed were the selection of the new accounting firm and the new investment firm.

**Future Projects**

The Committee will continue to review the budget variance reports and prepare quarterly reports for the BOD. The budget process is currently underway for 2017. The 2017 proposed budget will be presented to the BOD prior to the 2016 S/C in Long Beach, and it will be approved by the BOD during the 2016 S/C.
The committee, in consultation with the NSH Executive Director, the Speaker of the House of Delegates, the Parliamentarian and the NSH attorney, has spent the year reviewing the bylaws. Bylaws are the written rules, in fact the legal document, by which the NSH is governed. They set forth the structure of the board and organization, determine the rights of participants and the process by which the rights are exercised.

Adherence to bylaws helps ensure the fairness of decisions for the running of the Society and provides members with information they need to understand how the organization functions.

We are proposing a number of amendments to the HOD in an effort to have the bylaws provide concise direction to the members. Language will be updated to make rights and privileges clear and to bring historic operating instructions in line with current practice, for instance utilizing electronic notification instead of postal service and shortening notification time for meetings to days instead of weeks. Other proposed revisions include having the NSH office instead of our volunteer, elected officers and committee chairs, store corporate records. We found redundancy within concurrent sections, redundant references and conflicting information in separate sections of the bylaws. Sections will be combined for clarity, and unnecessary confusing language removed or clarified.

To aid the delegates to the 2016 House to understand the proposed amendments prior to receiving their delegate package, they were posted on The Block. This allowed the 2015 delegates to review the proposed amendments and bring to the attention of the Bylaws Committee any content they believe will be particularly controversial so that we can ensure that the rationale is effective in conveying the intent of the proposal.

Future Projects

In the upcoming year(s) we will continue to review the bylaws. Sections have already been flagged for possible revision. It is important that our bylaws are current with the most up-to-date rules and regulations, and accurately represent our Society and its membership.
The CE Committee strives to provide our membership with varied opportunities to obtain contact hour credits. In 2015, nationwide there were 3,031 unique attendees who applied for CEU units from approved NSH events or activities. 609 total workshops/seminars were approved. The Certificate of Completion Program by discipline implemented in 2004 at the NSH S/C continued. There were 173 participants in the Certificate of Completion Program at the annual NSH S/C. Of the participants, 127 qualified for Immunohistochemistry, 41 qualified for Management, and 14, 25 for Molecular, and 1 for Safety certificates. NSH has a webinar every 3rd Wednesday of the month. In 2015, 265 labs actually participated in this program, with a total of 1,007 people earning credits.

Other ways that people obtained CEU’s through the NSH were:

- 92 participated in the free HPD webinar
- 98 participated and completed tests after reviewing the online Self Assessment Series
- 76 participated and completed the quizzes that are given for the featured article in the *Journal of Histotechnology*
- 64 participated in and were credited for completing the quizzes in the NSH in Action
- 6 for presenting a workshop (forms must be submitted to request hours)
- 55 for volunteering on NSH committees
The Convention Committee encompasses many groups of individuals. After convention, the year begins when a diverse team, comprised of Program Team member representatives from committee chairs, the equipment coordinator, and the convention chair comes together to review and select abstracts for the Convention workshop program. The review must cover input from surveys and upcoming topics relevant to the professional organization. The Program Team reviews speaker powerpoints and helps in the selection of the First Time Presenter.

Other outreach is performed by encouraging the current and next year’s Local host Team of volunteers through their roles. They are under the Convention Committee umbrella as they prepare for hosting in their state. Convention Committee Coordinators plan year round for their roles in the Workroom during the Symposium/Convention. The NSH Office does the initial greeting of volunteers, but the coordinators in the workroom will perform the orchestration of tasks on-site. A Registration Coordinator has been added this year to assist at the Registration desk, thus fewer on-site staff are needed. Coordinators are encouraged to rotate positions so the roles of the Workroom will perpetuate over time, and no one person stays in a role permanently.

In 2015 we introduced Emerging Technology sessions. These were presentations offered for free to attendees made by exhibiting companies. The sessions offered demonstrations and lectures on new technology and techniques in histology. The committee plans to continue these sessions in 2016.

In 2016 the Convention Committee is celebrating 10 years of successful career days offered during the Convention week to local elementary and high school students. The Career Day program provides an overview of histology, interactive stations and career option lectures. The program has exposed over 800 students to histology in the last ten years and continues to be a highlight of the Annual Symposium/Convention for both participants and the volunteers who work the program.
Future Projects

The Convention Committee is a volunteer extension of the NSH Office for on-site work at the meeting. The Director of Meetings & Education is the communicator and coordinator of ideas recommended by the Committee. The creative suggestions, inspired ideas, and cutting edge technologies are brought to life by the hard work our NSH Office. The Committee plans to work with the Education Committee and NSH Staff to develop a Poster Podcast series that interviews poster presenters at the convention.

Statistics: 2015 Convention: Ambassadors (98), Guides (9), Convention Assistants (8), Coordinators and assistants (8), and a lot of volunteers at registration and local committee members everywhere.
Future Projects

Moving forward for 2017, the Credentials Committee would like to continue to make the delegate credentialing process more efficient by working with state presidents and region directors to see how NSH and the credentialing chair can assist societies to promote involvement in the HOD activities. By working with these groups to develop goals and a timeline for execution, the committee hopes to make the delegate submission process easier and faster for both the state societies and NSH, ultimately resulting in maximum participation and representation in the HOD.

Similarly, the committee would like to work with NSH to create a template for HOD Identification cards and sign in sheets for credentialing from electronic data.

Current Projects

This year, the NSH credentialing committee was able to increase the efficiency and accuracy of the credentialing process, by implementing a new system for obtaining and tracking delegates for the 2016 Annual Symposium/Convention. To do this, the committee contacted state societies, region directors and committee chairs requesting a list of eligible delegates and alternatives.

That list was then posted to the Credentialing Committee Community on the Block, which allowed NSH to gather the information for exportation into an Excel spreadsheet. Once the information was organized, each potential delegate was verified in the NSH member database to ensure they met the qualifications for serving as a delegate, as specified in the NSH Bylaws. This process will be used moving forward in upcoming years, as it will serve as a reliable way to check eligibility, as well as transfer records to the next credentialing chair.

The credentialing hours for Long Beach, CA Symposium/Convention will be Monday 8AM-4PM, Tuesday 4:30PM-4:45PM and 6PM-6:30PM, and Wednesday 8AM-12PM with an additional table outside the General Membership Meeting.
The Education Committee has two major projects underway. The first project is the QC and meta data work in the new Image Gallery. This project involves verifying each image is in the correct category, is the correct tissue, assigned to the correct stain type (IHC, Special Stain, etc), and that the image and the caption match. The meta data work on the images involves making the images searchable and categorized by insuring they are labelled correctly.

The second project is the curation of questions for the new MediaLab HT/HTL Simulator for students and members. NSH has now become Media Lab’s go to organization for these questions and we will be adding new questions to the bank at the rate of approximately 50 a year. Members of the Education Committee own the curation of these questions, are learning to write them in the correct format and coming up with new test question ideas.

Future Projects

The Education Committee has several projects planned for the upcoming year. The curation of the LMS and Histology Simulator is an ongoing year to year project that will continue in 2017. There will be new questions added every year to meet our ongoing commitment with MediaLab and to keep us in the forefront of histology learning for the benefit of our current and future students.

The image gallery work will also continue in 2017 as new images are uploaded to the gallery. As new images become part of our gallery these will undergo the same QC process and meta data process to make them useful to the membership at large.

New projects for the Education Committee in 2017 will include working with the NSH Office to help develop a set of webinars and resources on competencies. The Education Committee will also work on the creation of a HT/HTL Prep course to be provided in conjunction with our new LMS partnership with MediaLab.
Education Committee Continued

The Education Committee will also work with the office to develop a plan for capturing content at the S/C. There are many laboratories that would benefit from attending the Convention, but lack the funds to physically attend. Establishing a plan to capture some of the content to offer to these laboratories would be a wonderful way to provide additional educational benefits to our members. In conjunction with the office and the Convention Committee there has been discussion of the Education Committee assisting with pod casts around the posters from the conventions as well as a set of pod casts on Women in Histology. These both bring value by highlighting special people and wonderful achievements within our field. The last initiative would be a set of proposed snip-it lectures. These short topics would be short on demand learning lectures of approximately 15 minutes. These are quick ways to refresh learning on a topic or learn something new when you only have a short amount of time to devote.

Current statistics

Number of questions in the current HT/HTL simulator that is under the curation of the Education Committee: Over 2000 current questions with approximately 100 additional questions to be added by the end of 2016

Image gallery: The Education Committee is in the process of doing QC and meta data work on the original 232 images and there were an additional 39 images
Judicial Committee

Dot Kuebler

Current/Ongoing Projects

Two NSH members attempted to file unprecedented grievances with the Judicial Committee during the summer of 2015, just after the submission of the Committee’s 2015 Annual Report, and prior to the 2015 Symposium/Convention.

The Committee met by conference call to begin establishing procedures for receiving and handling grievances which may have legal ramifications for members, constituent societies, and members of the Board of Directors. Legal counsel was consulted and guidelines were discussed for submission of grievances. The Committee continued to work on this process during the 2015 S/C. The Committee membership changed during the elections in the 2015 House of Delegates.

Following the S/C, the Committee continued to seek legal advice from an independent, non-biased attorney.

The Judicial Chair consulted with each of the complainants in 2016. Following those consultations, both of the pending grievances have been withdrawn from consideration by the Judicial Committee.

No further grievances have been received, to date.

The Judicial Committee accepted the resignation of Vinnie Della Speranza in the Spring of 2016. The Committee currently consists of the Chair, Dorothy Kuebler, and members: Lena Spencer, Loretta Sayles and Sharon Walsh. There was a contingency plan to fill the open position with the assistance of the Speaker of the House, when the Committee began deliberation on any issues.

Future Projects

The Judicial Committee should continue to examine the process by which grievances should be handled. The bylaws contain some detail regarding process, but the actual format and submission route should be further defined in the Policies and Procedures Manual of the Society. The procedure could then be amended by the Committee, as needed, in a timely manner, and not involve a vote of the entire House of Delegates.
The membership committee has taken advantage of the NSH BLOCK community page to allow fast, easy and direct communication between the committee members to gather information for the development of a membership value map. The membership value map is a key tool that will be used to communicate the society’s benefits to the current membership and attract future members.

Through the development of the value map the committee is working towards understanding what NSH perceives as a value added benefit that the society provides to you as a member and what a member or potential member identifies as a benefit. It is only through identifying and understanding the similarities and the gaps in what members want or need that the society as a whole can evolve. In order to obtain a wide range of opinions to populate the membership value map a membership survey has been developed by the NSH office to be circulated to all current members in July. Data collected from this membership survey will be used across the society to help develop and strengthen services provided by all NSH committees with the long term goal of modelling a society that will retain a strong active membership and attract new members.

The Bylaws committee and the membership committee chair have been working together to create proposed revisions to the membership classification as outlined in the Bylaws. If approved by the House of Delegates, the simplified classifications will allow for the development of revised membership payment structures as requested by members.

**Future Projects**

With the support of the NSH office, ongoing membership recruitment effort will be directed towards the retention of current members. The June 2016 statistics show that 17% of the total membership loss is due to non-renewal of membership by existing members. Newsletters and emails will be directed to ex-members who have allowed their membership to lapse, pointing out all of the value add benefits of keeping a current membership above and beyond the NSH being the primary source of quality education.
The overall retention rate for 2016 continues to increase each month. As of August 1st it stands at 72.9%. This is up from 68.4% retention rate in 2015.

Thank you to all members who continue to support the NSH through your membership, voluntary service and general support. The membership committee encourages you to become actively involved in the future of the NSH!
During the 2015 House of Delegates, I requested an additional year to present proposed campaign policies. The extension was granted. Additionally, during the 2015 House of Delegates a motion was made and accepted that an integrity statement be drafted by the Nominations-Election Committee by December 31, 2015 and be posted for adoption by the current House of Delegates. The statement was adopted by plurality vote via electronic ballot verified by the 2015 Tellers Committee. The Candidate Integrity Statement was made available to all members running in the 2016-2018 Board Election. At the time of this report, the Election Campaign Policy was submitted to the Speaker of the House for consideration and approval. The purpose of the policy to ensure that all NSH elections are conducted in a fair and honest manner, where all shall be treated fairly and equally.

The 2016 General Election Results were shared with the NSH membership on May 17 via email, with access to the results available via The Block. Elections for the House and its committees will be held during the 2016 House of Delegates on September 21, 2016.

2016 General Election Results for the 2016-2018 Board of Directors

President          Diane Sterchi          Region V Director          Jean Mitchell
Vice President     Hector Hernandez     Region V Director          Judi Stasko
Secretary          Loretta Sayles      Region VI Director          Donna Willis
Treasurer          Michael LaFriniere   Region VII Director          Jane Parr
Region I Director   Clare Thornton     Region VIII Director         Jeremy Johnston
Region II Director  Michelle Hart      Region IX Director          Vern Hurst
Region III Director Susan Clark
Current/Ongoing Projects

The HTC successfully completed the Hard Tissue Microtomy Resource Guide. This guide was requested by histotechnicians having difficulty sectioning soft and hard bone tissue embedded in plastics i.e. methyl methacrylate (PMMA/MMA), glycol methacrylate (GMA), EM resin (Epon, Spurrs, and LR White), paraffin (decalcified bone) and OCT™ for calcified and undecalcified bone frozen sections. The Guide is currently available to members via The Block.

Future Projects

The HTC will be working on and completing a Troubleshooting Guide on Dissection, Grossing, Fixation and Decalcification of Bone. The guide will include how these topics relate paraffin and plastic embedded bone; bone frozen sections, electron microscopy, other hard tissues i.e., teeth, scaffolds, implants, etc.

In addition the HTC will be updating our Journal of Histotechnology Citation List of all things HTC related to include years 2015 and 2016. The updated list will be made available via The Block.

We have conference calls scheduled for members to share their knowledge, ideas and concerns.
The Health & Safety Committee works together to provide the NSH membership with relevant health and safety information. Our goal is to have this information available to the membership on the website. The H&S information packet is regularly updated and valued for its informative checklists and useful information. Safety snippets are short articles of interest that are applicable to many labs. The safety resource list is useful when researching topics specific to histology.

The 2016 safety webinar on handling formalin in the histology laboratory provided strategies for complying with the updated formaldehyde regulations. The presentation prompted many discussions among the membership that resulted in updates to the safety information provided to members.

In response to requested safety topics, the committee is presenting a safety forum at the 2016 NSH Symposium/Convention. The topics presented are: Emergency Management, Global harmonization label system and Hazards of special stains. Solicited questions from the membership will be addressed during the presentation and published in NSH in Action. This will expand the audience to include members that were unable to attend the presentation.

The committee is working with OSHA to develop an alliance program on Ergonomics in histology. The histology profession has unique ergonomic requirements. The partnering with OSHA will allow us to develop recommendations from various histology specialties and have this information available through OSHA websites.

The committee is developing resource materials for labs that are considering the CAP 15189 accreditation program for medical laboratories. This accreditation applies ISO 15189 (Medical Laboratories – Particular Requirements for Quality and Competence). Current US histology Laboratories that are ISO-15189 accredited have been contacted in an effort to share information and solicit potential presentations on this topic. Collaboration with CAP is being considered regarding the applications and benefits of this program to our membership.

**Future Projects**

The committee will develop a safety poster depicting safety in the histology laboratory. This will increase the awareness within pathology and other laboratory professions of the value of safety in histology in providing efficient lab operations and optimum patient care.
IHC and Molecular Committee
Bonnie Whitaker

Current/Ongoing Projects

This year, in an effort to be more cost-effective, and potentially reach a larger audience, rather than hosting the IHC Forum, we presented a week of IHC and Molecular Webinars, with a different speaker and topic each day.

The series registered over 70 subscribers. The webinars were available individually, or institutionally, and we hope to have more subscriptions for future events. This format allows both for a wider variation of speakers, and for potentially unlimited access to the talks, though webinars may not completely replace the IHC Forum, we felt that it was a good addition to our repertoire.

The topics and presenters were:

HER2 Update, presented by Hadi Yaziji, MD, Vitro Molecular Laboratories
Next Generation Antibodies, presented by Jay Cosio, Cell Marque
The PD-L1/PD-1 Pathway, presented by Nicole Schechter, Ventana Medical Systems, Roche
Challenges & Limitations of Molecular Testing in Cancer, presented by Josh Coleman, MD, The Ohio State University Wexner Medical Center
Technical Issues in Diagnostic Immunohistochemistry, presented by Richard Cartun, MS, PhD, Hartford Hospital

We are also in the process of starting an IHC Blog, which will be available on The Block. Hopefully by the time this report is published, the first blog (or blogs) will be posted. This format is a more informal, and easier to manage, way to share information with our NSH group.

Future Projects

In the future, we will be working with VIR Committee to create an Antibody Database geared towards the VIR community. We are also working with the Quality Management Committee on IHC related items of the CAP Checklist resource project.
The Legislative Committee serves as a watchdog on licensure for laboratorians specializing in Histotechnology. Using various online tools we concentrate on monitoring the effect of local, state, and federal legislation on the practice of histotechnology. As Chair, I then present an updated account of occurrences which affect the members of the National society for Histotechnology. Many state licensure requirements are linked to ASCP certifications therefore you can locate many requirements by going to the ASCP State Licensure website.

https://www.ascp.org/content/board-of-certification/state-licensure

This is a quick overview of many of the states requiring state licensure for histotechnicians and histotechnologists. The states which require State licensure are as follows:
California, Florida, Georgia, Hawaii, Louisiana, Montana, Nevada, New York, North Dakota, Puerto Rico, Rhode Island, Tennessee, and West Virginia. You can locate contact information for each agency through the ASCP website here:
https://www.ascp.org/content/board-of-certification/verification-of-certification#tabs-state-licensure-agencies

California –
http://www.cdph.ca.gov/PROGRAMS/LFS/Pages/default.aspx

The California Department of Public Health administers state licensure. Certification is verified through ASCP.
https://www.ascp.org/content/board-of-certification/state-licensure/california-licensure

The state of California does not recognize Histotechnician’s and Histotechnologists as professionals, we are listed in California with Lab assistant’s and phlebotomists and uncertified personnel. According to the minutes of the Clinical Laboratory Technology Advisory Committee; California law does not require histotechnicians to be certified, and there is no definition of histotechnicians in current law, but that the law authorizes Laboratory Field Service to clarify such issues by regulation. State licensure and certification authorizes Histotechnicians to work in California as long as they meet CLIA and ASCP requirements.

Customer service number is (510) 620-3800
Florida –
State licensure is administered by the Florida Department of health division of Licensing and Regulation. The direct administration of clinical laboratorians is through the Florida Board of Clinical Laboratory Personnel. They have a direct twitter account and can be found here. [https://twitter.com/FLBoardofCLP](https://twitter.com/FLBoardofCLP)

The direct website to apply, renew, verify status and look up a status of Florida state licensure is located at this website. [http://floridasclinicallabs.gov/](http://floridasclinicallabs.gov/)

Customer service phone number for the Florida Board of CLP is (850) 245-4355 and their offices are open M-F 8:00am to 5:00pm EST.

Georgia –
The Georgia department of Human Resources, Office of Regulatory Services, Diagnostic Services Unit, controls the state licensure of clinical laboratory personnel. The website is very difficult to navigate so contact the state office directly at (404) 657-5700

Hawaii –
Hawaii does not recognize histotechnician or histotechnologists as laboratory professionals. There is no option on the website for histology or phlebotomy. License categories listed are Clinical Laboratory Director, Medical Technologist, Clinical Laboratory Specialist, Cytotechnologist and Medical Laboratory technician. They have the cheapest license fees of ≤ $50.00.
Phone: (808) 453-6653

Louisiana –
Louisiana does not recognize histotechnicians or histotechnologists as clinical laboratory professionals. Background checks are performed by the state licensing agency.
Phone: (504) 568-6820

Montana –
Montana does not recognize histotechnicians or histotechnologists as clinical laboratory professionals.
Phone: (406) 841-2395
Nevada –
The state of Nevada recognizes Histotechnicians, and histotechnologists as a profession. The Nevada Department of Health and Human Services, Nevada State Health Division administrates the Bureau of Licensure and Certification licenses and certifies medical laboratories, laboratory directors and lab personnel in accordance with Nevada Revised Statues and Nevada Administrative Code Chapter 652 Medical Laboratories. The Bureau has an agreement with the federal Centers for Medicare and Medicaid Services (CMS), to certify laboratories for the CLIA program. Those technicians, who wish to examine the details of Nevada state licensure, follow this link and read this carefully.
Phone: (775) 687-4475

http://www.leg.state.nv.us/NAC/NAC-652.html

New York –
https://www.ascp.org/content/board-of-certification/state-licensure/new-york-licensure
Important items to note about New York, applicants must meet CLIA and ASCP certification requirements. The Histotechnologist (HTL) certification examination is not accepted for NY licensure. In order to work in New York, you must apply to the state first and follow the state application process. The state licensure program is administrated by the New York State Education Department Office of professions, Division of Professional Licensing Services. Information on how to complete your application is on the New York state Website.
Phone: (518) 474-3417 ext 150
http://www.op.nysed.gov/home.html

North Dakota –
North Dakota has state licensure for Clinical laboratory scientists, or medical technologists, but does not include cytologists, histologists or histotechnicians performing histology procedures.

https://www.ndclinlab.com/resources-list.asp

Puerto Rico –
Contact the Puerto Rico Department of Health phone (787) 792-6400. I was unable to open the website, my browser detected malware on the site and would not let me proceed.

Rhode Island –
The last meeting of the Clinical Laboratory Science Advisory Board was March 23rd, 2015. All members of the board’s terms have expired. Title 23 – 16.3 states that the law governing the board was repealed.
Tennessee –
The Tennessee Clinical laboratory license program is governed by the medical Laboratory Board. The only licensure title available is Licensed Laboratory Personnel. Phone (615) 532-5128 http://tn.gov/health/topic/ML-board1

According to the list of Medical Laboratory training programs, the personnel eligible to become licensed laboratory personnel are: MT, MLT, CT, and the specialties of Cytogenetics, and Microbiology. Histotechnicians and Histotechnologists are not listed. Continuing educational requirements of the medical licensing board accepts courses sponsored by the organization listed on this link. The National Society for histotechnology is not on that list. http://tn.gov/health/article/medlab-coedu

West Virginia –
The West Virginia Department of Health and Human resources, Bureau of Public Health, Office of Laboratory Services administrates Clinical laboratory technician licensure and certification. The personnel eligible to become licensed laboratory personnel in West Virginia are: MT, MLT, CLA, CLT, Microbiologists and Chemistry technicians. Histotechnicians are not recognized. http://www.wvdhhr.org/labservices/compliance/licensure/index.cfm

Future Projects
I would like to launch a lobby directed toward the Department of Labor to recognize that the requirements to become a histotechnician, match those of many other healthcare professionals and needs to be amended.

State Licensure began as a project of ASCLS, the American Society for Clinical Laboratory Science. http://www.ascls.org/

ASCP –
ASCP has a lobbyist office in Washington DC. I would like to see NSH shake hands with them to push through legislation recognizing Histotechnology as a profession. Since they have full-time lobbyists, who have access to the hill, and NSH already has a relationship with ASCP, it would be wise to coordinate our efforts increasing the number of constituents represented by CAP, ASCP, and NSH. If we can encourage ASCLS to join a coalition this would make a dynamic group and a strong legislative effort.
The QMC started 2016 by working with the NSH Awards Committee to review the award criteria for the newly established “NSH Quality Improvement Award”. This award was created to honor the laboratory, histotechnician/histotechnologist who promotes the best quality improvement process in their laboratory with measurable metrics. The Awards Committee plans to make this available in 2017.

In 2013, due to concerns over the legalities of owning tissue blocks without proper authorization, the Board of Directors voted to discontinue the NSH Control Bank however NSH members continue to reach out to the QMC and NSH headquarters office seeking control blocks for their labs. As a result the QMC discussed developing a new Quality Control Network that addresses these concerns. Currently the QMC is researching legal implications of a network with plans to then review possible solutions.

Additionally, we planned for the QMC to present during the 2016 NSH webinar series on the “Quality Management Plan in the Histology Laboratory”.

A report from the QMC CAP checklist subcommittee was presented on the review of the 2015 CAP checklists.

The goal of the subcommittee is to create specific resources for each item of the checklist ensuring that we have the needed tools and resources to support any CAP changes.

Our most exciting addition to our project list is the Workload Assessment. Many laboratories have expressed an interest in having benchmark standards for: staffing decisions, baseline expectations for existing laboratory technicians, and accurately assessing financial decisions within the histology laboratory. During our first meeting we took a look at what we wanted to ask in a survey to the NSH membership. Our QMC later refined the questions to include, hospitals, industry, veterinary and research. On July 7, 2016 the survey went out to the NSH database of members and non members working in histology. Once the data has been collected, the QMC will further collaborate with specific laboratories to gain additional information needed to refine and interpret the data.
The Veterinary, Industry, and Research Committee engaged in a variety of exciting activities over the last year, the highlight of which being a successful five day webinar series which served as the 2015 VIR Forum. Originally, the Forum was planned to be a live event in Arizona, however due to lower than anticipated registration numbers, and based on member feedback that a virtual event would be more accessible, the shift in the format was made. This decision proved successful as the 2015 Forum had over 60 registrants and resulted in rich discussions and a valuable exchange of information.

At the 2015 Annual Symposium/Convention the committee provided sample job descriptions of VIR related jobs to help attendees who visited the NSH booth better understand this area of practice. In addition, the committee continues to serve on the NSH Symposium/Convention Program Team to help ensure VIR topics are represented on the S/C program. The committee will continue this presence going into the fall of 2016.

Lastly, I had the privilege to attend the USA Science and Engineering Festival in Washington, D.C. I worked with a team of fellow NSH members at the NSH Booth where we interacted with large groups of children during the 2 day event and shared our passion for Histotechnology. Hands on activities included using the microscope to view slides of skin and tonsils.

**Future Projects**

The VIR Committee will be working on several key projects in the next year, including an antibody database. The intent of this project is to create a resource that will help techs and researchers save time when asked for a particular target (immune maker like CD3). Typically, the tech will conduct a literature review to look for an antibody that has been proven to work. They then do an internal validation, test positive/negatives controls, and overall the testing of various parameters to see what the results are best. This database contains all of this work and will be made available in the Block.
This year the Biological Stain Commission (BSC) held their meeting with the Michigan State Society for Histotechnology. June 4th in Grand Rapids, Michigan. This was an exceptional opportunity for Histotechnologists to attend workshops led by uniquely qualified, top professionals in the field of stains and dye technology. I was privileged to attend this first of hopefully many collaborative events between the State Societies, NSH, and the BSC. Copies of some of this year’s classes can be found here [http://biologicalstaincommission.org/next-meeting/](http://biologicalstaincommission.org/next-meeting/) with more likely to be added.

**About BSC:**

The BSC is an organization that affects everyone in our field whether they know it or not.

The objectives of the BSC are:

- **To ensure** the quality of dyes through independent testing according to appropriately rigorous chemical and performance criteria.
- **To promote** cooperation and dialogue among manufacturers, vendors and users of dyes for histochemical applications.
- **To educate** users of biological stains about sources of reliable dyes and how they might best be used.

To **publish** information concerning new or improved uses for biological staining with dyes and related histochemical techniques.
The NSH is one of six participating Societies that have membership on the ASCP Board of Certification. The Board of Governors includes organizations defined as sponsoring, participating, and collaborating professional partners. While difference in numbers of representatives to the BOC may vary, all organizations share the common goal of supporting the BOC mission, vision, and values.

**The mission:** Providing excellence in certification of laboratory professionals on behalf of patients worldwide.

**The vision:** To be the gold standard in global certification for all laboratory professionals.

ANSI (Personnel Credentialing Accreditation Committee) granted continuing accreditation for twenty of the ASCP certification examinations. This is a very rigorous process that requires review and documentation of all requirements and processes of administering the various ASCP examinations.

Members who were certified after January 1, 2004 are required to maintain their certification by completing mandatory continuing education as required by the certification category. Every three years certificants must submit a Credentials Maintenance Declaration Form documenting proof of CE’s. The BOG voted to increase these fees effective July 1, 2016 for Declaration of CMP and Re-instatement of certification. On April 25, 2016 the post login pages on the ASCP web site were updated. The CMP section of the post login website was revised and streamlined for a better user experience with a customized profile dashboard for you. This revision to the CMP process provides the member with a complete history of their CMP credits; it allows easier allocation of credits into the appropriate category. The member will know, at a glance how many credits they have and how many are needed to complete for the current cycle.

The BOC IT infrastructure has been updated to improve services for the members and those individuals looking for information about certification, these improvements allows for a paper free environment, with all documents and forms easily available on-line.

The ASCP BOC requested that Laboratory Professional Organizations sign a letter to CMS addressing the issue of equivalency determination of the nursing degrees to that of the biological science degrees and primary source verification. The NSH BOD voted to participate and signed the letter in an effort to provide advocacy not only for our memberships but for all laboratory professionals.
The Program Directors’ Ad Hoc Advisory Group is an open forum for directors of laboratory programs whose students seek BOC certification. This peer based group of volunteers is available to answer questions related to certification and serves as a resource of information and assistance for program directors. This group utilizes an on-line forum called ONELab as the primary venue for communicating with program directors.

Interest had been expressed in providing International certification for both the Histotechnician and the Histotechnologist. In 2015 the BOC began accepting applications for these new examinations. The routes and educational requirements were set by the Histology exam committee and the staff of the ASCP BOC. For the fiscal year (July 1, 2015 to June 30, 2016) 8 HTi and 48 HTL i certifications were awarded. U.S. applicant numbers remain steady for FY 2016.

Several new certifications are being considered by the ASCP BOC. The most recent certification to be offered is the Medical Laboratory Assistant, on-line applications, requirements for certification, examination content and MLS reading lists are now available at www.ASCP.org.

Other certifications under review: the Repository Technician and the Doctorate level for Clinical Immunology.

The Histology Committee has been working on a new QIHC examination. After Board approval the examination should be available in January 2017.
Current/Ongoing Projects

The new NAALS Standards for approved and accredited programs were adopted by the NAACLS Board of Directors in 2012 with revisions in 09/2013, 01/2014, 04/2014, 10/2014, 11/2014, 10/2015 and 04/2016. All new programs and any program under review are now following the new Standards. The new Standards are more outcome based than the previous Standards. Programs report their outcomes on an annual basis and are now held to benchmarks.

On behalf of the NSH, changes were made to the Standards for the minimum requirements for the completion of an HT program. To advocate for more recognition for Histotechnology as a profession, the minimum educational requirement for an HT program is an associate degree. Programs must ensure that graduates of the program have obtained a minimum of an associate degree or a certificate for students who hold or complete the required degree.

Future Projects

The NAACLS Board of Directors meets in September to vote on any motions brought to them by the program review committees. Review committees make recommendations for accreditation and approval of programs. Any proposed changes to the Standards are also brought before the BOD. The BOD can decide to send the proposed change(s) for public comment. After thorough review of the public comments the BOD will vote on the motion. The NSH representative to NAACLS will make the NSH aware of any proposed changes that will effect the membership.

Statistics

There are currently 35 HT and 9 HTL NAACLS accredited programs.
<table>
<thead>
<tr>
<th>Income</th>
<th>Jan - Dec 2014</th>
<th>Jan - Dec 2015</th>
<th>2016 Projections</th>
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<td>Total 4300 Educational program income</td>
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<td>Total 4611 Royalties</td>
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<td>Total 4610 Digital advertising</td>
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<td>Total 6260 Repairs and maintenance</td>
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<tr>
<td>Total 6260 Repairs and maintenance</td>
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<tr>
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<td>6270 Speaker fees</td>
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<td>6285 Tax and licenses</td>
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