

September  
2018

# NSH 2018 ANNUAL REPORT



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# TABLE OF CONTENTS

- 01. President
- 04. Executive Director
- 07. Vice President
- 09. Immediate Past President
- 10. Secretary
- 11. HOD
- 13. Treasurer
- 17. Financials

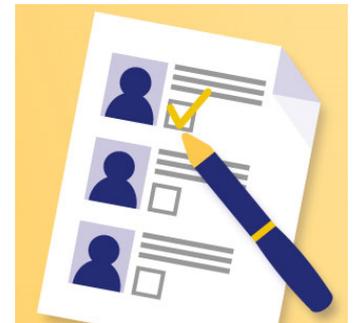


- 21. Digital Pathology Program

- 23. Region Reports I-IV
- 28. Region Reports V-IX

- 34. Committee Reports A-C
- 42. Committee Reports D-H
- 45. Committee Reports I-M
- 54. Committee Reports N-Z

- 60. Representative Reports



# FROM THE PRESIDENT

## Diane Sterchi: President

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To recap what the current President's duties are according to NSH job descriptions:

The President shall be the principle executive officer and shall in general provide oversight to the 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 year has been great and the busiest ever. I have remained vigilant to my oversight duties in working closely with the Board, Committee Chairs and the Executive Director. The focus of the year has been working on providing strong foundational governance, a volunteer center, education (new and updated), and defining our membership needs. As you read the Annual Report it is evident that the Board and Committee Chairs, and professional staff are focused on setting the organization's direction forward to provide the essentials for our membership.

At the TriCon meeting this year I attended the 3-day Digital Pathology tract. I met a few of our presenters for the NSH Digital Pathology Certificate of Completion program and had the opportunity to advertise our certificate program to the attendees and to emphasize the importance of proper training for the histotechnologist.

We had an opportunity to unite with the American Society of Clinical Pathology (ASCP) to support the histotechnologist positions with CLIA and CMS. Kudos to the Task Force and Executive Director on getting the proper information and support letters together in the limited time allowed.



# FROM THE PRESIDENT

## Diane Sterchi: President

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I, along with our Legislative Chair, and the Executive Director attended the American Society for Clinical Laboratory Science (ACLS) Legislative Symposium, co-sponsored by NSH. We met with our Senators and State Representatives to support our requests for Congress to fix the flawed implementation of Section 216 of the Preserving Access to Medicare Act of 2014 (PAMA) of 2014 recalculation of the Clinical Laboratory Fee Schedule, oversight of Laboratory Developed Tests (LDTs), and the Clinical Laboratory Workforce. This also was a chance to educate the Senators and State Representatives on how important histotechnologists are to quality health care outcomes.



I have been attending business meetings with the CAP HistoQIP Committee. We are moving towards a more active partnership with the HistoQIP committee and staff. I have successfully set a precedence that the NSH President is invited to the yearly business meeting. I am currently working on obtaining data to develop training material for NSH to provide our membership education on grading and committee duties to prepare and inform NSH members for the grading sessions.

I have continued:

- Oversight of finances with our Treasurer and Executive Director monthly, and with the Board quarterly. **Note:** They did a great job with the finances creating continued stability for the Society. And of course the Board and Committee chairs cutting expenses.
- Oversight with the committees. **Note:** Thank you to the professional staff who are keeping the committees on track.
- My Board fiduciary responsibilities, including working with legal counsel on Board direction.
- Serving as an active partner with College of American Pathologists (CAP) in the Histotechnology Quality Improvement Program (HQIP).

# FROM THE PRESIDENT

## Diane Sterchi: President

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Finally: The criminal case was settled, and the perpetrator was held accountable for the wrongdoing. I want to thank the Board and the Executive Director for keeping to our legal advice and direction. I fully understand and respect the member concerns that were voiced during this period, and the patience with the legal process that the members showed. The NSH leadership was very appreciative. We hope that the Town Hall meetings that were held in the Spring provided the needed dialog that many of you expressed a desire for during the wait time. The Society was the victim in this case and because the Board and Executive Director practiced care in handling the case from beginning to end, we were able to conclude the matter without further damage to NSH.

I cannot thank everyone (Board, Executive Director, professional staff, Committee Chairs, and countless volunteers) enough for all the hard work, team effort, and making my Presidency the best experience.

I am looking forward to more enhancements, new educational programs, and the growth of NSH.



# FROM THE EXECUTIVE DIRECTOR

## Sharon Kneebone: Executive Director

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We are looking forward to another Annual Symposium/Convention in St. Louis when we will greet and work side by side with our members and volunteer leaders. We truly look forward to seeing each of you in person each year. Our staff team has again been hard at work over the last 12 months. As you read through the leadership contributions throughout this report, it is important to note that there are staff members working silently behind the scenes supporting every volunteer work group/committee and enabling their creativity and passion. I am fortunate to work with such passionate leaders and truly competent colleagues.



One of the areas I spent a significant amount of time on this year was supporting and managing the work of the Board appointed CLIA 2017 Task Force. Please take some time to read our Legislative Chair's report. We were appraised of this work due to the staff relationships fostered with ASCP. Matt Schulz notified us in November that Centers for Medicare and Medicaid Services (CMS) would be issuing a Request for Information on CLIA Laboratory Personnel Requirements. For the first time, NSH responded to the RFI in addition to responding via ASCP and its coalition. You will see more information on this joint effort in Lena Spencer's ASCP Board of Certification report. This project was time intensive for all involved, and a true team effort. If you are attending the Annual S/C, please be sure to attend the General Membership Meeting as this will be on the agenda.

One of the most significant projects completed this year was the NSH's Digital Pathology Certificate of Completion. The certificate was produced in collaboration with the Digital Pathology Association and has had a tremendous start. Please be sure to read Liz Chlipala's report on the work group's contributions. A certificate of completion is a completely new offering for NSH. This project came out of the 2016 planning in Long Beach. From idea to inception to launch it was completed in 20 months through the work of our volunteers and staff support by Aubrey Wanner and Connie Wildeman.



# FROM THE EXECUTIVE DIRECTOR

## Sharon Kneebone: Executive Director

If you note the Treasurer’s report, we have worked diligently to manage the day to day operations in support of the Board’s financial goals. As of writing this report, our 2017 Financial Audit is complete, and our auditor shared her findings directly with the Board of Directors on July 17, 2018. The financial information shared in the report is based on the accepted auditor’s report. Of note, the Auditor shared with the Board of Directors that we again achieved the equivalent of an A+ grade on our audit.



In addition, she shared that our electronic processes, including checks and balances, are working as they should. Ms. Johnson shared with the Board of Directors that NSH’s wages and salary expenses were 25% of the operating budget when most organizations of our like and size were at 50%. As I stated above, I am fortunate to work with such wonderful colleagues in running a lean and productive operation.

Society Communications has been a focus for us this year. Some of you may have participated in a “card sorting” exercise at the NSH Booth in Orlando last year. We launched our new website earlier this year and used your input to drive the new site navigation. The new website, [www.nsh.org](http://www.nsh.org), showcases the art of histology and incorporates our private online community, The Block, into the main site navigation. The intent was to make it easier for you to find what you are looking for and to put The Block front and center. The Block is where many of our member-only resources may be accessed.



[Fixation on Histology Blog](#) | [Join Us](#) | [Marketplace](#)  [SIGN IN](#)

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# YOUR PATH TO PROFESSIONAL DEVELOPMENT.

Renew your membership today to continue to take advantage of all the expert resources and connect with your peers.

[nsh.org](http://nsh.org)

# FROM THE EXECUTIVE DIRECTOR

## Sharon Kneebone: Executive Director

**Fixation on Histology**

**The Red Carpet for Histotechnology**  
There is officially less than a month until NSH's Symposium/Convention and histologists are excited! Amand...

**Studying for the HTL Exam**  
By: Paule Myriam Alphonse-Cham A little back ground about me: My name is Paule Myriam Alphonse...

**Histology FAQ's: Certification**  
For someone looking into the field of histology, certification can be a confusing topic. Do I need to be...

Category	Rate (%)
Specimen Processing	71.6%
Phlebotomy	67.4%
Anatomic Pathology	62.2%
Biocatalysis	61.7%
Histology	61.0%
Flow Cytometry	60.0%
Immunology	59.4%
Cytology	59.1%
Chemistry/Immunology	58.7%
Cytogenetics	58.6%
LABS/ART	58.5%
Microbiology	57.7%
Biocatalysis	57.6%
Point of Care	57.5%
Blood Bank	57.4%
Immunology/Cytogenetics	57.3%
Gene Lab	57.2%

**Member Spotlight**

Along with the launch of the new website, we launched our new blog, Fixation on Histology. Fixation on Histology is open access and the objective is to provide an open resource to introduce NSH to nonmembers, as well as provide an opportunity for all to contribute by writing a guest blogger post. If you are interested in contributing, please contact Natalie Paskoski (natalie@nsh.org).

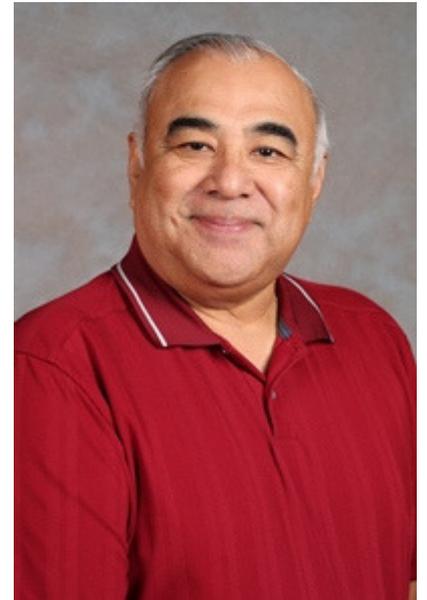
While working on the website and blog launch we were busy working, implementing our new marketing automation tool, Real Magnet by Higher Logic. We are about to launch a subscription management page that will allow our members and customers to customize what types of information they receive from NSH. This is more of a “back of the house” tool which is allowing our staff to do more in less time. To prepare for the new marketing automation, we conducted an analysis of the health of our member database. That information was used to update your “MyNSH Account” to be able to update your information so that we may better serve you. NSH members and customers will be receiving information shortly on how to update your account and ensure that all your hard-earned credentials are up to date. The information will empower the NSH Resource Committees to better understand your education needs and the needs of the staff you supervise.

# FROM THE VICE PRESIDENT

## Hector Hernandez: Vice President

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As Vice President, it is my responsibility to work with the President, Executive Director, and the Strategic Planning Task Force, to develop the NSH Strategic Plan and ensure that we are working towards the goals that the Society has set. I am pleased to report that this past year we have made tremendous progress towards accomplishing the objectives set in 2016. NSH's online member community, The Block, continues to grow with new resources added monthly to the Resource Library. We have also worked successfully toward our goal of providing additional opportunities for online education, with the launch of [learn.nsh.org](http://learn.nsh.org), and this year's addition of the Digital Pathology Certificate Program.



In 2018, the Strategic Planning Task Force was charged with investigating two future NSH strategic goals: international growth, and starting a subsidiary philanthropic foundation. Though the Task Force found both objectives worthy of consideration, it was determined that a foundation is a “bucket list” item for NSH to implement in the future, when staff and financial resources are available. Similarly, the Task Force determined that prior to pursuing any international growth, NSH must better identify member and customer needs, as well as understand what our distinctive competency is in the global histotechnology community. A member survey, followed by qualitative research, will be a good start to define what our distinctive competencies will be in a global marketplace.

As we move into 2019, we will continue to develop additional resources, focusing on the creation of career tools, to educate aspiring histotechs about the possibilities in the field, and promote certification.

We will continue to concentrate our efforts on building the infrastructure to support all the resources that our committees have developed these past few years. This year we began that process, by upgrading the NSH website. The new website makes it easier for members to access the services they need, and makes our content and organization, more visible to prospective members. We are continuing to position the Society for growth this coming year, by devoting resources to industry and marketing research, in hopes of better understanding the needs of histology professionals.

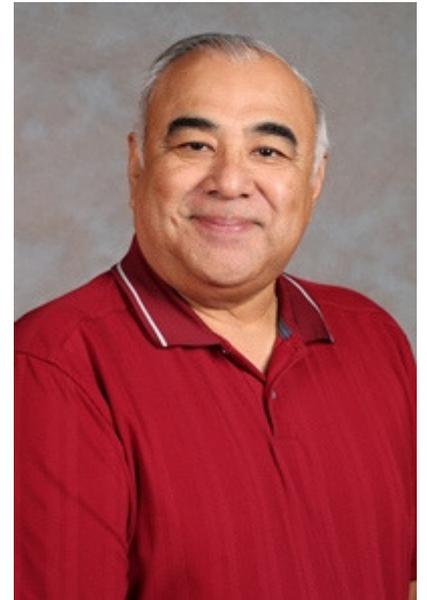
# FROM THE VICE PRESIDENT

## Hector Hernandez: Vice President

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In addition to my role on the Strategic Planning Task Force, I have worked this year as an active member of the NSH Board of Directors, attending all conference calls, meetings and participating in the decision-making process. I have also remained active in my Region VI, Texas Society for Histotechnology, attending their Annual Symposium this past April in Plano, TX.

As I leave my position as Vice President, I must praise the hard work, dedication and tireless efforts of the Board of Directors, Executive Director and NSH staff. You all have made this tour a very pleasant experience. It has been a pleasure working with all of you.



# FROM THE PAST PRESIDENT

## Beth Sheppard: Immediate Past President

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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 appointed member of the Budget and Finance Committee and the Financial Oversight Task Force (FOTF).



I continue to be an advisor on the CAP HistoQIP Committee and provide feedback to NSH as appropriate, including promoting areas where collaboratively, the program can provide quality to histopathology laboratories and to NSH. As Legislative Liaison, I transferred topics of specific significance to the Legislative Committee Chair and was honored to be part of the task force that created the NSH comment letter for Revisions to Personnel Regulations under CLIA 88 for submission to CMS. I will continue through the next year to provide support and information that pertains to any legislation affecting the health care field, particularly that which relates to histotechnology and be available to the President, Board and staff in a consulting capacity or assigned duties.

# FROM THE SECRETARY

## Loretta Sayles: Secretary

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It is hard to believe how fast this past year has gone. In addition to my duties as Secretary, I have been an active board member attending all conference calls and meetings.

I was a member of the Host Committee for the Symposium/Convention in Orlando and gave two workshops. I was also able to attend the Texas State Meeting.



I am very passionate about our Society and its future. Thus, I have been involved in the Strategic Planning Task Force, as well as serving as the board liaison for the Membership Committee. The Board worked well together over the past year to develop additional resources for our members. The Executive Director and her staff have given us a tremendous amount of support, for which I am very grateful.

This year, the Board asked me to Chair a Task Force on the *Journal of Histotechnology*. We have put together a team from all areas of our Histology world. We will be active over the next year, reaching out to members, to make sure the Journal is meeting your needs.

It has been a pleasure to serve on this Board for the past two years and I will continue to remain active in our Society.

# FROM THE HOD

## Joanna Barton: Speaker of the House and Jennifer Harvey: Secretary of the House

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This year the Speaker and Secretary of the House performed an audit of Constituent Societies. We reviewed the NSH Bylaws to identify Board of Directors approved Constituent Societies. House of Delegate (HOD) meeting minutes and previous years' credentialing information were also reviewed to identify how states had historically been identified. Discrepancies were identified in which states were recognized and which were not. As a result, the following states, Arizona, Illinois, New Jersey, and Utah, required Board of Directors approval as Constituent Societies. We also prepared a chart of HOD positions and alternates that can be used during the credentialing process to help ensure positions and alternates are correctly filled per the NSH Bylaws.

There has been some interest expressed in changing the start time of the HOD meeting. After much thought and discussion, the start time will be a half an hour earlier this year. We are interested in hearing feedback after this year's earlier start time, to help provide direction for the start time of future HOD sessions.

The rest of this year has been spent preparing for the 2018 HOD meeting, which will take place on September 26th in St. Louis, MO. 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 to include motions and HOD FAQ's that were developed to help delegates gain a better understanding of motions, as well as the HOD process. Also available on The Block are previously recorded HOD Orientation and Training webinars.



# FROM THE HOD

## Joanna Barton: Speaker of the House and Jennifer Harvey: Secretary of the House

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



# FROM THE TREASURER

## Michael LaFriniere: Treasurer

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During 2017, our financial team and the Board of Directors continued to demonstrate success in reaching our financial goal by continuing to improve the Society's financial position. The major financial goals I had for the NSH as your treasurer were; a) to see a major decrease in the line of credit indebtedness b) see that budget projections were maintained C) demonstrate robust financial support for the Board approved programs d) continue to work with Executive Director to support reorganization of NSH financial success.



In particular, my goal was to see the Society position itself to fund its own short, medium and long-term financial goals and move away from the past practices of funding needs by borrowing funds on a credit line.

As I leave the Treasurer position in September 2018, and writing this report, the NSH is credit free and currently have both growth and income positions in our long-term investments. During 2017 and throughout the remaining term of 2018, I have diligently worked with the financial team and the Board of Directors to assist with meeting the Society's financial needs, having the Society become financially self-sufficient by less reliance on credit, and maintaining our budget. The Board unanimously agreed that the idea of funding our own cash needs outweighs the cost of tapping a credit and then only under an extreme emergency. We have informed our investment broker to move forward on meeting the Board's decision of having short term cash available when needed.

### Highlights of Our Finances:

The 2017 financial close out was exceptional and demonstrated a positive bottom line of \$325,155.00, originally budgeted at positive \$59,953. The impact of the exceptional use of the Society cash flow for calendar year 2017 allowed the Society to pay down the line of credit from \$665,229 to \$257,696 by Dec 31, 2017. This financial success positioned the Society to fully pay down the line of credit with a target date of the first quarter of 2018.

Finally, we were able to agree to set the Society on a financial path to have large sums of cash easily available for urgent situations to minimize the use of the credit line and eliminate the high cost associated with use of credit.

# FROM THE TREASURER

## Michael LaFriniere: Treasurer

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### **Our Long Term Investment Value:**

Jan 1, 2017, we had a balance of \$1,096,347 and ended December 31st at \$1,161,616 (increase of \$65,269). This was in addition to paying our Wells Fargo financial advisor approximately 1% of all of the Society's funds. This is slightly above industry standard, however, my discussions with the Executive Director to these costs, concluded the additional advice has been relevant for her as we rebuild the Society finances, especially over the past 3 years.

### **Our Work as a Financial Team:**

The financial position continues to demonstrate excellence by the robust oversight process and complete transparency put in place over the past 3 years. The added feature of live banking and assuring our Board of Director's financial annual objectives are reached, continued to have a positive impact for NSH. The Board of Directors, The Budget & Finance Committee, our Volunteer leadership, along with our professional office staff, now have the financial support needed to orchestrate the many excellent programs that assure success.

The Treasurer continued to work closely with the Executive Director throughout the year with the AP/Revenue stream reporting processes. I worked with our Budget & Finance Committee assuring our 2017 budget was maintained and our 2018 and 2019 projections are in place and appropriate. During the report year, I assured that the BOD updated the NSH Accounting team on Internal Controls policy, the controls were appropriate, as well as being meticulously followed.

### **Our Investments:**

Throughout the year I had several discussions on different strategies and opportunities towards our investments. I participated in meetings with our broker, the President, Executive Director and when appropriate, included the entire Board of Directors in meetings, to ensure our needs were understood and met. Our collaborative decisions continue towards positive options for the NSH investments. The NSH is moving forward to create a funding process to establish sets of financial buckets for short, intermediate, and long-term needs. I consistently informed our Board of Directors how our broker is investing our long-term funds and how our investments were performing, including any concerns, suggestions or experiences I may have, that may impact investment outcomes.

# FROM THE TREASURER

## Michael LaFriniere: Treasurer

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Our investments currently total over 1.1 million. Our long-term reserves are now invested in a relatively “safe” environment and are in line with our Investment Policy Statement. To date, the investment broker has calculated our long-term reserves are averaging a total rate of return of approximately 8.5 %. That includes income and growth prior to paying our investment broker fees.

### **Additional Treasurer's duties:**

Throughout the year the Treasurer approves payroll for the Society twice a month. In addition, several times throughout any given month, the Treasurer needs to be online with live banking to approve any/all expenditures. The Treasurer is also responsible for giving an updated report at each BOD meeting.

### **Credit Line: (LOC)**

It is important for the Society to maintain a credit line when extreme emergency is evident. The 2017 goal was to pay down the credit line. As mentioned earlier in this report, we were able to reduce the credit line from over \$665,000 to \$275,000. We positioned the Society to pay off the LOC by the first quarter of 2018. Moving forward we have positioned the Society to have specific liquid funds available instead of accessing the credit line which will minimize the banking interest charges the Society has been subjected to in the past.

### **Audit:**

UHY LLP Certified Public Accountants was engaged by the Board of Directors to independently audit our finances during May and June. There were no deficiencies identified.

### **Closing Remarks:**

I am pleased to report as my term ends in September 2018, and in writing this document, August 2018, that our continued financial improvement over the past 36 months is attributed to our teams that included; our financial task force, a cohesive Board over the past 5 years, our professional staff, and all of our volunteer participants who contribute many hours to provide the most relevant benefits and value to our membership.

# FROM THE TREASURER

## Michael LaFriniere: Treasurer

I can only hope that the current positive financial position the NSH is in remains, as well as continues to move forward, and most importantly, the Treasurer position continues to demonstrate complete transparency for the membership.

I have appreciated the ability to have offered my talent as the NSH Treasurer these past two years and as a member of the Financial Task Force the past 5 years, recuperating the Society to a financially stable and growing organization and bringing about the transparency the Society so much needed.

### 2017 Financial Dashboard:

	Actual	Budget
Income:	\$1,768,806	\$1,766,055
Expenses:	\$1,605,681	\$1,756,270
 Net Bottom Line	 + \$163,125	

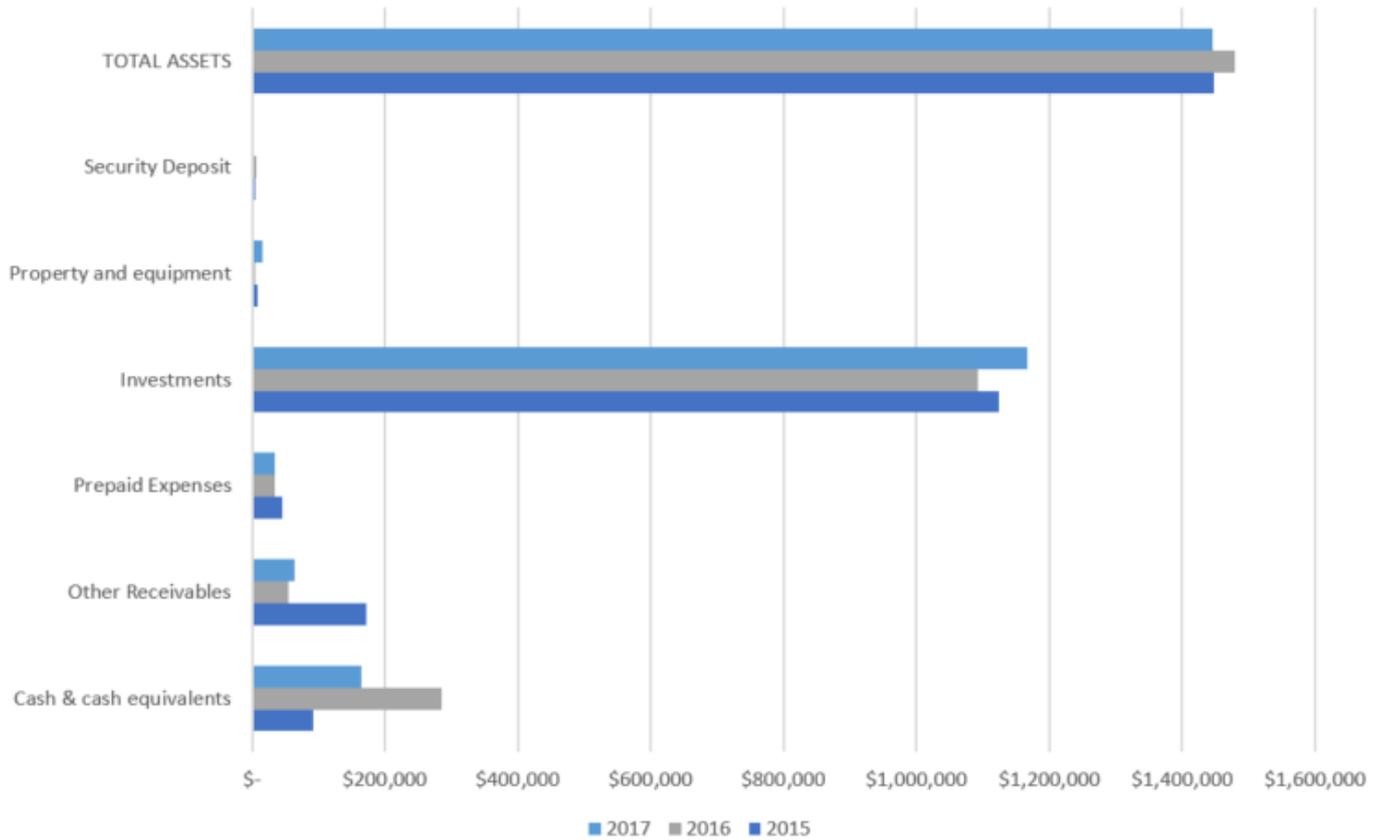
2017 Total Assets: \$ 1,445,141

#### Statement of Assets, Liabilities, and Net Assets - Modified Cash Basis

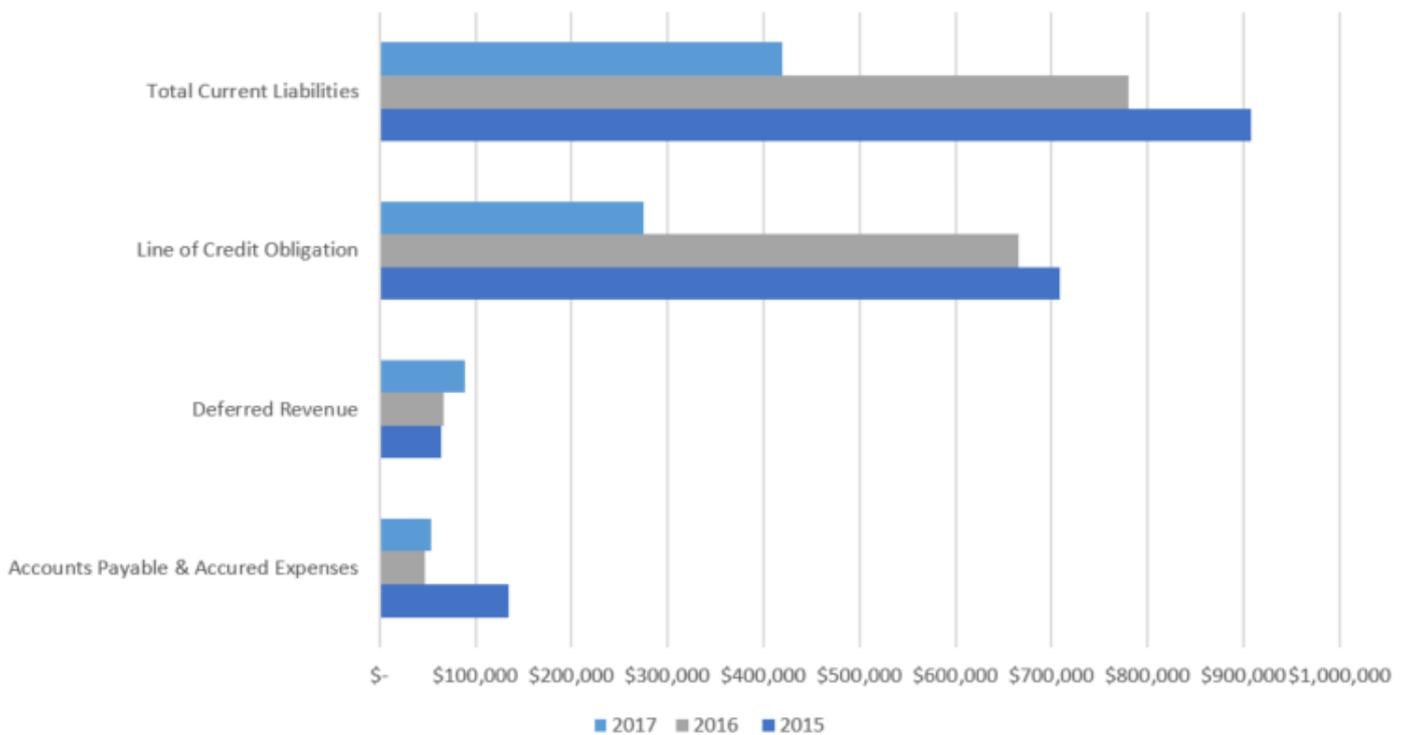
	2015	2016	2017
Cash & cash equivalents	\$ 92,585	\$ 285,410	\$ 165,021
Other Receivables	\$ 171,763	\$ 54,762	\$ 63,420
Prepaid Expenses	\$ 45,974	\$ 34,888	\$ 33,240
Investments	\$ 1,123,836	\$ 1,092,415	\$ 1,166,832
Property and equipment	\$ 7,816	\$ 5,300	\$ 15,568
Security Deposit	\$ 4,965	\$ 6,025	\$ 1,060
<b>TOTAL ASSETS</b>	<b>\$ 1,446,922</b>	<b>\$ 1,479,800</b>	<b>\$ 1,445,141</b>
	2015	2016	2017
Accounts Payable & Accrued Expenses	\$ 134,125	\$ 47,493	\$ 54,036
Deferred Revenue	\$ 64,772	\$ 66,335	\$ 89,510
Line of Credit Obligation	\$ 708,595	\$ 665,230	\$ 275,696
<b>Total Current Liabilities</b>	<b>\$ 907,492</b>	<b>\$ 779,595</b>	<b>\$ 419,242</b>
<b>NET ASSETS</b>	<b>\$ 539,430</b>	<b>\$ 799,742</b>	<b>\$ 1,025,899</b>
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>\$ 1,446,922</b>	<b>\$ 1,479,800</b>	<b>\$ 1,445,141</b>

# FINANCIALS

Total Assets 2015 - 2017



Liabilities 2015-2017



# FINANCIALS

## Statement of Revenue & Expenses

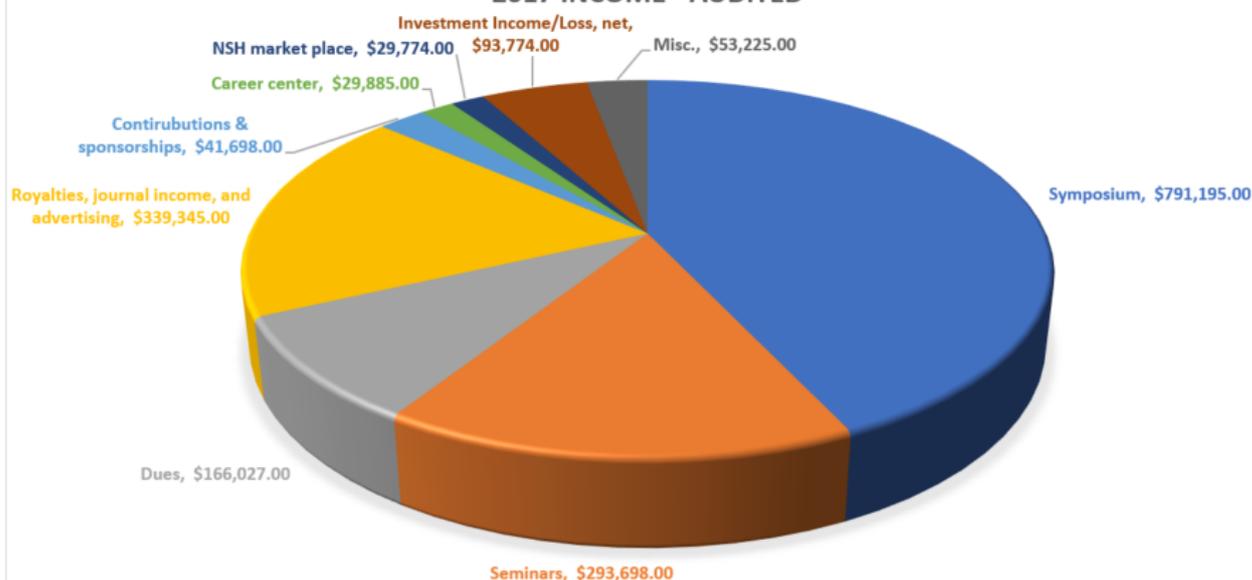
	2015	2016	2017
Symposium	\$ 925,836	\$ 862,360	\$ 791,195.00
Seminars	\$ 186,135	\$ 259,457	\$ 293,698.00
Dues	\$ 172,958	\$ 175,542	\$ 166,027.00
Royalties, journal income, and advertising	\$ 167,898	\$ 341,017	\$ 339,345.00
Contributions & sponsorships	\$ 60,463	\$ 40,791	\$ 41,698.00
Career center		\$ 42,183	\$ 29,885.00
NSH market place	\$ 53,647	\$ 29,423	\$ 29,774.00
Investment Income/Loss, net	\$ (25,994)	\$ 40,744	\$ 93,774.00
Misc.	\$ 160	\$ 9,040	\$ 53,225.00
<b>TOTAL REVENUE &amp; SUPPORT</b>	<b>\$ 1,541,103</b>	<b>\$ 1,800,557</b>	<b>\$ 1,838,621.00</b>

### Expenses:

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

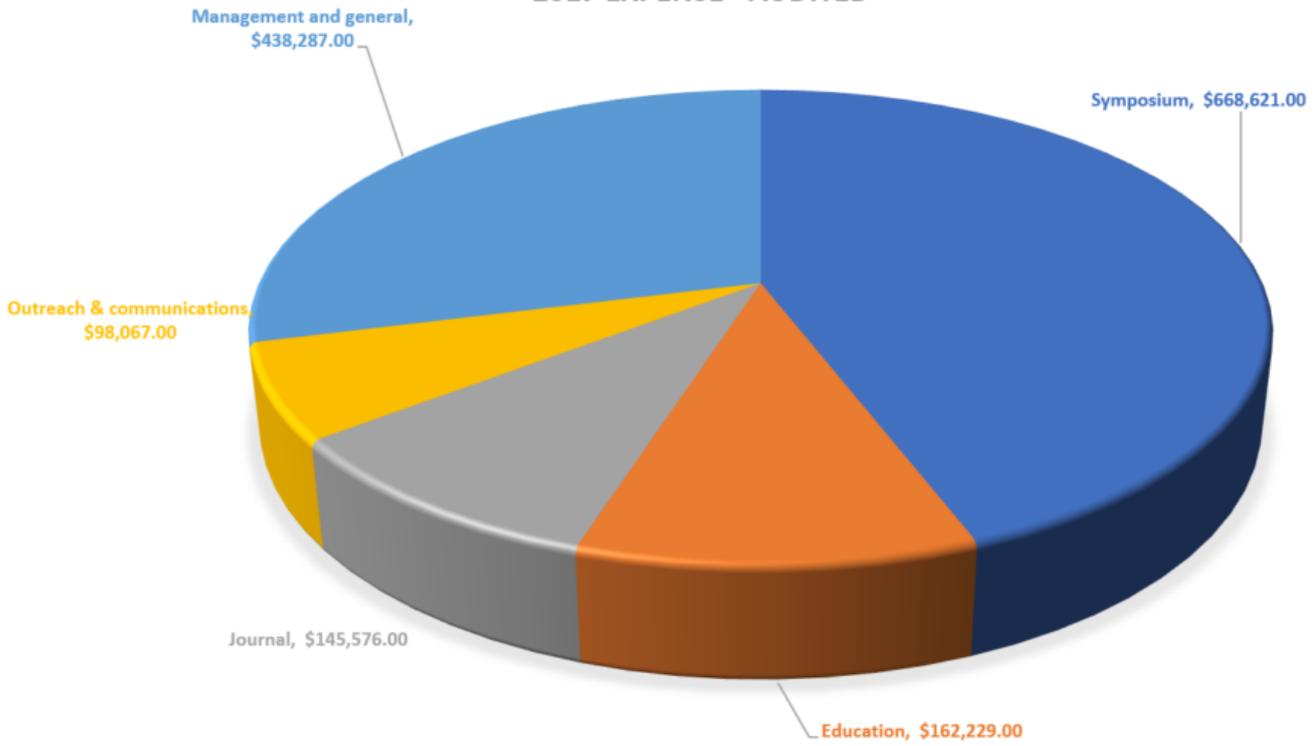
	2015	2016	2017
<b>Changes in Net Assets</b>	<b>\$ (567,376)</b>	<b>\$ 161,312.00</b>	<b>\$ 325,157.00</b>
<b>Net Assets, Beginning of Year</b>	<b>\$ 1,106,806.00</b>	<b>\$ 539,430.00</b>	<b>\$ 700,742.00</b>
<b>Net Assets, End of Year</b>	<b>\$ 539,430.00</b>	<b>\$ 700,742.00</b>	<b>\$ 1,025,899.00</b>

### 2017 INCOME - AUDITED

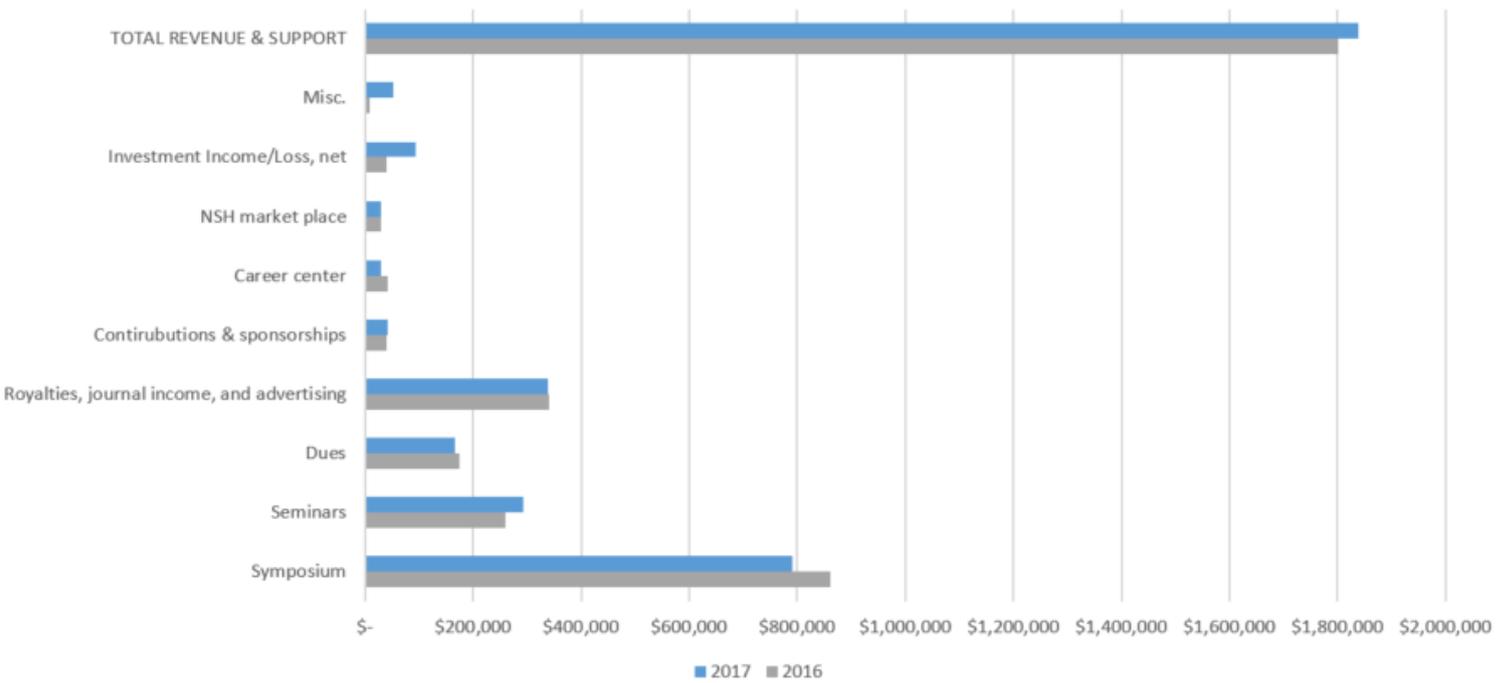


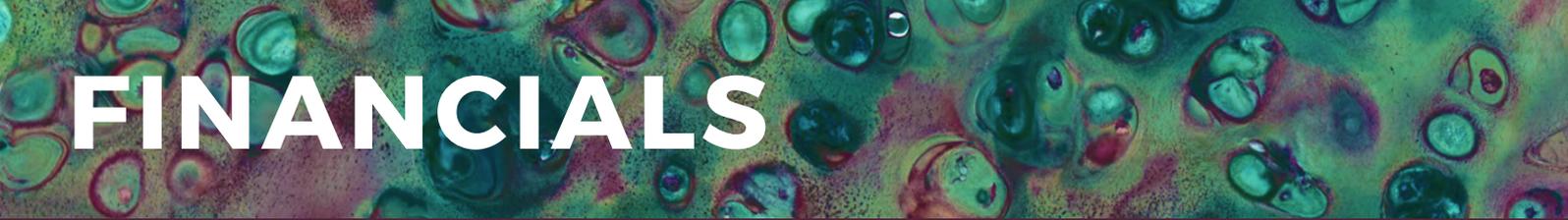
# FINANCIALS

2017 EXPENSE - AUDITED



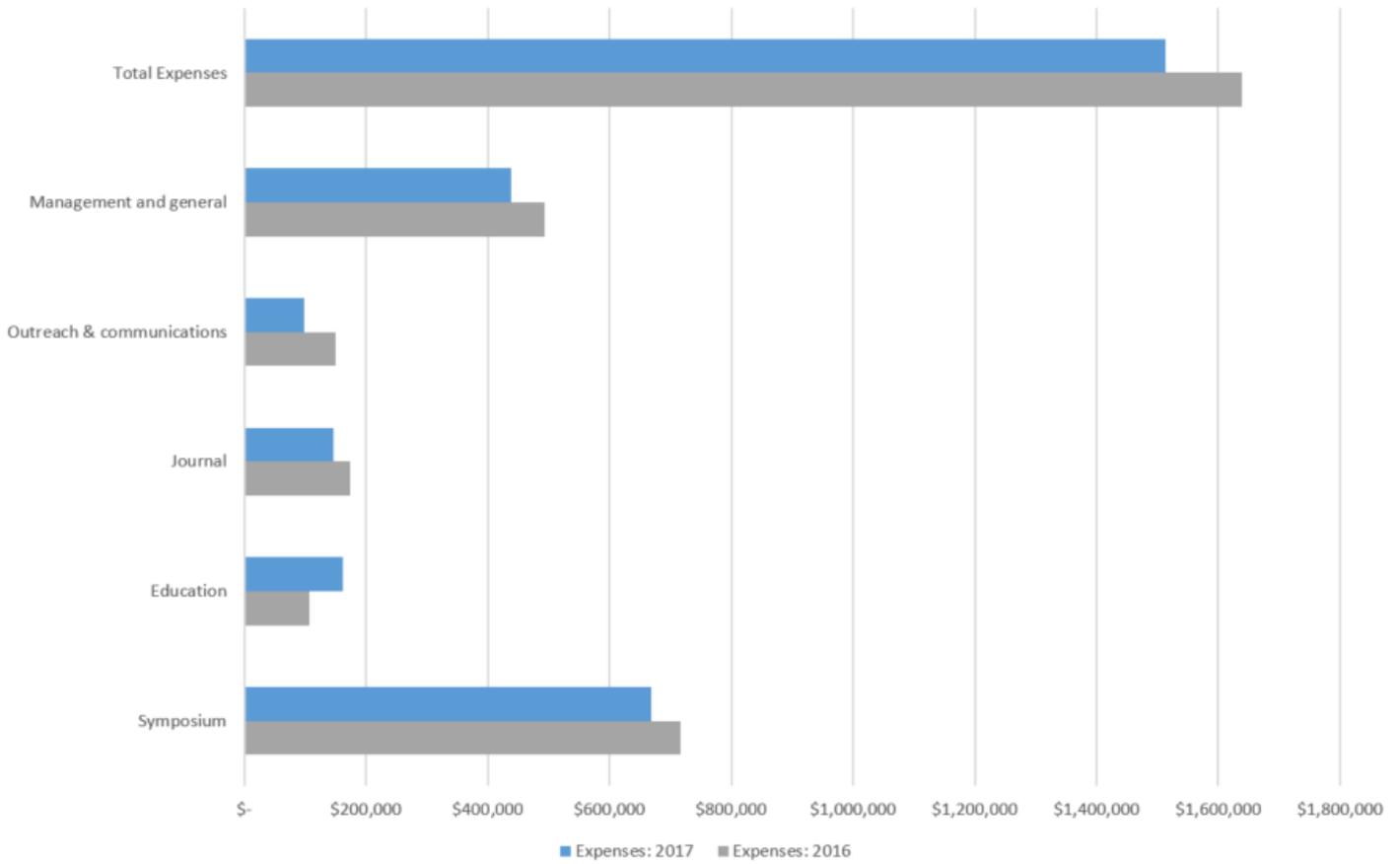
Total Revenue 2017 vs. 2016



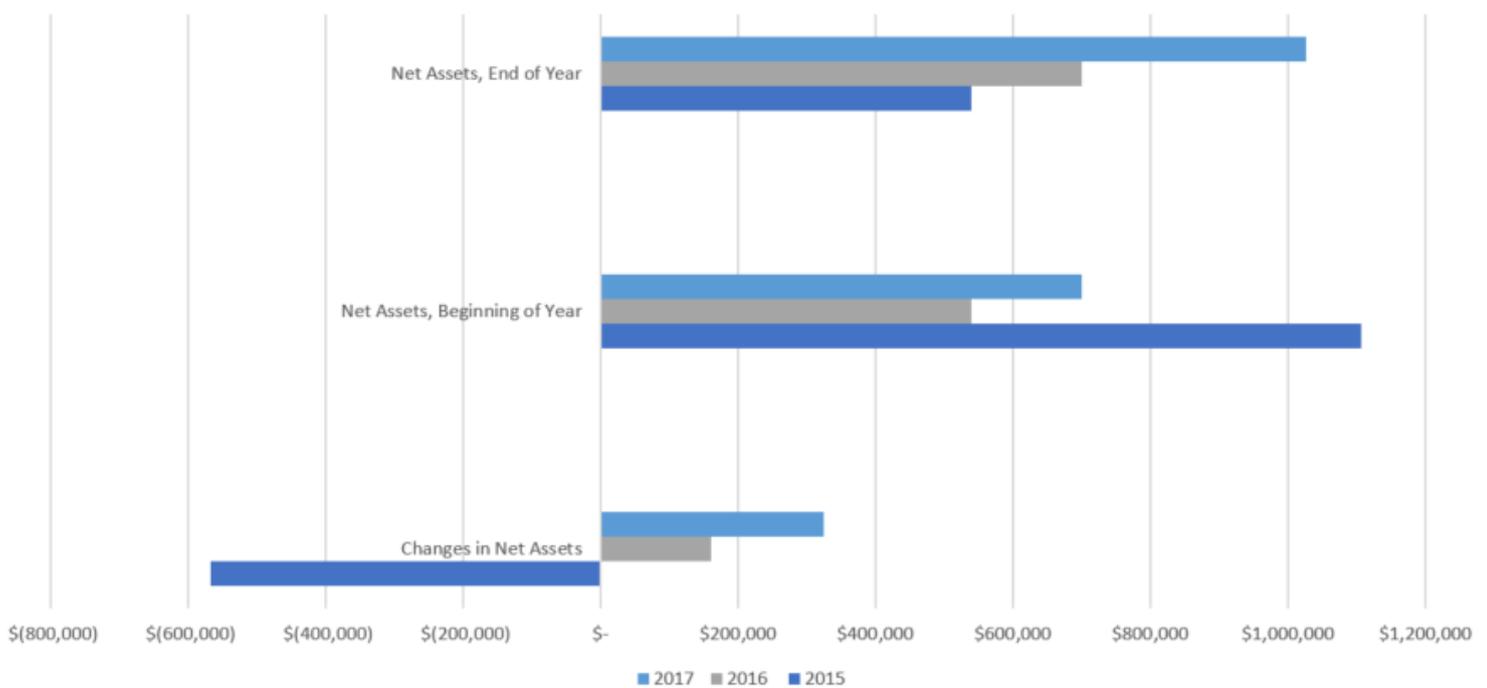


# FINANCIALS

### Total Expenses 2017 vs 2016



### Change in Net Assets 2015-2017



# DIGITAL PATHOLOGY CERTIFICATE

## Liz Chlipala: Task Force Chair

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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 as a 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 NSH's online learning center [learn.nsh.org](http://learn.nsh.org). After successful completion of the program, participants will be awarded a certificate of completion to recognize their achievement. This project was done in collaboration with the Digital Pathology Association (DPA).



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, in collaboration with the Digital Pathology Association. The cost of program is \$599 with \$100 discount for eligible members. The expert faculty consists of many renowned early adopters and key players within the field.

# DIGITAL PATHOLOGY CERTIFICATE

## Liz Chlipala: Task Force Chair

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In October of 2017, a presentation was given by Elizabeth Chlipala and Dr. Liron Pantanowitz at Pathology Visions in San Diego titled - "Hot Topic Discussion: Joint NSH/DPA On-line Digital Pathology Certificate of Completion and Current Certification Environment".

The August 2017 issue of *CAP Today* featured an article about the program titled - "For Histotechnologists and Pathologists, a Digital Pathology Certificate Program". In the July 2018 issue of *CAP Today* an article on the program was published. Dr. Liron Pantanowitz and Elizabeth Chlipala were interviewed for the publication and Connie Wildeman gave author Jan Bowers a tour of the on-line program.

Dr. Liron Pantanowitz and Elizabeth Chlipala will be writing an editorial on the program that will be released in a future edition of the *Journal of Pathology Informatics*. This will place the on-line program in formally published literature, allowing it to be broadcast worldwide. The editorial will discuss 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.

Dr. Marilyn Bui (DPA president-elect) will be presenting on the Digital Pathology Certificate of Completion in September of 2018 at the 17th Annual Japanese Society of Digital Pathology meeting in Hiroshima, Japan. The committee has plans to review the current content late in 2018. The committee's goal would be to review the comments from individuals who have taken the course, along with making sure that we monitor new and emerging trends along with any additional needs within the space and add new modules as necessary with the potential for additional modules/updates to be released in 2019.

Elizabeth Chlipala has been invited to present on the Digital Pathology Certificate of Completion 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 will be held on March 11-13, 2019 at the Moscone South Convention Center in San Francisco. The talk is titled - "NSH/DPA On-line Digital Pathology Certificate of Completion" and will cover an overview of how this program was developed, the content of the educational modules, the way this program is being provided, along with discussion on the importance of this educational program to the field of digital pathology.

# REGION I: CT, ME, MA, NH, NY, RI, VT



**Clare Thornton**  
Region I Director

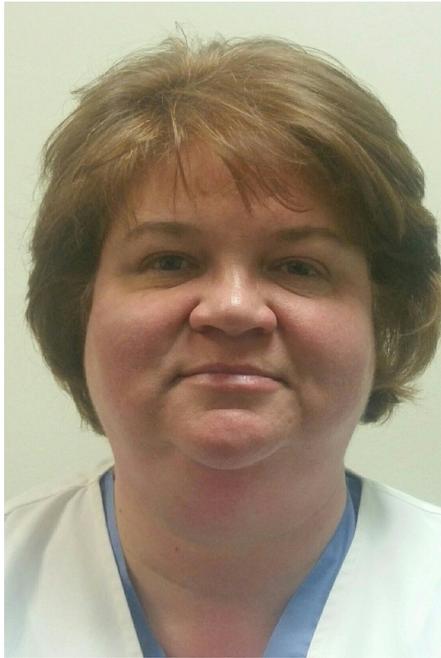
In 2017, the Annual Region I Meeting was held in Portland, ME, hosted by the Maine Society for Histotechnology. There were two days of workshops and a vendor exhibit. In 2018, the NY Society for Histotechnology hosted the Region I Meeting in Saratoga Springs, NY, in conjunction with the Biological Stain Commission's Annual Meeting. The VT/NH, CT, and MA state societies regularly hold meetings for their societies as well, and invite other members from the region. In 2019, the Massachusetts Society for Histotechnology is slated to host the Region I meetings.



Also in 2017, I served as chair for the Policy and Procedure Task Force. With the tremendous help of the committee, the NSH professional staff, and NSH legal counsel, we successfully passed several needed policies that will serve and protect the Society for years to come. I presented a webinar prior to the House of Delegates to further explain the necessity of these policies and how they protect the Society.

I am ending my second term as the Region I Director and am proud to welcome the new Region I Director, Luis Chiriboga. Luis has been my mentor for many years and will serve the Society on the Board of Directors very well.





## Michelle Hart Region II Director

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As a first time Region II Director my term flew by in a flash. During the past year, I have participated in all NSH Board of Directors teleconferences. I have maintained communication with Region II State Presidents, to provide regular news and events updates to the NSH membership, via *NSH In Action*. I have helped to facilitate discussions between Region II Presidents and the Board, regarding a Region II Meeting planned for Spring 2019.



On behalf of the Education Committee, I have participated in all teleconferences. I have developed the June 2018 and September 2018 Journal Quiz questions for the *NSH Journal of Histotechnology*. These quizzes, along with the quizzes featured in *NSH In Action*, provide opportunities for members to earn free continuing education hours. They can be accessed by logging into your NSH account and visiting <http://www.nsh.org/learn/earn-free-hours>.

As I begin my second term as Region II Director, my goal is to maintain communication with Region II State Presidents, to assist the presidents and members in hosting a fantastic Region II meeting in Spring 2019.

I plan to assist Region II students by maintaining communication with those enrolled in HT/HTL programs. I will also be presenting an HT/HTL workshop at the upcoming Region II meeting.

Finally, as always, throughout my term, I will maintain a positive presence for NSH and continue to promote our mission....."To empower the profession of Histotechnology through collaboration, education and innovation."





## Sue Clark Region III Director

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There are a few newly elected presidents throughout Region III.

Christie Gowan is the newly elected Florida President. Florida had its state meeting in Tampa, May 18-20th. FSH had about 100 attendees and offered 20 workshops. Next year they are looking at Orlando for their state meeting.

Elizabeth Klar (Ely) is the newly elected President for Georgia. GSH had their state meeting at Callaway Gardens, Pine Mtn., GA., April 19th-21st. Histopaloozza had 80 attendees including 21 vendors from 12 companies. GSH is visiting some coastal sites for their 2019 meeting.

Janessa Calhoun is the newly elected President for Mississippi. The MS meeting had 11 attendees.

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

Deborah Sawyer is the current president of North Carolina Society. They reported to have a very good turnout at their meeting in April 12-15th, at the Doubletree in RPT. Next year the meeting will be in the same place but a week earlier. NCSH will have elections at next year's meeting.

There is great concern from all the states in Region III, that membership is decreasing. Region III states are going to work on building our memberships. I have been in communications with several of the state presidents about the possibility of having region meetings within our states.



# REGION IV: IL, IN, KY, MI, OH, WI



## Jean Mitchell Region IV Director

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In September 2017, I attended the NSH 43rd Annual Symposium/Convention in Orlando, Florida where I attended and actively participated in: Region Directors/Presidents Meeting, 1st Time Attendees Reception, Board of Directors (BOD) Strategic Planning, Awards Ceremony and Celebration, Region IV Membership Meeting, Governance Review Task Force Round Table Discussion, Budget and Finance Committee Meeting, BOD Meeting, General Membership Meeting, Bylaws Committee Meeting, House of Delegates (HOD) and post HOD BOD Meeting. Throughout the remainder of 2017, and 2018, I have been available for and contributed to, scheduled NSH Board of Directors teleconferences and attended our May 2018 BOD meeting in Baltimore, MD.



In 2017, myself and Region VII Director, Jane Parr, were the recipients of the NSH Lee Luna Foreign Travel Award. We used the funds from this award to attend and present at the November 2017 Australian National Histology Conference in Hobart, Tasmania, where I also womaned an NSH display table with NSH promotional materials.

As Region IV Director, I was able to attend, and woman an NSH Booth at several Region IV state meetings, including Wisconsin, Illinois and Michigan. I was also able to forward NSH promotional material to Indiana, Kentucky, and Ohio for their state meetings. I have kept the NSH membership informed of Region IV news and events through regular correspondence with the Region IV state presidents, and updates in *NSH In Action*.



# REGION IV: IL, IN, KY, MI, OH, WI



## Jean Mitchell Region IV Director

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In addition to my role as Region IV Director, I continued to serve on the Public Relations Committee, helping to plan events such as Histotechnology Professionals Day, and the Symposium/Convention First Timer's Reception. I also maintained my position as NSH representative to the Joint Commission's Laboratory Professional and Technical Advisory Committee (PTAC), and member of the NSH Strategic Planning Task Force.

### **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 have facilitated the work and discussions of the task force and its members and reported back to the BOD at regular intervals with governance review updates. In 2018 this task force began work with a BoardSource consultant to determine the best methods of implementing governance changes within NSH. A 3rd round-table discussion will be held at the 2018 NSH Annual Symposium/Convention in St. Louis, MO to share the continued work of the task force and receive member input on task force and governance agenda items for vote and discussion at the 2018 HOD.



2018 will see the completion of my 3rd and final term as Region IV Director. For me, it has been a fulfilling six years and the continued support that Region IV states have steadfastly shown me is greatly appreciated. I will work with Dawn Schneider, the new incoming Region IV Director, to ensure a smooth change of leadership transition for the Region IV states and the Board of Directors. All pertinent Region IV documents will be turned over and/or forwarded to the new Region IV Director within thirty days of being sworn into office. I look forward to further serving NSH as incoming Vice President in 2018.



# REGION V: IA, KS, MN, MO, NE, ND, SD



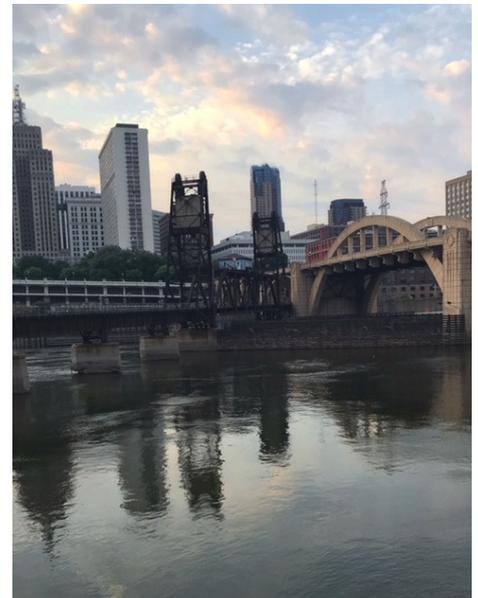
**Judi Stasko**  
Region V Director

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This year, I have been available for, and contributed to, all scheduled NSH Board of Directors teleconferences, as well as Governance Review Task Force meetings. I have kept the NSH membership up to date on Region V events, by corresponding regularly with state presidents, and submitting updates to *NSH In Action*. I was able to attend the Spring 2018 Tri-State Symposium on behalf of Region V states, Minnesota and Iowa. There I ran an NSH display booth with Region IV Director, Jean Mitchell, where we promoted NSH membership benefits. I also attended the Iowa and Missouri State Meetings as a presenter.



Region V this year has the honor of hosting the NSH Annual Symposium/Convention, which will take place September 21-26th in St. Louis, MO. I have been working with the Missouri Society and the local host committee to prepare for this great event. We hope to see you there!



# REGION VI: AR, LA, NM, OK, TX



**Donna Willis**  
**Region VI Director**

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This has been an exciting year to be on the NSH Board of Directors. We have met via phone six times, discussing the business and future of NSH. Discussions have included everything from budget, Digital Pathology Certification, governance, strategic planning, The Block and Website redesign, membership and many more items, included elsewhere in this Annual Report. I have been privileged to sit on the Governance Task Force and the Education Committee. We will all get to see the wonderful suggestions from the Governance Review Task Force that have been brought to the NSH Board and the HOD for review at this year's Annual Symposium/Convention in St. Louis. 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.



I attended the annual state meeting of Louisiana and Texas on behalf of NSH this year. Both meetings were wonderful opportunities to obtain educational ideas from our peers while enjoying tasty food and fellowship. Thanks to these two states in Region VI for the wonderful time for all.

## **Future Projects**

2019 will be an exciting year for Region VI. We will be hosting the NSH Annual Symposium in New Orleans, Louisiana: a good time for all, for sure. Stop by the Louisiana booth in St. Louis for a little taste of what New Orleans has to offer in the way of entertainment outside of the NSH activities. There will not be an annual state meeting from Louisiana due to all the planning for the NSH Symposium.

Texas will have their annual state meeting in 2019 in Houston, Texas on April 26-28, at the Omni Westside. This is an open invitation to all to attend.





## Jane Parr Region VII Director

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I attended and contributed to the NSH Annual Symposium/Convention in Orlando FL. I actively participated in the Region Directors/President's Meeting, First Time Attendee Reception, Board of Directors meetings, Region VII meeting, Budget and Finance Committee Meetings, General Membership, House of Delegates meeting and post HOD BOD meetings.

As an active Region VII Director in 2017-2018 I have contributed and was available for all scheduled NSH Board of Directors teleconference calls, as well as the Board Meeting in Baltimore, MD, in May 2018. I have also been an active member of the Governance Review Task Force (See the Region IV Report for more details on this Task Force's work).

I have kept the NSH membership up to date on Region VII events by corresponding regularly with state presidents, and submitting updates to *NSH In Action*. This year I was able to attend two Region VII meetings, the Colorado State Meeting in Colorado Springs in April, and the Arizona State Meeting in Tempe, in June. I have also helped Utah's newly formed Society gain Constituent Society status with NSH, providing direction as they rebuild and grow.

This past November, I was fortunate to attend the National Histology Conference in Hobart, Tasmania, after receiving a shared NSH Lee Luna Award with a fellow Region Director, Jean Mitchell. We presented at the meeting and represented the NSH.

I have enjoyed my time as the Region VII Director and look forward to watching our Society continue to grow and educate. I hope to continue in some form to support our NSH Society.



# REGION VIII: AK, CA, HI, NV, OR, WA



**Jeremy Johnston**  
Region VIII Director

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Region VIII continues to be a challenging region. There are currently only two active societies within Region VIII: Washington and California, however, there is still progress to be celebrated and hope for continued growth.

The Washington Society has been on the brink of collapse for some time. Past and present leadership within Washington State Histology Society (WSHS) have unfortunately run into the same dilemma time and time again: mediocre involvement from its constituents. Many of you are well aware of the time it takes to manage a state society (i.e. updating bylaws, SOPs, monitoring finances, secretarial duties, etc.) in addition to the copious amount of planning and implementation of an Annual Symposium. Without the appropriate level of involvement, the Society will not be viable much longer. WSHS elected a new Board in anticipation of reviving the momentum that the Society once had. With enough involvement, this can be accomplished! If you are a Washington State resident and wishing to see the Society continue, I encourage you to get involved by either contacting the WSHS president (Ken Hart – kenhart@mac.com) or myself, jeremy.johnston@nwpathology.com. The future of this Society hinges on each and every one of you.



The California Society of Histotechnology (CSH) held their 2018 Symposium on May 4-5, 2018 in beautiful Anaheim, California. CSH had a great turnout and several wonderful speakers this year. 2019 is slated for another great symposium in Pleasanton, CA. If you would like more information, please contact Kathy Hardy (CSH President, kathy.hardy@sbcglobal.net). Additional information is also available on the CSH website: <http://www.californiahistology.org/>.

# REGION VIII: AK, CA, HI, NV, OR, WA



## Jeremy Johnston Region VIII Director

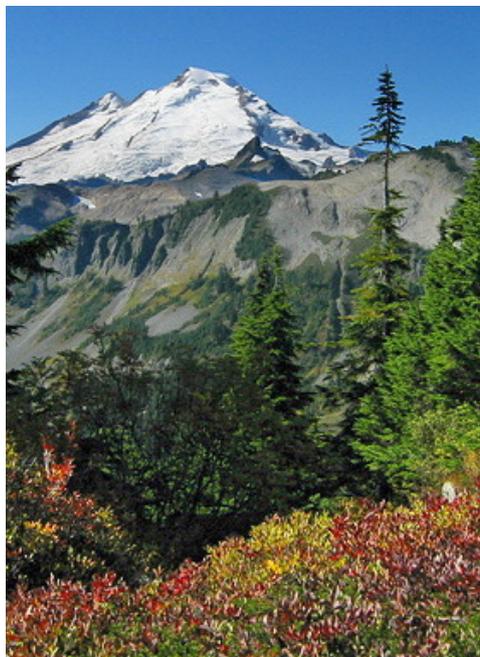
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This year, I spent time encouraging involvement on The Block through contributions in content and in answering questions on the Open Forum. I was heavily involved in the IHC, Strategic Planning, and Quality Committees; and I also enjoyed giving lectures at the state and national level, as well as sharing via webinars and podcasts. Content generation continues to help drive more and more members to NSH.



I continue to be involved in the CAP/NSH Histology Quality Improvement Project (HistoQIP). 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, HistoQIP continues to be the world leader in histology quality improvement.

I was recently elected for another term as the Region VIII Director and will serve another 2-year term. I appreciate the many people who have been instrumental in turning around this Society! I look forward to continuing to work with the team of strong leaders and am eager to meet new, incoming leaders and hear fresh ideas.



# REGION IX: CANADA



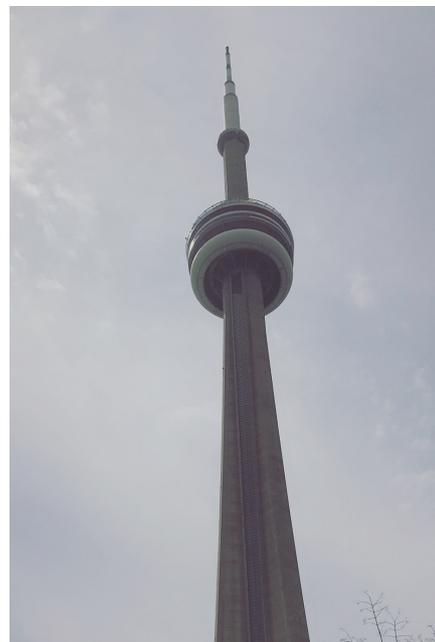
## Vern Hurst Region IX Director

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Over the past year as Region IX Director I attended the S/C in Orlando, 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.

The Region IX newsletter, *The Cutting Edge*, featured some compelling articles, one of which was submitted by one of our Dermatopathologists and there are many more articles planned for future issues. The *Cutting Edge* is always published to our website, [nshregionix.org](http://nshregionix.org).

The focus items for this upcoming year will be membership recruitment, retention and education. I have been working with our Region IX team, in partnership with Sharon and Aubrey from the NSH office to bring an effective online education curriculum to Region IX members focusing on issues that pertain specifically to Canadian Labs, legislation, accreditation requirements. Due to the size of our Region, the logistics of face to face meetings present constant challenges and online education may be an effective way to meet these challenges.



## Awards Committee

### Liz Chlipala

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Since 2015, the Awards Committee has been working on redefining criteria, updating the evaluation process, and modifying the awards and scholarships offered, with the goal of creating a program that better serves the needs of the membership. Overall, the changes made in the last few years resulted in great success, and the Committee has spent this year building on, and fine tuning, the changes made, to poise the program for future growth. In 2018 the Committee expanded on the criteria changes made in 2017, to address the eligibility of candidates applying for the same award they have won previously, with the goal of widening the pool of applicants, to avoid awarding scholarships to the same individuals each year.

To offset the decline in repeat candidates, the Committee focused its awards marketing efforts on making the general membership more aware of the benefits the Awards Program provides.

One of the new marketing efforts was a new podcast series, *AwardsCast*. In this series, recipients of 2017's awards, discuss the inspiring projects these awards have funded, including the establishment of a histology lab in Nepal, teaching histology in inner city schools, and earning a Master's Degree. A total of 5 *AwardsCasts* were recorded.



In 2017 the Committee made the decision to notify award winners prior to the awards banquet. In previous years, the committee would not notify winners until the awards were announced during the banquet, as the Committee felt the element of surprise was essential to the atmosphere of the event. Over the past few years however, the Committee has noticed that many recipients are not present at the banquet to receive their award, and miss out on this opportunity to be recognized, simply because they are not aware they have won. To remedy this, in 2017 the Committee sent an email notice to recipients, simply notifying them that they had won an award, not specifying which award. This allowed recipients to decide to attend the banquet, while still maintaining some element of surprise. This change to the awards process proved to be successful with more recipients attending the banquet and accepting their awards/scholarships in person.



## Awards Committee

### Liz Chlipala

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#### **Future Projects**

The Committee is looking to reinstate the Digital Pathology Scholarship along with soliciting additional sponsors for the professional scholarships.

#### **Statistics if Applicable**

In 2018 NSH offered 7 awards and 16 scholarships for a total of \$40,000 to the NSH membership for pursuit of educational endeavors.

The total number of applications received this year was down again, with 58 awards and scholarships this year, as opposed to 67 in 2017. This may still be due in part to changes in eligibility. These changes were made in 2016 to distribute scholarships to a wider range of applicants. It was decided that applicants must choose one scholarship to apply for, as opposed to being allowed to apply for as many as they wanted. This has resulted in an overall decrease in applications over the last two years. However, this is the first year we did not extend the submission deadline. The number of student scholarship submissions was also down this year, with 9, as opposed to last year's 15. This is due to the overall decrease in student members, seen as a result of implementing paid student dues. When taking into consideration proportions however, student scholarship applications have actually remained consistent.

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



## Budget & Finance Committee Mary Faith Abbuhl

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The 2017 Year-End Budget Report was prepared and presented by the Committee Chair to the Board of Directors (BOD) at the February BOD meeting. This report showed that expenses were managed appropriately against revenue received so that \$203,309 was realized as Net Operating Income. (Net Operating Income does not include our investment income and gains.)

Once again, during 2018, expenses were managed extremely well. The Committee reviewed Financial Variance and Financial Statements each month and also met several times via conference call.

The Budget & Finance Committee and Executive Director were able to work closely with our accounting firm, to make sure 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.

Due to the continual oversight of the budget, the Committee supported the decision to completely pay off the line of credit debt that we carried so that no interest charges would be unnecessarily incurred. The line of credit debt was due in part to the financial improprieties identified three years ago and was opened to manage budget shortfalls between 2012 and 2015. The Society has positioned itself to rely less on credit and use its own cash when needed in times of emergency.

The 2017 Financial Audit is complete, and our auditor presented the A+ results directly to the Board of Directors in July 2018. Financials shared in this report are based on the 2017 audited financial statements. The Budget & Finance Chair, Treasurer and Executive Director met to review the year-to-date 2018 revenue and expenses to develop a proposed 2019 budget that is financially sound and is in keeping with the NSH strategic plan.

The budget process is currently underway for 2019. The 2019 proposed budget will be presented to Budget & Finance Committee for review and endorsement. It will then be presented to the current and in-coming BOD prior to the 2018 Symposium/Convention. In this way, all questions can be answered and data can be presented prior to approval, which will take place during the 2018 Symposium/Convention BOD meeting in St. Louis.



## Bylaws Committee Konnie Zeitner

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The Bylaws Committee is doing things differently this year. In the past we reviewed the bylaws and recommended changes to the House of Delegates (HOD). Last year the Committee reviewed the bylaws with input from the Speaker of the House of Delegates, the NSH Executive Director, and the Chair of the Governance Review Task Force (GRTF). This year we have taken things to a new level.

Following the directive from the 2017 HOD to continue revising the bylaws, particularly the election cycle and term limits, the possibility of having a President Elect instead of a Vice President, and the policy and judicial parts of the bylaws, the bylaws chair worked with not only the Speaker, NSH Executive Director, and GRTF Chair, but also with our professional parliamentarian and a BoardSource governance senior consultant. The scope of the HOD directive required professional guidance to accomplish the goals that had been set.

The group listed above began by reviewing a memo from the governance consultant, with her recommendations for the bylaws changes based on the best practices of similar associations. We also worked with the NSH attorney to determine the legality of the changes we were considering. Once we understood the scope of the project, we had monthly teleconferences to discuss issues raised by the GRTF. Current documents were reviewed and recommendations were proposed for moving forward with the understanding that the steps would be discussed within the group, and a timeline established for completion of our task which included a schedule of communications to best build understanding and ownership of the changes by the constituent parties within NSH. Both the Parliamentarian and Governance consultant played a large role in guiding the discussion process, ultimately resulting in what may be the most significant revision of our bylaws to date.

We have come to agreement and will propose to the HOD a restructuring of the election cycle, term limits, election of a President Elect who will move up to President and then to Immediate Past President. Following the recommendation of the NSH attorney, we will propose that Policy be determined by the Board of Directors (BOD) rather than the HOD. Under the current structure the HOD sets policy and the BOD enacts it, resulting in a lengthy process. Additionally, Policies should not be confused with bylaws.



## Bylaws Committee Konnie Zeitner

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Policies provide the operational guidelines for the Board, committees, and staff to fulfill the mission of the Society, whereas bylaws define the governance and function of the organization. Proposed bylaws revisions will continue to be approved by the HOD. We propose that the Judicial Section of the bylaws be removed, also on the recommendation of the NSH attorney, as the Judicial Committee does not have the authority to enforce its decisions which could result in litigation.

We are recommending that a task force be appointed to look into what if anything should be done to replace the Judicial Committee and the role that was assigned to it. A few other proposals are in the works, but the ones mentioned here are of most significance. To aid the delegates to the 2018 HOD in understanding the proposed bylaws revisions, webinars have been posted in The Block explaining the rationale to the proposals. This will allow the delegates to review the proposed amendments and bring to the attention of the Bylaws Committee 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.

### **Future Projects**

In the upcoming year(s) we will continue to review the bylaws. Sections not worked on this year 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. Once this has been accomplished the Bylaws Committee may not be necessary as our goal is to then review the bylaws once every 5 years to assure that they remain current, which could be done by a group appointed by the HOD as deemed necessary. We believe that the HOD has Society business to conduct at the yearly meeting without having to address bylaws revisions each year.



## Convention Committee Jenny Bull

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The Convention Committee includes many layers. In January, after the abstract submission deadline for the upcoming Symposium/Convention, the Program team reviews all submitted abstracts. The Program Team is comprised of representatives from various committees, the Equipment Coordinator, and the Convention Chair with the goal of representing all areas of the profession within the group.

Once each individual has reviewed all abstracts, the team 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, with the overall goal to create a well-rounded program. The Program Team also reviews speaker PowerPoints and helps in the selection of the First Time Presenter.

The Convention Committee is comprised of:

- Convention Committee Chair
- Equipment Coordinator responsible for coordinating supplies and equipment for wet workshops
- Exhibits Coordinator responsible for greeting vendors organizing the vendor auction
- Operations Coordinator responsible for workshop ambassadors and ensuring attendance is recorded for CEU's
- Career Day Coordinator responsible for recruiting high school students and presenting a hands-on educational Career Day event on Monday of Convention
- Registration Coordinator responsible for assisting with the registration desk and acting as a liaison between registration
- Workroom and a Posters Coordinator responsible for coordinating the poster presentations, judging and awards during the S/C.

The Convention Committee dedicates time throughout the year as needed to ensure all preparations are made and in place to ensure a smooth and successful Convention. Coordinators rotate positions so the roles of the Workroom will perpetuate over time, and no one person stays in a role permanently.

Additional 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 Jenny Bull

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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 orchestrate tasks on-site.

The Convention Committee is a dynamic and evolving committee. Each year, following Convention, the team meets to discuss success and areas for improvement.

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 Convention and throughout the year.



## Credentials Committee Debbie Wood

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The Credentials Committee had one major project this year: Coordinate the process of credentialing members for the annual meeting of the House of Delegates of the National Society for Histotechnology on September 26, 2018 at 6:30 PM in St. Louis, MO.

Duties prior to the HOD included:

- Preparing the first call letters for delegates and alternates to be emailed to State Society Presidents, Committee Chairs and Regional Directors.
- Send reminder notices for final call of delegates and alternates.
- Confirm receipt of delegate names and membership of all listed delegates and alternates.
- Verify with NSH office all submitted names are members in good standing.
- Notify State Presidents, Regional Directors or Committee Chairs to submit another name if any of the submitted names is not eligible to sit as a delegate/alternate in the HOD.
- Prepare identification cards and sign in sheets for credentialing and the HOD.

This year, the credentials process was made easier by the audit of state societies conducted by the Secretary and Speaker of the House, who went through past records to determine which state societies were inactive. During this process, and the process of soliciting delegates, NSH has found that many state societies are struggling. Many are already inactive or are on the verge of being inactive. This is something that the Credentials Committee, alongside the NSH Region Directors would like to address in the coming year.



## Education Committee Traci DeGeer

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This year the major project for the Education Committee was writing the Quick Quizzes for the *Journal of Histotechnology* and *NSH in Action*. Members volunteered for each issue of the JOH and then selected an article from the chosen issue. Four questions about the article were created for publication in the JOH. Quarterly, for *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*.

These quick quizzes provide free continuing education opportunities to NSH members who complete them. Members can access free opportunities anytime by logging into their MyNSH account and visiting the NSH website.

Education Committee volunteers also continue to answer questions related to the HT/HTL Histology Exam Simulator. This helps provide the best learning experience for the students using the simulator material.

This past year, the Education Committee also developed a podcast series, Histology Careers: Job Seeking in the Lab, in which Education Committee member, Karen Bordenet, interviewed lab managers from across the country to learn more about the different types of histology work environments and what they look for in a histology candidate.

This coming year, the Education Committee will continue to provide learning materials to the JOH and the NSH in Action. The Education Committee will also work with our liaison to produce new questions for the HT/HTL simulator for MediaLab. This will help fulfill the NSH commitment of adding new materials to the simulator bank every year.





## Health & Safety Committee Angela McNabola

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The Health and Safety Committee provides communications and important information related to health and safety within the laboratory to promote safe working environments. We continue to provide educational resources whether it is through webinars, safety snippets or workshops. We also serve as a source to communicate to our members through The Block, as updated materials are readily available which can be utilized in one's own laboratory or workplace setting.

In 2018, some of our projects were ongoing from the previous year. Two infographics were developed and published. These are easy to read, printable versions of safety information that can be downloaded and posted in your laboratory. The first was a focus on flammables and the second focused on GHS labeling. We hope to publish a third before the end of 2018.

The OSHA (Occupational Safety and Health Administration) alliance continues to move forward. As you may remember last year, changes in government leadership across the nation put this project on hold for a period of time. Some key points have been identified by OSHA that they would like the NSH to work on, and by the continued diligence of Maureen Doran, a preliminary survey has been developed. We will be looking to recruit active members to participate in this group in the coming months to focus on real issues with ergonomics, with a focus on microtomy.

In August, there will be a webinar entitled "Safely Managing Flammable Materials in the Laboratory" to further educate those who seek resources for further education and regulation guidance for their laboratories. For labs considering CAP 15189 accreditation there will be a workshop at the NSH Annual Symposium/Convention to educate and familiarize those considering the process. As the current process is voluntary, many organizations have obtained accreditation. Resources will be published for those considering this accreditation and published on The Block in the Fall.

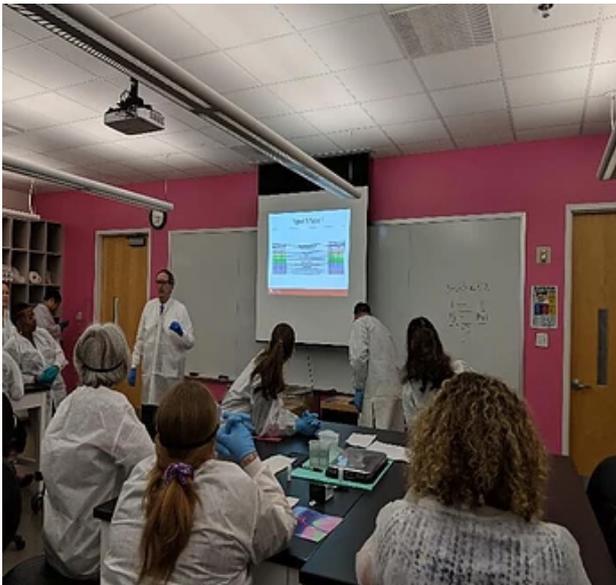
Next year's focus will not only be on safety but recruitment. The members are crucial to the H&S Committee and the work that it can accomplish to be an informative group for our members. In this past year, we have had several members leave the group due to time constraints, so we will be looking for those that have an interest, even if it is related only to a specific topic, to consider joining the Committee. This is key, not only for the NSH, but what individuals can do for their individual states and local societies.



## IHC Committee Bonnie Whitaker

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This past May, NSH hosted a hands-on Immunohistochemistry Forum, in St. Louis, at MilliporeSigma, to a sold-out group of attendees. During this training, techs learned and performed the individual steps of an IHC protocol which result in a stain. The training gave participants an understanding of how and why IHC works, knowledge that will help participants understand how to perform manual IHC as well as what is taking place on the staining platform. We hope to be able to host more of these types of trainings, as well as an IHC webinar series, in the future.



This year the IHC Committee also continued work on the QIHC prep module we are developing. This sub-committee: Angela Bitting, Anna Hughes and Anna Huntley, have been working extremely hard on completing this. The planning stages have been completed, and we are in the process of recruiting speakers and recording the modules. We hope to have this completed and available for purchase soon.



## Hard Tissue Committee

### Sarah Mack

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This year the Hard Tissue Committee has been adding to the collection of hard tissue troubleshooting guides available to members on NSH's member community, The Block. In December, the Committee published, "Hard Tissue Committee Troubleshooting Guide on Tissue Processing Schedules and Embedding Methods for Hard Tissue".

This guide was requested by histotechnicians having difficulty sectioning bone and soft tissue.

The guide provides information on processing schedules as well as embedding methods for tissue embedded in plastics i.e. methyl methacrylate (PMMA/MMA), transmission electron microscopy (TEM) resins (Epon, Spurr's), paraffin for decalcified bone and OCT™ embedding for either calcified or undecalcified bone frozen sections. Processing and embedding samples are key steps in producing quality sections. The guide will discuss in detail what Hard Tissue Committee (HTC) members have experienced with plastics, decalcified bone for paraffin microtomy, and either decalcified or calcified bone for cryomicrotomy.

The Hard Tissue Committee is currently working on putting together a Hard Tissue Committee Reference Guide For Staining Hard Tissue. It will have protocols for paraffin and plastic embedded bone; bone frozen sections, electron microscopy, and other hard tissues i.e., teeth, scaffolds, implants, etc. Be on the lookout for that on The Block in the coming months.



## Judicial Committee Dorothy Kuebler

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As per the NSH Bylaws, the Judicial Committee serves to receive complaints from members, investigate those issues, and prepare resolutions relating to non-compliance with the Code of Ethics, the Bylaws, the Articles of Incorporation or other detrimental act toward the Society, of a member, officer, or Constituent Society. Pursuance of theoretical issues, possible scenarios, and/or preparation of resolutions as political statements or edicts, are not in the scope, or function, of the Judicial Committee.

The Judicial Committee serves the membership as an internal review panel and does not purport to be legal counsel.

While no issues have been presented to the Committee for investigation or reconciliation during the 2017-2018 year, the Committee remains vigilant to receive such matters. Committee Member names were submitted to the Credentials Committee as possible alternate delegates to represent the Judicial Committee in the 2018 House of Delegates.

### **Future Projects**

The Judicial Committee will strive to serve the membership through active and timely consideration of issues deemed appropriate for judicial consideration. Issues deemed to be beyond the scope of the Committee will be appropriately referred to legal counsel, as necessary.

The Judicial Committee will serve as a resource for other committees and the Board of Directors on issues of compliance and/or detrimental acts toward the Society.



## Legislative Committee Amanda Kelley

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Last year was a busy one for the Legislative Committee at NSH. Our profession, personnel requirements, clinical lab fee schedule and educational requirements all came under scrutiny. The scrutiny came in the form of:

*1. Requests for comments regarding CMS CLIA “88” changes to Clinical Laboratory Personnel requirements by March 12, 2018 – <https://www.regulations.gov/docket?D=CMS-2017-0165>*

To respond to this issue, NSH Executive Director, Sharon Kneebone was appointed to manage a task force created by the NSH Board of Directors, the NSH CLIA 2017 Personnel Task Force. Members: Luis Chiriboga, Diane Sterchi, Clare Thornton, Lena Spencer, Elizabeth Sheppard, Loretta Sayles, Jennifer MacDonald, Sharon Kneebone and myself. The biggest issue discussed in this legislation was the equivalencies drawn between nursing staff education vs clinical laboratory education. The Task Force compared histotechnological laboratory responsibilities to the proposed changes (nursing education as equivalent education for clinical lab) and found them woefully inadequate. See the full response to CLIA/CMS. There were over 8,700 comments posted on the CMS CLIA website in response to the proposed changes to the personnel qualification standards. The Task Force also recommended that all histological testing be designated high complexity.

Here is the link to the CMS comment webpage with direct links to the responses provided to CLIA by Executive Director Sharon Kneebone on behalf of the Taskforce and members of the National Society for Histotechnology. <https://www.regulations.gov/docketBrowser?rpp=25&so=DESC&sb=commentDueDate&po=0&s=kneebone&dct=PS&D=CMS-2017-0165>

*2. The Protecting Access to Medicare Act (PAMA) - Initiated on April 1, 2014 it set out to overhaul the Medicare Part B Clinical laboratory fee Schedule (CLFS). Under PAMA many but not all clinical labs must report their private payor rates on a test by test basis with associated test volumes. It included a mandate that the CLFS reimbursement could be decreased by test (CPT code) up to 10% beginning January 1, 2018.*

<https://www.cms.gov/Medicare/Medicare-Fee-for-Service-Payment/ClinicalLabFeeSched/PAMA-Regulations.html>



## Legislative Committee Amanda Kelley

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Sharon Kneebone, Diane Sterchi and I went to Washington DC, March 19 & 20, and met with fellow members of other laboratory associations at the American Society for Clinical Laboratory Science (ASCLS) Legislative Conference. NSH was an official co-sponsor and participant in the event. We received training and organized talking points to meet with our US Senators and Representatives to talk to them specifically about the hot button issues affecting laboratory medicine.

Other issues discussed at the collaborative ASCLS meeting included Healthcare Reform/ACA Reform, Laboratory Workforce Issues, and Laboratory Developed Tests. It was a very productive few days, where I feel we made some accomplishments. The main task was PAMA reimbursement increases for two test codes within histology. These increases were just announced July 2018 for Immunohistochemistry and In situ hybridization. These were significant and should keep our laboratories up with the vendor pricing.

Here is the link to my report from the 2-day event.

[https://www.fixationonhistology.com/home/nsh-goes-to-washington?utm\\_source=linkedin](https://www.fixationonhistology.com/home/nsh-goes-to-washington?utm_source=linkedin)



## Membership Committee Jerry Santiago

For the past two years, NSH has been committed to increasing membership value, developing new resources, and moving NSH into the future. This progress in 2016 and 2017, along with focused membership marketing campaigns, allowed us to recoup 2013-15's membership losses and see membership growth return to the Society.

### Overall Membership Year End: 2017

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*
2017		3,056		532		2,055		468		81.7%	-1.1%	51.9%
	Student		160		38		129			41.5%	-45.6%	80.6%
	Active		2,795		494		1,830		465	85.8%	4.3%	48.8%
	Retired		101				96		3	88.6%	-11.4%	92.1%

### Key Segments

Segment	2017 Membership   Geographic Segments				Statistics	
	Total Members	Total New Members	Total Returning Members	Total Rejoining Members	Retention Rate	Growth Rate
USA	2743	469	1857	434	82.5%	-0.5%
CANADA	170	28	116	26	76.3%	-8.6%
ROW	142	34	82	26	73.0%	-4.1%

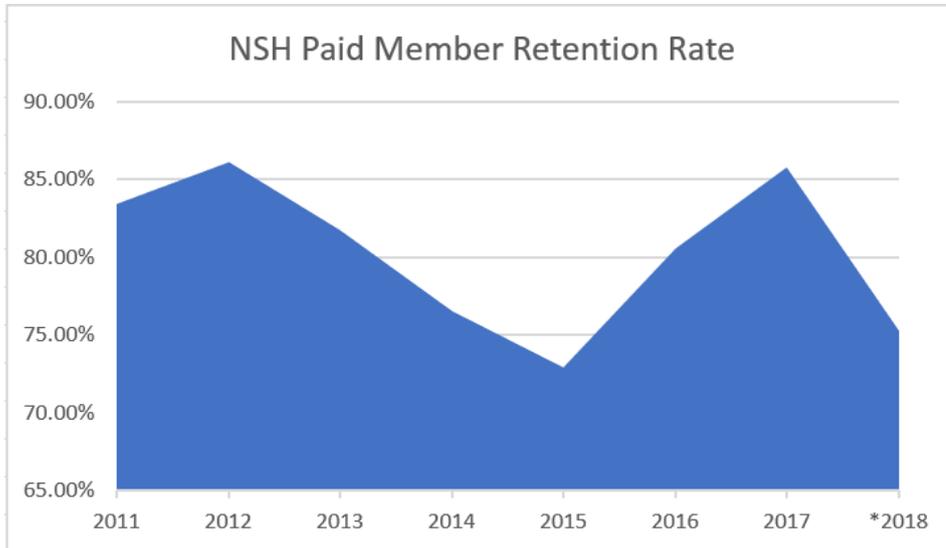
NSH ended 2017 with 3,056 members and an overall retention rate of 81.7%. The retention rate for active members in 2017 was 85.8%, a 5.26% increase from 2016, and a 12.91% increase from paid member retention in 2015.

# Membership Committee

## Jerry Santiago

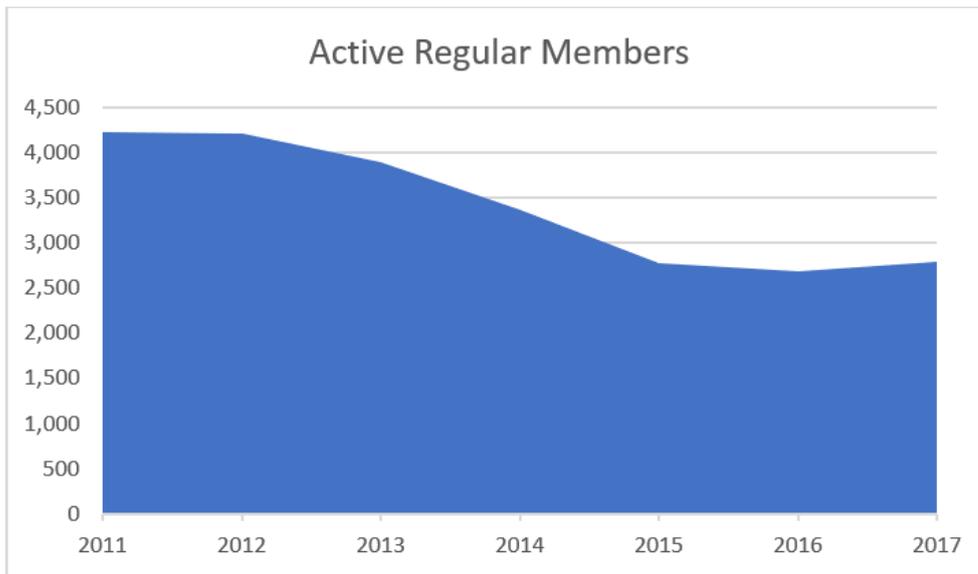
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### Paid Member Retention Rate



\*We will see 2018 increase before the end of the year, however we do not expect it to reach 2017's high.

### Active Regular Member Totals



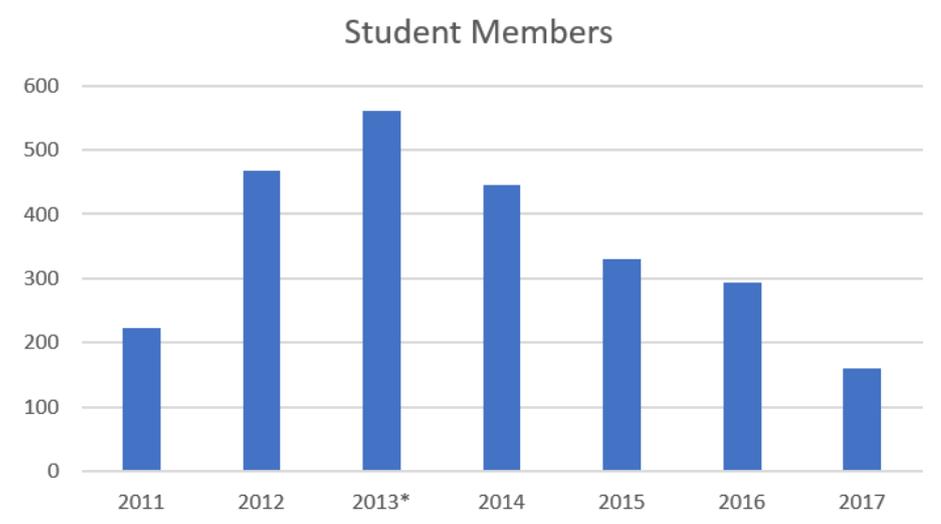
Though NSH experienced membership growth in 2017, 2018 has so far posed some new challenges, that will result in less growth this year than the two years previous. NSH is working to implement solutions to stem our losses this year and position us for better success in 2019.

## Membership Committee Jerry Santiago

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### 2018

This year, NSH introduced a trial access to The Block, promoted to non-member customers of NSH. The purpose of the trial is to give potential members the opportunity to interact on The Block and see for themselves the benefit of the resources NSH provides. At the writing of this report, the program is still in its infancy, however we are optimistic about its ability to drive membership.



Another initiative in 2018 has been an increased focus on the needs of our student membership. In 2016, NSH converted student membership from free to \$40 per year, which caused significant decline in our student membership population.

NSH has worked with a team of histology educators to package our HT test prep tool, the Histology Exam Simulator, with a year of student membership, as a bundle for sale in college bookstores. This will allow students to use financial aid and scholarships to access membership and will make it easy for program directors to integrate NSH resources into their curriculum.

This has so far been successfully implemented in Florida State College and Elgin Community College. We will be working to involve additional program directors and make this product widely available.

# Membership Committee

## Jerry Santiago

**Membership Tenure**  
(Does not include Students)

**Tenured Members in 2018**

Years	Total	Year Joined	% of Total Membership	Retention Rate from Join Year	YOY Retention 2018/2017	Compared to 2017/2016	
10+	1,117	2008	46.3%		78.0%	96.50%	
9	83	2009	14.1%	33.5%	66.4%	91.90%	
8	96	2010			92.3%	77.30%	
7	87	2011			12.0%	78.4%	90.60%
6	75	2012			13.0%	66.4%	87.40%
5	87	2013			17.6%	63.0%	98.20%
4	125	2014	19.3%		23.5%	85.6%	84.30%
3	112	2015			26.9%	47.3%	90.20%
2	142	2016			42.0%	28.7%	64.60%
1	251	2017	10.4%		55.5%		
0	237	2018	9.8%				
<b>TOTAL</b>	<b>2,412</b>			<b>AVG</b>			

As seen in this chart, 46.3% of our members have been with us for 10 or more years. As retirements increase over the next 5 years, cultivating an active young professional community will be a priority for NSH membership growth.

### 2019

Looking forward, NSH has budgeted for additional initiatives to better understand the challenges we face. The Board has approved funds to conduct an extensive member survey, that will help NSH identify the needs of the histology community and develop new membership models that will suit those needs into the future. Members join for different reasons, and many join to get the specific products or services that apply to them. Understanding what drives membership, and what resources NSH needs to provide each of our members, will be essential to remaining relevant in the changing histology and technology landscape.

Next year, membership will also focus on revamping the Symposium/Convention experience. NSH has found the S/C to be a significant membership driver over the years, however as of the writing of this report, the Convention registration numbers for 2018 are lower than we have seen in previous years. Refocusing our efforts on revitalizing this important event will help our membership numbers, as well as NSH's overall revenue.

# Membership Committee

## Jerry Santiago

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### Membership Makeup by Region

In the chart below we see the correlation between membership and S/C. Region III, the host of the Orlando Convention, saw a 13% membership increase in 2017, whereas Region VIII, the host of the previous year's Convention saw a 16% decline. Members are joining for the S/C but not remaining after the event. We have made efforts over the past year to reverse this trend by offering discounted renewal rates and promoting pre-S/C Block engagement. This year, the Committee has also begun making personal phone calls to new members to promote engagement. Engagement and S/C member retention will remain a priority for the Committee for the remainder of 2018 and 2019.

#### Membership Makeup - By Region

	<u>Dec-17</u>	<u>Dec-16</u>	<u>Change</u>	<u>% Change</u>	<u>% of US Member</u>
I	386	380	6	2%	13.24%
II	369	405	-36	-9%	12.65%
III	506	449	57	13%	17.35%
IV	425	395	30	8%	14.57%
V	197	189	8	4%	6.76%
VI	262	271	-9	-3%	8.98%
VII	227	226	1	0%	7.78%
VIII	374	443	-69	-16%	12.83%
IX	170	186	-16	-9%	5.83%
Total	2,916	2,944	-28	-1%	100%



## Nomination/Elections Committee John Shelley

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This year the Nominations & Election Committee had the responsibility of overseeing the 2018 NSH Board of Directors Election. Every two years, NSH members vote on the offices of President, Vice President, Treasurer, and Secretary, as well as one Region Director to represent their region.

Voting for this year's election opened on April 9th and closed May 11th. Members were sent an electronic ballot from an independent voting company on NSH's behalf.

The 2018 election results were shared with the NSH membership on June 1 via email and were included in *NSH In Action*. Elections for the House of Delegates positions will be held during the 2018 House of Delegates on September 26, 2018.

### 2018 General Election Results for the 2018-2020 Board of Directors

President	Diane Sterchi
Vice President	Jean Mitchell
Secretary	Michelle Coker
Treasurer	Liz Chlipala
Region I Director	Luis Chiriboga
Region II Director	Michelle Hart
Region III Director	Susan Clark
Region IV Director	Dawn Schneider
Region V Director	Colleen Forster
Region VI Director	Donna Willis
Region VII Director	Sabra Powell
Region VIII Director	Jeremy Johnston
Region IX Director	Vern Hurst

The Nominations & Election Committee is working on creating a leadership development program, which will include a series of online training webinars, as well as a leadership development scholarship. The scholarship will fund student and young professional travel to the Symposium/Convention for enrollment in management track courses and the opportunity to become involved in Society leadership. The intent of this program is to cultivate the next generation of leaders for our profession and NSH.



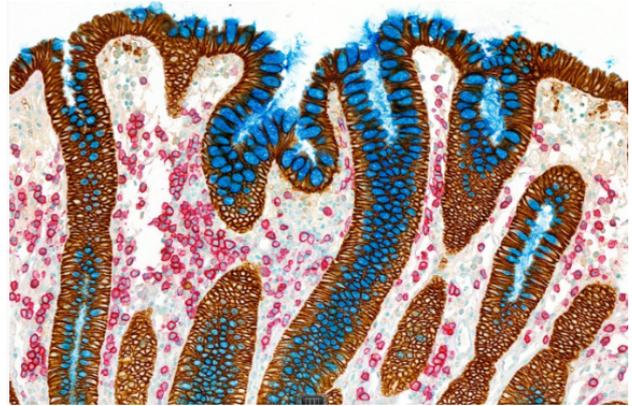
## Public Relations Committee Monty Hyten

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As PR Committee 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 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 41 submissions. The winner of the contest was NSH member, Heather Knight, for her stain submission, a multiplex GPA33 (DAB) and CD138 (red), counterstained with Alcian Blue PAS stain, which will be used in the HPD logo in 2019.

The other major event sponsored by the Public Relations Committee is the First Timer's 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 St. Louis, MO, on September 21st. 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.

This year the Committee has planned a dessert reception, and a fun ice breaker game, to help the attendees mingle, and learn a little bit about the Board of Directors and the Committee Chairs. The attendees will also have the opportunity to win prizes, generously donated by State Societies.



## Public Relations Committee Monty Hyten

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Last year was a big success in Orlando. We had approximately 120 first time attendees with a majority of NSH leaders in attendance to welcome our newcomers. As you might remember, Orlando had fallen victim to part of the hurricane disaster that hit Florida just before our S/C began. We were very pleased at the number of dedicated histotechs that were still able to attend during the chaos.

At this year's Convention, on site at the S/C, the PR Committee will 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 red fascinators, if you plan on attending the Convention!

This year, the PR Committee, in conjunction with the Membership Committee, has begun a new program to welcome new members. Each week, the Committee has been reaching out by phone and/or email, to all new members, 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. If you would like to assist with this program, feel free to contact the NSH office at [hiso@nsh.org](mailto:histo@nsh.org) or 443-535-4060.

I would also like to take this opportunity to personally thank my committee members: Jean Mitchell, Christie Gowan, Lisa Jackson, Pam Barker, and Jennifer Harvey for helping me make this year such a success. I look forward to working with you ladies again in the future!



## Quality Committee Kathy Dwyer

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In 2016 the Quality Management Committee (QMC) was asked to put together a Workload/Quality Survey Project. We self-developed questions and a preliminary survey was sent in late 2016 via Survey Monkey. In 2017, while creating additional questions, it was determined that to reach more members, and ask the right questions, a survey vendor was needed.

In December 2017, Kathy Dwyer, QMC Chair, met with the NSH Board and presented reasons why this survey is needed and the possible use of a survey vendor to send out the next survey. In 2018, this proposition was approved, and the questions completed and submitted to the survey vendor. Members can expect to receive this survey later this year.

In conjunction with the Workload/Quality Survey Project, the Committee will:

- Develop a white paper for publication
- Develop a performance assessment program to include
  - Productivity Monitors
  - Quality Control (QC) Exceptions
    - Major vs. Minor
    - Monthly feedback to the staff

### **QMC Sub-Committee**

This year, a sub-committee was formed to develop a resource which would match NSH resources, with items from CAP Inspection Checklists. In March, this resource, The CAP Crosswalk, was completed and posted to the Resource Library on The Block. The Crosswalk ensures that NSH has, or can develop, specific tools to help labs meet CAP requirements. It can be downloaded here from The Block Resource Library. The QMC sub-committee will continue to revise the crosswalk as the CAP checklists are updated.

### **Future Plans**

The Quality Management Committee will continue to monitor specific quality changes affecting histopathology through regulatory agencies. The Committee also plans to develop a comprehensive histopathology competency assessment program using the 6 elements of CLIA and CAP.



## VIR Committee David Krull

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### **IHC Antibody Database**

The VIR Committee has continued its support of the IHC Antibody Database in partnership with the IHC Committee. Although this resource is sponsored by the IHC and VIR Committee it continues to grow through the participation of NSH members.

### **Webinar**

I nominated Dr. David Friedman to present an NSH Webinar in January 2018 on Antibody Assay Reproducibility. This was well received and generated a good discussion from attendees.

### **Guidance Document**

David Friedman and I worked together to create a guidance document on Antibody Assay Validation. This was provided to NSH office staff and was rebranded for distribution and review by the VIR and IHC Committee.

### **Future Projects**

### **Disruptive Technology**

I posted the following question to the membership on The Block:

"Within the last five years I observed an explosion in the number of "disruptive technologies" within histology. The definition of disruptive technology as defined by the Business Dictionary is "New ways of doing things that disrupt or overturn the traditional business methods and practices". Some examples include increasing embrace of automation, nanoString© (DNA, RNA and protein profiling), spectral imaging and multiplex immunofluorescence (up to 7 markers), Imaging Mass Cytometry (Fluidigm® and ionPATH®) and RNAscope® ISH to a name a few. The majority of these "DTs" are driven by the research community and the ones that have a positive impact and lasting value are often translated to the clinical environment.



## VIR Committee David Krull

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So, with that introduction, here is my question to the NSH membership. I would like everyone to reflect on their business environment, wherever that may be (clinical, research or other), and send a list of current DTs or potential ones that have impacted your ways of working in the lab or the data\product that you deliver. I prefer that you send your respond directly to the Block post so others can see your information, however, you may send me a private email if you prefer.

I will collate the feedback and discuss with the VIR Committee. We will perform a gap analysis and select a number to focus on for a deeper drive. This will establish a knowledge base that will serve as a launching pad for future workshop topics and webinars."

This question generated the list of topics below:

- Bar coding
- Sample tracking
- Digital pathology\whole slide imaging
- New molecular techniques
- Circulating tumor cells
- Special labeling techniques for multiplex IHC analysis
- Antibody production methods
- Quality control methods for slide/imaging

I'm in the process of searching for speakers to present Webinars or Workshops and for authors to write about their experience with these topics. I welcome suggestions\leads from the general membership. Please reach out to me or a VIR member.



## ASCP BOC Lena Spencer

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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.

The American Society of Clinical Pathologists Board of Governors is celebrating its 90th anniversary this year. Originally founded as the Registry of Medical Technologists in 1928, the Board was established to set qualifications for the competency of Laboratory Technicians. In 1948 the Histology Technician (HT) certification was introduced. The addition of the HTL and the QIHC exams makes this one of the largest certification categories.

In 2018 the BOG offers 23 certifications for the U.S., and 18 international certifications. The volume of exams has expanded, as has the quality of our process. The CAT (Computer Adaptive Testing) exam format ensures rigor and validity of exams. Practice analyses provide the basis for content. Experts with a broad range of experience utilize sound data to assess exam content and revise and write questions.

### Personnel Standards Task Force

I was appointed to the ASCP BOG and the NSH Task Force to address Personnel Standards to provide comment on the Center for Medicare and Medicaid Services (CMS) request for information (RFI) on revision to the Clinical Laboratory Improvement Amendment of 1988 (CLIA) personnel regulations. When CMS last revised the CLIA regulations, it excluded from oversight many pre-analytic processes relative to Histotechnology because they were considered relatively simple low risk procedures.



## ASCP BOC Lena Spencer

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Much has changed with regard to the specialty of Anatomic Pathology, so the ASCP in coordination with the NSH, asked CMS to adopt personnel standards for individuals providing the complex histologic procedures necessary to ensure test and slide quality for optimum patient care and safety. Both Task Forces worked tirelessly on this effort providing the CMS with extremely well researched documentation.

On March 12, 2018 the BOG along with its professional partners submitted a response to the CMS request for Information, *Revision to Personnel Regulating Proficiency Testing Referral, Histocompatibility Regulations and Fee Regulation Under the CLIA 88* .

We asked our memberships to embrace the updated regulations and personnel standards submitted to CMS in the best interest of optimum patient care. Over twenty thousand (20,000) comments were received. To date a decision has not been made by the CMS.

### **CMP Update**

As a member of the Certification Maintenance Program Committee for the ASCP BOC, we accepted the request of the Pathologist Assistant Committee to increase the number of points needed for re-certification from forty-five (45) to sixty (60) effective January 2022.

### **Committee Update**

Of interest for NAACL Program Directors, the current Ad Hoc Advisory Group will become a standing committee of the BOC and will be known as the Program Directors Advisory Committee.

### **New Certification Update**

The BOC is looking at the potential development of a PhD in Immunology certification. This request has been referred to the Exam Oversight Committee.

The BOC appointed a task force to develop a Doctorate in Clinical Laboratory Science (DCLS) Certification and an International Biological and Environmental Repository Certification.



## ASCP BOC Lena Spencer

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### **Legislative Updates**

Letters were sent from the ASCP BOG to Missouri and Louisiana state Governors and Legislatures in response to legislation regarding certification of laboratory professionals.

### **Louisiana House Bill 748**

This bill would ban the use of the term “certification” as provided by professional credentialing bodies unless used in conjunction with licensure.

The bill may have barred the state from relying on certification as a prerequisite for licensure. The Representative that brought forth the bill apologized for misinterpretation in regard to certification. The intent was not to deal with certification but to review occupational licenses. The bill was amended, reduced from eleven pages to one paragraph. Sharon Kneebone, NSH Executive Director, was responsible for bringing this important information to the ASCP BOC.

### **Missouri House Bills 1719 and 1500**

Definitions were flawed and failed to recognize the important role that certification plays in qualifying laboratory proficiency to provide critical services like laboratory tests. It would take under state control the hundreds of non-governmental professional credentialing programs using the term “certification.”

- The bill would limit the right to use the title “registered” to those professionals whom state law requires to register with the state. It precludes professionals who hold private credentials using the term “registered” from truthfully advertising their earned credentials.
- Finally, the bill establishes standards for state-controlled licensing programs that are so rigorous and unrealistic that they could effectively result in ending state licensing of the professions, including doctors, lawyers, accountants, architects, etc.

The provisions of these two measures would forbid the use of certification in professional titles not recognized by the state of Missouri.

The ASCP BOC urged the veto of these measures and instructs the legislature to remove provisions from these bills that would discourage or adversely affect the use of professional certification.

## NAACLS Mark Bailey

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### Current News

#### **I . Review Committee for Accredited Programs (RCAP)**

Elections for the Review Committee for Accredited Programs were held in April and one of two of the Histotechnology Faculty Representatives, Dale Telgenhoff, was reelected to a second four-year term. The second representative is Michelle Nelsen whose term ends 2019.

The RCAP Committee is composed of 20 members, inclusive of one NAACLS BOD member. RCAP members meet twice annually and are charged with reviewing new and renewal programmatic accreditation applications. The Committee represents the following clinical laboratory disciplines: Cytogenetics (CG) Technology, Diagnostic Molecular Scientist (DMS, MB), Histotechnologist (HTL), Histotechnician (HT), Medical Laboratory Scientist (MLS), Medical Laboratory Technician (MLT), and Pathologists' Assistant (PA). Members are also program directors or education coordinators from NAACLS accredited programs.

#### **Current Histotechnology RCAP Members**

Histology Educator (2015 - 2019)

Michelle Nelsen, MS, HTL(ASCP)CM

Mayo Clinic College of Medicine

#### **HT/HTL Educator (2018 - 2022)**

Dale Telgenhoff, PhD, HTL(ASCP)CM

Tarleton State University

#### **II. Pathologists' Assistants Update: Relevant to Histotechnology Professionals**

Proposed changes to the Pathologists' Assistant Program Director standard, previously released to the public for comment, were adopted. The changes require Pathologists' Assistant Program Directors to be graduates of a NAACLS-Accredited (AAPA approved prior to 1995) Pathologists' Assistant educational program with an advanced degree (Masters or Doctoral). For more information see the NAACLS website to review the P.A. standards in greater detail. [www.naacls.org](http://www.naacls.org)

## NAACLS Mark Bailey

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### Future Projects

NAACLS is working on a new software program which will eventually allow Program Directors to sign-in to their account and submit a program's self-study, updates and outcomes. The official roll-out of the program will be announced by NAACLS officials in the future, after a successful pilot study has been completed.

### III. HTL, HT & Pathologists' Assistant NAACLS Accredited Programs

As of June 1, 2018 listed on the NAACLS Website:

#### United States of America

Histotechnologist Programs: 6

Histotechnician Programs: 35

Pathologists' Assistant Programs: 8

#### Canada

Pathologists' Assistant Programs: 2