

2025 HIGHLIGHTS

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

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



ASCP BOARD OF
CERTIFICATION

YEAR IN REVIEW



ASCPBoardOfCertification



ascpboc



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ascp.org/BOC

The American Society for Clinical Pathology Board of Certification (ASCP BOC) is a patient-centric credentialing agency that elevates professionals and laboratories through rigorous examinations and credentialing services, tailored to laboratory medicine, pathology, and adjacent specialty practice models. Since ASCP BOC's inception in 1928, 610,000+ laboratory professionals and experts around the globe have earned 660,000+ ASCP BOC credentials.



ASCP BOARD OF
CERTIFICATION

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VALUE OF THE ASCP BOC

2025 ASCP BOC Year in Review Highlights Report

The **2025 ASCP BOC Year in Review Highlights Report** reflects a year defined by innovation, advocacy, research, and meaningful engagement, grounded in our enduring mission and our patient-centric, professional-forward priorities.

Inside these pages, you will discover:



Data-driven innovation, such as optimized CMP workflows, further optimization through audit-based processes benefiting nearly 9,500+ CMP orders, and continued **ANSI (American National Standards Institute) National Accreditation Board (ANAB)** accreditation under ISO/IEC 17024 standards.



A transformed digital experience, including the launch of our **newly redesigned website**, built to provide intuitive navigation, expanded resources, and a clearer articulation of the value of ASCP BOC credentials.



Advancements in professional recognition, including the ASCP BOC Board of Governors (BOG's) approval to **advance scientist nomenclature**, an important milestone in unified nomenclature and professional advocacy!



Credentialing research and peer-reviewed publications that inform workforce sustainability, education models, stacked credentials, and career mobility pathways as part of the **ASCP BOC's publications and research offerings**.



Military recognition and workforce impact, including strengthened partnerships with the Department of Defense (DoD) and national acknowledgment of ASCP BOC credentials as essential for commissioned laboratory leadership roles.



Digital badging through Credly offers secure, verifiable, modern credential options that reinforce credibility and professional visibility.



Global engagement and advocacy, including advisory board re-engagement across Latin America, the Caribbean, the Middle East, South Asia, and beyond, and workforce policy efforts that promote equitable access and recognition, the **ASCP BOC's impact is evidenced across the globe.**



Professional partner collaboration is fundamental to helping the ASCP BOC fulfill its **mission**. We are happy to highlight how we worked alongside education leaders, workforce partners, and allied stakeholders to strengthen credentialing pathways, expand access to career information, and elevate the value of credentials through shared learning and engagement.



Team excellence is highlighted, including promotions, earned credentials, leadership transitions and talent promotions, volunteer contributions, and the internal culture that powers enhanced experiences and operational excellence.



Community storytelling, including our Laboratory Superstar Awards, Medical Laboratory Professionals Week campaigns, and the growing global reach of our ASCPⁱ social media engagement.

Celebrate 28!

As we move closer to our **100-year anniversary of the ASCP BOC in 2028**, 2025 stands as a year that balances legacy with forward-thinking progress.

We strengthened the infrastructure behind our examinations, ensuring they remain fair, valid, and reflective of current practice. We optimized processes to reduce administrative burden and accelerate workforce entry. We expanded our research footprint to inform national conversations on recruitment, retention, and career mobility. And we continued to advocate for laboratory professionals as scientists: credentialed experts whose work directly impacts patient safety and outcomes.

More than 660,000+ credentials have been earned since 1928! That legacy is not simply historical; it is active, evolving, and growing.



After its formation in 1928, Paul H. Adams was the first person to receive an ASCP BOC credential.

[See more of the ASCP BOC history](#)



FAST FACT

In 1928, the ASCP BOC (known at the time as the ASCP Board of Registry (BOR)) was officially established to conduct a registration bureau called the “Registration Bureau for Technicians.” The first chair was Phillip Hillkowitz, MD (1928-1940).

Expressing our value— to professionals and patients

This Highlights Report demonstrates how the ASCP BOC:

- Elevates laboratory professionals through rigorous examinations and stacked credential opportunities.
- Supports educators and program directors with [examination and credential data insights](#).
- Safeguards intellectual property and ensures examination integrity.
- Partners with employers and regulatory bodies to strengthen workforce sustainability.
- Expands access through innovation, advocacy, and global engagement.
- Reinforces public trust in laboratory-based patient care.

At its core, credentialing is about confidence; confidence for employers, confidence for professionals, and confidence for patients.

We invite you to explore and share

We hope you enjoy reading the 2025 Year in Review Highlights Report. Whether you are a credential holder, program leader, volunteer, employer, policy leader, military partner, or aspiring laboratory professional, this report reflects your impact and your role in advancing excellence.

We encourage you to share it with colleagues, students, educators, advisory boards, and institutional leaders. Together, we continue building a future where laboratory professionals are recognized as scientists, where credentialing strengthens careers, and where patients benefit from trusted, validated expertise.

Thank you for being part of this journey!



Our value

The Value of ASCP BOC credentials is rooted in a nearly century-long commitment to excellence in credentialing laboratory professionals on behalf of patients worldwide. As outlined in the [ASCP BOC Value Statement](#), ASCP BOC is a patient-centric credentialing organization that elevates professionals through rigorous, practice-driven examinations aligned with today's evolving healthcare environment.

This value is evergreen because it is built on enduring principles: psychometrically fair, valid, and rigorous examinations; independent governance; employer-preferred credentials; and a steadfast mission focused on protecting patients.

At the same time, the value is always growing. ASCP BOC continuously adapts to emerging practice models through updated practice analyses, annual examination content reviews, computerized adaptive testing (CAT), and ANAB accreditation under ISO/IEC 17024 standards. Stacked credential pathways, workforce advocacy, and global engagement further strengthen professional advancement while reinforcing patient confidence in the laboratory team.

In essence, ASCP BOC credentials represent a dynamic standard of excellence, grounded in legacy, strengthened by research and innovation, and continually advancing to meet the needs of professionals, employers, and the patients they serve.



Check out the
ASCP BOC
Value Statement



“ *As we approach the 100-year anniversary of the ASCP BOC in 2028, we continue the mission of providing excellence in credentialing. We celebrate the ASCP BOC's continued autonomy in all credentialing-related activities and patient-centric approach.*



New BOC Board of
Governors (BOG) Chair
Joan Polancic,
MSEd, MLS(ASCP)^{CM}

Key value advancements in 2025

Website

The ASCP BOC's updated website launched in early November 2025. This new design brings the world of credentialing to your fingertips through a user-friendly, visual, and interactive interface intended for those at all stages of their credentialing journey. It enhances how all ASCP BOC stakeholders and the broader community engage with the ASCP BOC. Visitors benefit from improved navigation, expanded resources, and an updated visual experience that provides clear, efficient access to the information and services they need. We have modeled the website to reflect our mission to provide excellence in the credentialing of laboratory professionals on behalf of patients worldwide.

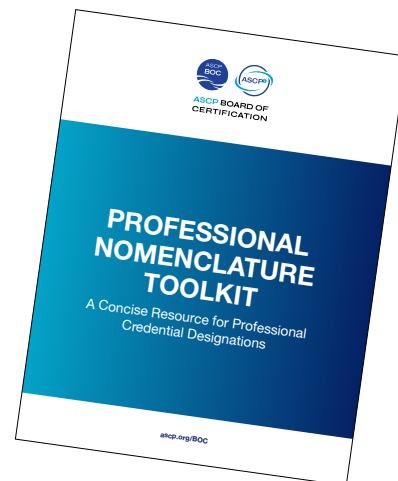
Check out the
new website



Move to Scientist terminology

The ASCP BOC is advancing accurate, unified nomenclature. At the ASCP BOC Board of Governors (BOG) fall 2025 meeting, the BOG approved a number of changes to **professional ASCP BOC credential titles to Scientist**. This is an overall move by the ASCP BOC and its federated partners to unify and advocate for laboratory professionals. It's more than a credential change to scientist; it's an upgrade to your professional identity, aligning with the latest standards and fostering greater recognition. Don't miss out on being part of this pivotal movement.

Full listing of scientist credentials



Value of Program Performance Reports (PPRs)

PPRs are a subscription service provided by the ASCP BOC. PPR's are valuable assets to program leaders. They help visualize the data from a program and its students year-over-year. Program directors can use PPRs as one effective tool for both student and program outcomes, driving enhanced performance as compared to national benchmarks.

Program directors of Accrediting Bureau of Health Education Schools (ABHES), Commission on Accreditation of Allied Health Education Programs (CAAHEP), and National Accrediting Agency for Clinical Laboratory Sciences (NAACLS) accredited programs will be the first cohort to benefit from national scaled score comparisons, as well as subtest mean scaled scores and other visual insights.

Reach out to PDInfo@ascp.org with any questions.



Accredited excellence: advancing credentialing with integrity and global trust

In 2025, the ASCP BOC reaffirmed its commitment to credentialing excellence by maintaining accreditation of 22 certification credentials through the ANAB under ISO/IEC 17024 standards. This distinction signifies alignment with globally recognized benchmarks for personnel certification and underscores ASCP BOC's ongoing dedication to quality, integrity, and impartiality in the credentialing of laboratory professionals.

Accreditation through ANAB confirms that ASCP BOC certification examinations are developed and administered according to rigorous industry best practices. It strengthens the confidence of employers, educators, regulators, and the broader healthcare community by validating the integrity of ASCP BOC's credentialing processes. Most importantly, it reinforces the value of ASCP BOC credentials in advancing professional excellence and safeguarding patients worldwide.



CONTINUOUS QUALITY IMPROVEMENT (CQI)

Regulatory readiness

In July 2025, the ASCP BOC team attained zero non-conformities for the second consecutive year in their ANAB reaccreditation regulatory review. The ASCP is the only laboratory credentialing agency whose credentials have been designated with ANAB accreditation, providing laboratory professionals and other experts, employers, and patients confidence in ASCP BOC credentials.

Data governance (DG)

The ASCP BOC team continues to advance data quality and trust through the operationalized Data Governance Council. The ASCP BOC Board of Governors (BOG) Executive Committee (BOGEC) explored "Data Science and Governance" in a four-part series, benefiting the organization's data-aligned strategies and tactics. Starting in late 2023 and continuing to current state, the ASCP BOC operations and governance are visualized, tracked, and trended.

FAST FACT

Did you know that the ASCP BOC is the only medical laboratory credentialing association to be accredited by ANAB?

CREDENTIAL APPLICATION & CREDENTIAL MAINTENANCE PROGRAM (CMP) WORKFLOW OPTIMIZATION

Auto-eligibility of credential application processing

Did you know 24,000+ credential applications have benefited from the auto-eligible status and workflow optimization to be able to schedule an ASCP BOC examination for their date, time, and location preferences in ~48 hours instead of 3-4 weeks?

Beginning February 23, 2023, all paid applications from students completing an accredited laboratory professional education program were made “auto-eligible.”

- Auto-eligibility has been recognized as a significant advancement for laboratory science students and program directors. Leveraging auto-eligibility, ASCP BOC evaluators can review applications and documentation requiring manual application processing more efficiently.
- This new approach ensures that, while rigorous, the credential application process does not delay filling laboratory workforce shortages for laboratory professionals providing essential patient care.

CMP workflows

In the full life cycle of professionals' credentialing journey with the ASCP BOC, CMP workflows have been optimized to an audit process, assuring alignment with expectations and standards while reducing turn-around time and administrative burden. Optimized workflows were initiated in October.

Diplomate of Clinical Laboratory Sciences (DCLS)

The DCLS Examination Committee deployed the inaugural practice analysis which was sent to graduates of the four Doctorate in Clinical Laboratory Sciences programs in the U.S. The DCLS practice analysis results are being analyzed and insights will be shared publicly and provide the underpinnings of the DCLS examination and credential.

NAACLS & CAAHEP preview partnership

At the 2025 ASCP Annual Meeting, the “Accreditation and Credentialing Showcase” brought together leaders from the ASCP BOC, Commission on Accreditation of Allied Health Education Programs (CAAHEP), and National Accrediting Agency for Clinical Laboratory Sciences (NAACLS) for a one-of-a-kind panel discussion that demonstrated what meaningful partnership looks like in action.

Together, they shared their distinct value propositions, solution-focused strategies, and forward-thinking insights, all centered on strengthening workforce development through rigorous education standards and professional credentialing pathways.

The session went beyond presentations. With an open Q&A and intentional space for dialogue, attendees engaged directly with accreditation and credentialing leaders in a bidirectional exchange of ideas, challenges, and opportunities.

The result? A powerful showcase of collaboration, transparency, and shared commitment to advancing the laboratory profession, and ultimately, protecting patients through excellence in education and credentialing.



KnowledgeLab

A key offering at KnowledgeLab was the “Innovation in Laboratory Professional Education Programs” Program Directors Panel Presentation, developed and hosted by ASCP BOC with professional partners. This presentation showcased the five diverse program directors (Laurianne Mullinax, MS, MLS(ASCP)CM, Jennifer Nicoloro, PhD, MLS(ASCP)CM, Rebecca Honda, MLS(ASCP), Manju Mukherjee, PhD, MSc, BPT, SCT(ASCP)CM, Marisa James, MA, MLS(ASCP)CM) who shared experiences and solutions focused on emerging innovative approaches for laboratory professional programs, especially in the domain of clinical access challenges. The expert panel highlighted their proven outcomes that are positively impacting laboratory professional education programs now, while guiding future advancements for tomorrow’s workforce. Examples of innovation included simulation models, solutions for limited clinical access and experiences (especially in microbiology), and enhancing collaboration between education programs and laboratory leaders.



CREDENTIALING INSIGHTS

Understanding ASCP BOC examination data, pass rates, stacked credentials, and other credentialing trends

Examination volumes

ASCP BOC examination volumes continue to grow, as shown in our updated 2025 data visualizations (see QR code). Committed to transparency, we freely share examination statistics to highlight our rigorous credentialing process and dedication to laboratory professionals, patient care, and quality data.

Learn more about ASCP BOC credential and examination volumes.

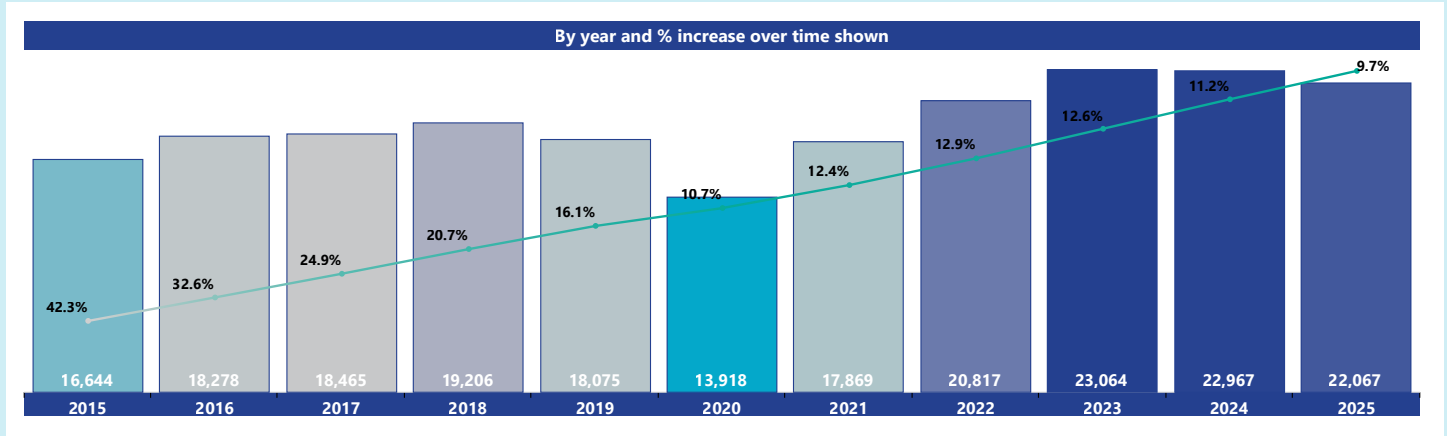


Credentials attained & credential holder volumes, 2025 (volumes as of 12/31/2025)

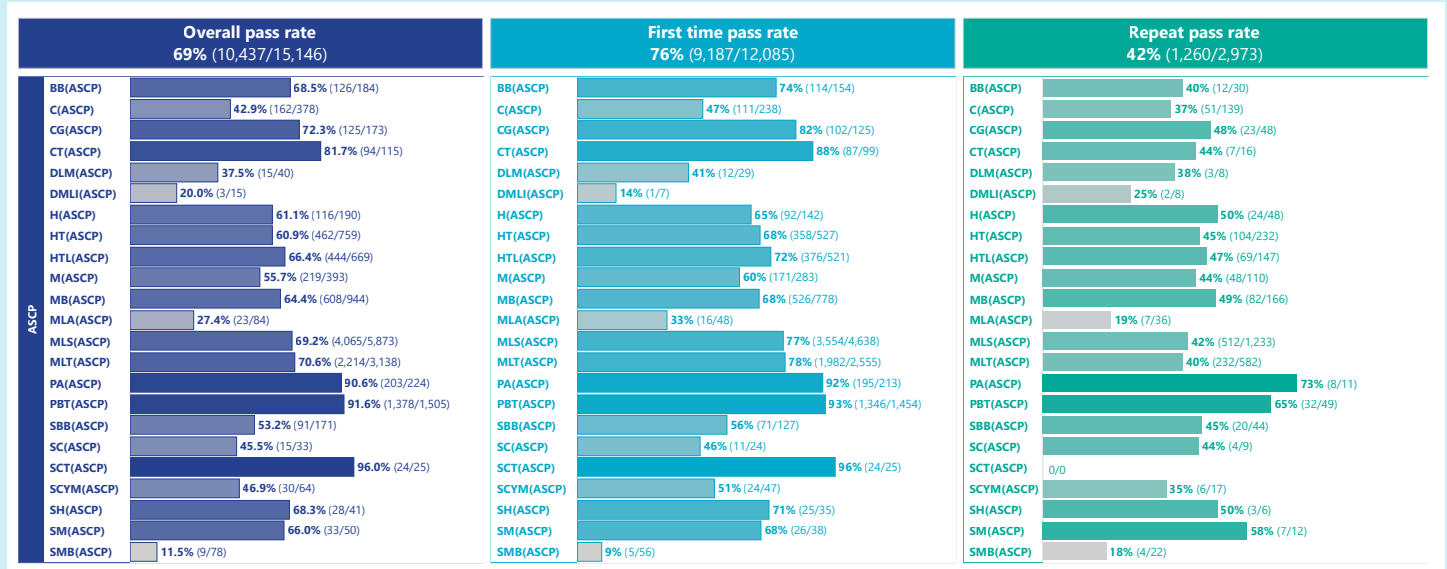
Total credentials attained		ASCP		ASCPi		Qualifications	
ASCP	620,242	MLS(ASCP)	293,057	MLS(ASCPi)	28,498	QIHC	2,071
ASCPi	33,205	MLT(ASCP)	114,407	MLT(ASCPi)	968	QIA	289
		PBT(ASCP)	74,830	MB(ASCPi)	698		
Qualifications	2,908	HT(ASCP)	28,458	PBT(ASCPi)	586	QLS	200
		CT(ASCP)	16,896	M(ASCPi)	440		
Total	656,355	MB(ASCP)	9,172	HTL(ASCPi)	354	QBRS	112
		M(ASCP)	7,831	C(ASCPi)	287		
Total credential holders		HTL(ASCP)	7,158	H(ASCPi)	280	Legacy	236
ASCP	573,114	SBB(ASCP)	6,437	BB(ASCPi)	178		
ASCPi	32,228	C(ASCP)	6,329	SM(ASCPi)	152	Total	2,908
		CG(ASCP)	5,220	SH(ASCPi)	122		
Qualifications	2,858	H(ASCP)	4,405	SC(ASCPi)	114		
		BB(ASCP)	4,022	CTgyn(ASCPi)	111		
Total	608,200	SM(ASCP)	3,500	CG(ASCPi)	99		
		PA(ASCP)	3,645	HT(ASCPi)	83		
		SH(ASCP)	2,966	SCYM(ASCPi)	60		
		SC(ASCP)	1,951	CT(ASCPi)	60		
		DLM(ASCP)	1,209	CLM(ASCPi)	51		
		SCYM(ASCP)	1,149	SBB(ASCPi)	46		
		SCT(ASCP)	836	SMB(ASCPi)	16		
		MLA(ASCP)	302	SCT(ASCPi)	2		
		SMB(ASCP)	47				
		DMLI(ASCP)	4				
		Legacy	26,411				
		Total	620,242	Total	33,205		

Total credentials attained includes legacy credentials: AT(ASCP), CLA(ASCP), DPT(ASCP), HP(ASCP), I(ASCP), LA(ASCP), NM(ASCP), SI(ASCP), SLS(ASCP), SV(ASCP), QDP, QLC, QLI and QLO.

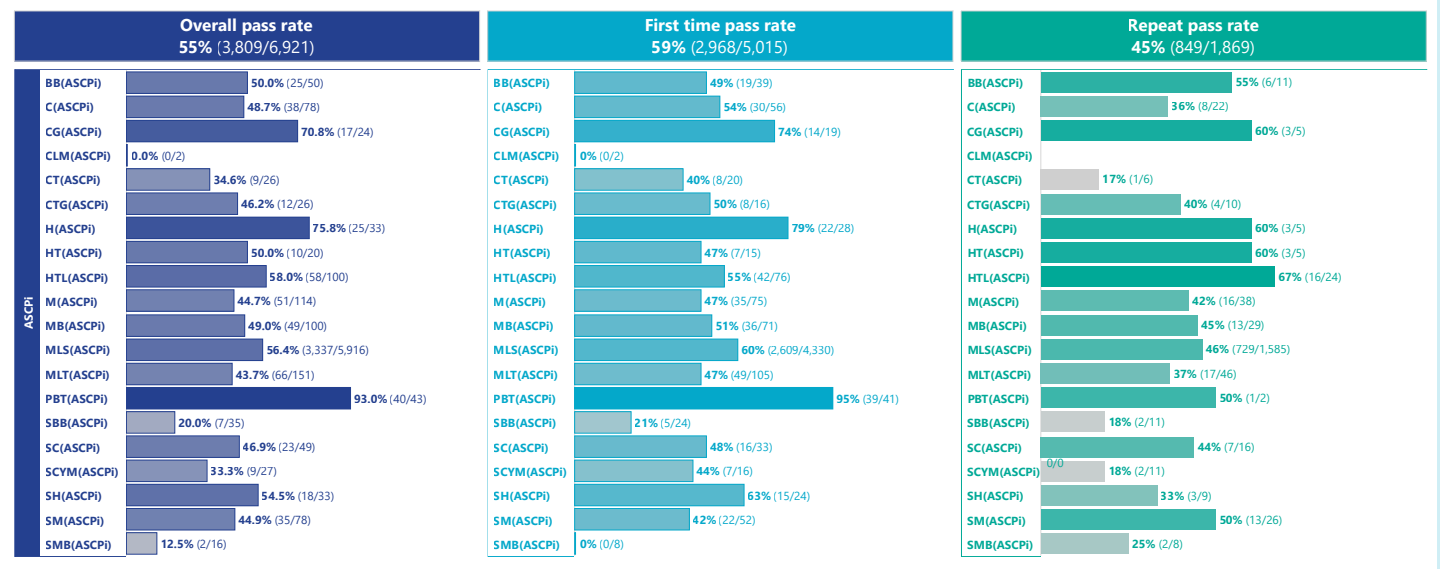
ASCP examination & examinee volumes (as of December 31, 2025)



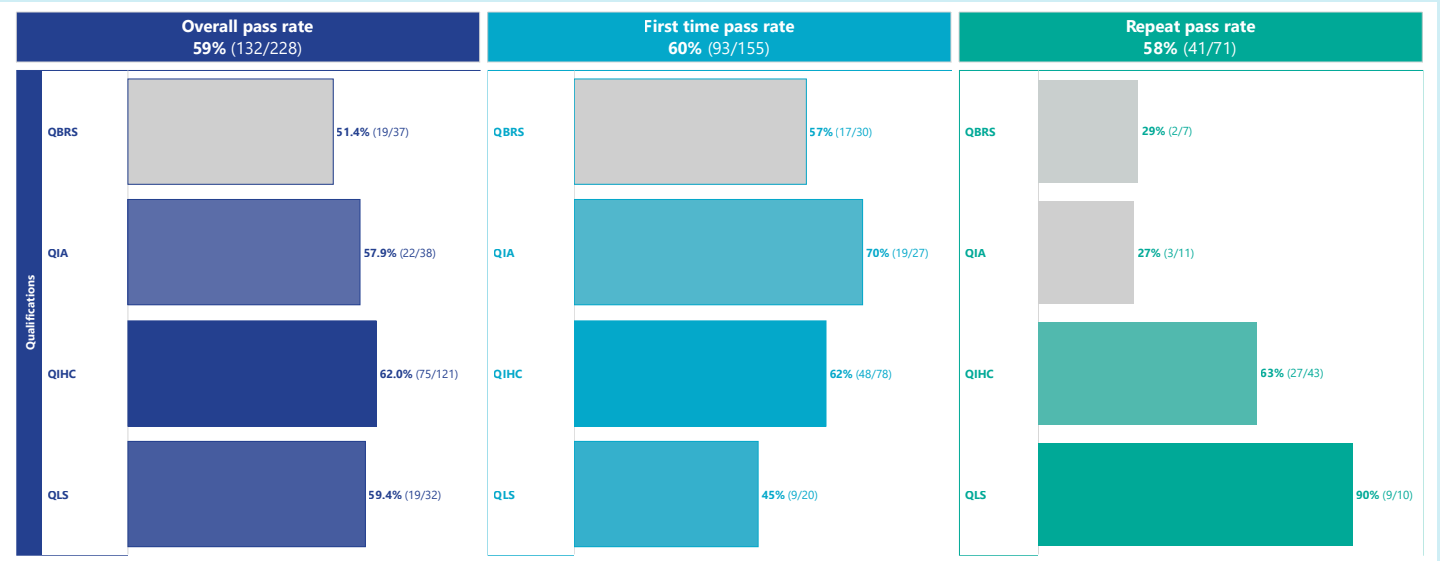
ASCP examination pass rates (date range: 1/5/2025 to 12/31/2025)



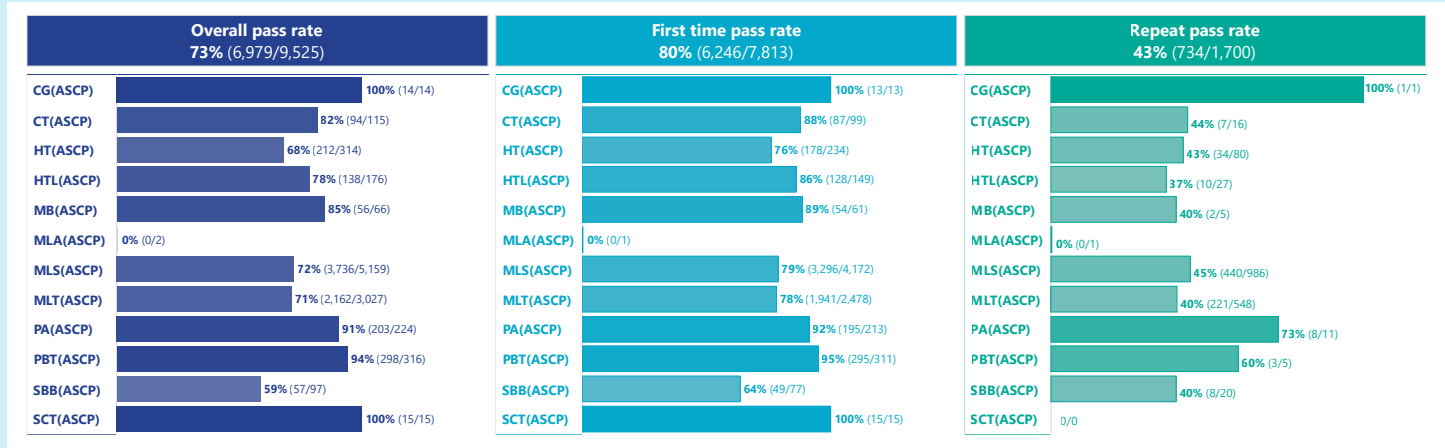
ASCPⁱ examination pass rates (date range: 1/5/2025 to 12/31/2025)



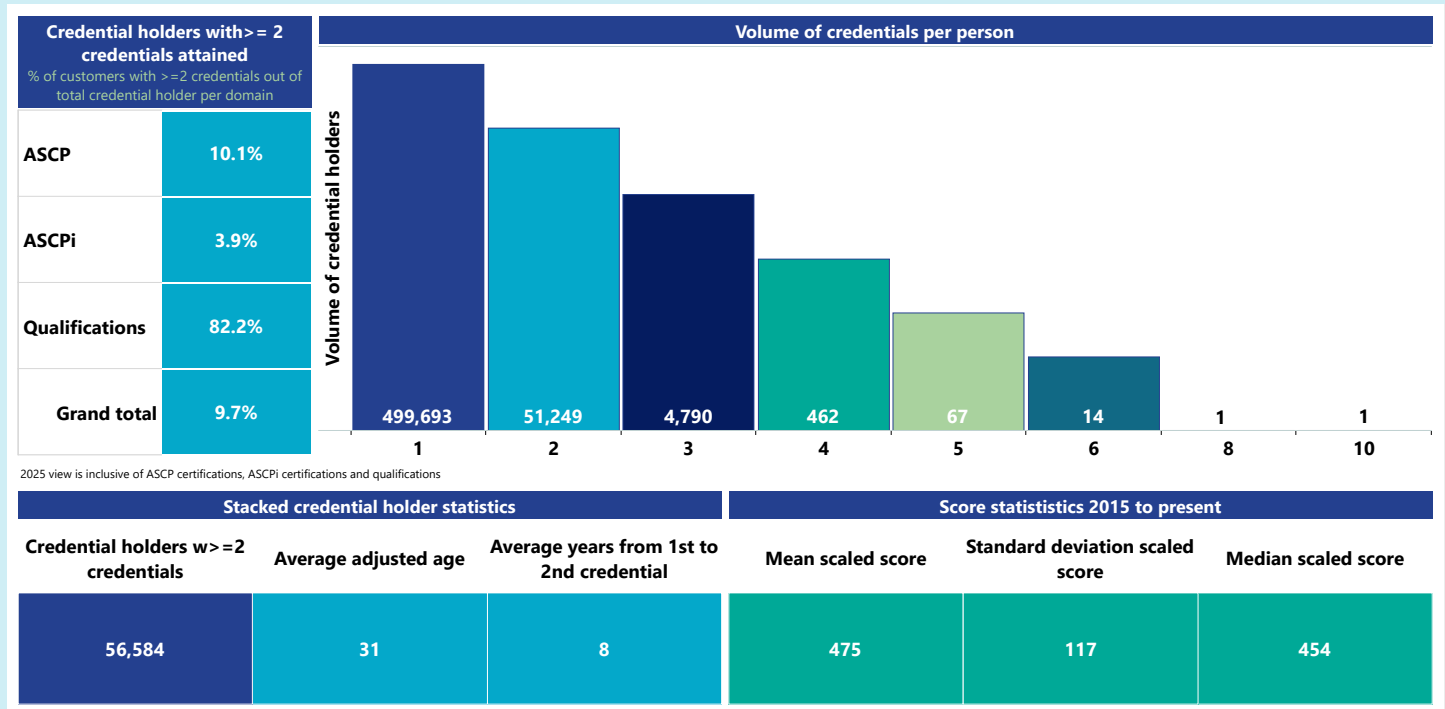
Qualification examination pass rates (date range: 1/5/2025 to 12/31/2025)



Accredited program - ASCP examination pass rates (date range: 1/5/2025 to 12/31/2025)



Stacked credential holders, 2025





CMP & CREDENTIAL VERIFICATION

ASCP BOC Digital Badging

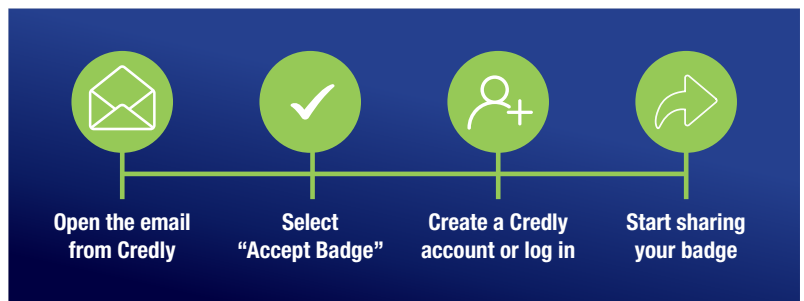
Digital badging offers a secure, modern way to showcase your earned ASCP BOC credential with clarity and confidence. Your official **ASCP BOC digital badge, issued through Credly**, provides real-time, verifiable evidence of your ASCP BOC credential. It's designed to elevate your professional visibility while reinforcing the credibility of your credential across platforms where you showcase your accomplishments.

With your ASCP BOC digital badge, you can:

- Display your verified credential online or in your email signature.
- Share it on LinkedIn, your résumé, or your professional website.
- Enable employers and peers to confirm your credential with a single click.

ASCP BOC digital badging through Credly safeguards essential details of your earned credential such as issue date and status, and offers a trusted, seamless experience for presenting your professional accomplishment.

Starting in early 2026, the ASCP BOC plans to automatically issue digital badges through Credly for all new credentials earned. Anyone who earned a credential prior to January 1, 2026 will receive a digital badge when they successfully complete their CMP. Existing credential holders interested in a digital badge outside of an upcoming CMP renewal can purchase a digital badge for \$25.



If interested in purchasing a digital badge for your existing ASCP BOC credential prior to CMP renewal, you can do so on our [website](#).



PROFESSIONAL PARTNERS ENGAGEMENT

Connecting with credential holders at exhibits and events

Executive leadership visits

Arizona State Public Health Laboratory visit focuses on ASCP BOC's commitment to public health laboratory professionals

ASCP BOC Executive Director, **Amy Spiczka, DHSc, MS, HTL(ASCP)^{CM}, SCT^{CM}, MB^{CM}, CPHQ**, visited the Arizona State Public Health Laboratory (AZ SPHL) on February 4, 2025. She toured the facility and met with laboratory leaders to discuss opportunities for collaboration. The visit provided a valuable opportunity to strengthen connections, explore shared priorities, and identify innovative ways to support the public health laboratory workforce. We are grateful for the introduction that helped spark this meaningful engagement and look forward to continued partnership.

Pima Engagement at Pima Community College strengthens education and workforce connections

In May 2025, Pima Community College in Tucson, Arizona, welcomed ASCP BOC Executive Director Dr. Amy Spiczka for an on-site visit highlighting the critical connection between laboratory education and credentialing.

During the visit, Dr. Spiczka engaged with program leadership, faculty, and students to discuss the value of ASCP BOC credentials in supporting career pathways, professional growth, and expert patient care. The visit provided an opportunity to better understand the program's approach to preparing future laboratory professionals and to reinforce the role of credentialing in advancing workforce sustainability.

HOSA Future Healthcare Professionals

As the ASCP BOC directs attention to younger aspiring laboratory professionals, we attended HOSA Future Healthcare Professionals at the International Leadership Conference (ILC). The ASCP BOC team meet with many students and young adults to talk about the laboratory profession: teaching them how to get started in their careers and how ASCP BOC credentials impact professional development opportunities and patient care. We anticipate great relationships and impressions from this event in the coming years.

Our team was able to meet with young professionals like 16-year-old, Isak Schmidley, **MLS(ASCP)^{CM}**, one of the youngest individuals to receive a laboratory professional credential. Read more about Isak Schmidley's story [here](#).



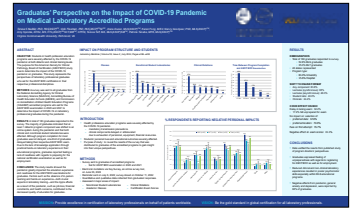
Dr. Amy Spiczka (left) & Kathryn Wangsness, MHA, Deputy Bureau Chief, Arizona State Public Health Laboratory (right).





CLEC hosted by ASCLS

The Clinical Laboratory Educators’ Conference (CLEC) was held March 6-8, 2025, in Atlanta, GA. The ASCP BOC provided a virtual ASCP BOC Update and hosted an exhibit booth at the event. The ASCP BOC also was represented in a poster session presenting “Graduates’ Perspective on the Impact of COVID-19 Pandemic on Medical Laboratory Accredited Programs.” The poster was submitted by the ASCP BOC Research and Development Committee following the 2023 publication of [“Impact of COVID-19 pandemic on accredited programs and graduates who sat for the American Society for Clinical Pathology–Board of Certification Examination: Program Directors’ Perspective.”](#) The ASCP BOC Executive Director, Amy Spiczka, DHS, MS, HTL(ASCP) ^{CM}SCT^{CM}, MB^{CM}, CPHQ and ASCP BOC Director of Operations, Kristin Blake, MA, answered questions and discussed the value of credentialing with educators and program directors.

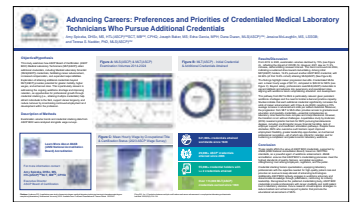


Graduates’ Perspective on the Impact of COVID-19 Pandemic on Medical Laboratory Accredited Programs, CLEC 2025.



JAM

In June the ASCP BOC showcased a poster titled Advancing Careers: Preferences and Priorities of Credentialed Medical Laboratory Technicians Who Pursue Additional Credentials at the American Society for Clinical Laboratory Science (ASCLS), Association of Genetic Technologists (AGT), and Society of American Federal Medical Laboratory Scientists (SAFMLS) at Joint Annual Meeting (JAM), June 2025.



Advancing Careers: Preferences and Priorities of Credentialed Medical Laboratory Technicians Who Pursue Additional Credentials, JAM 2025.

The poster explores how MLT(ASCP) professionals pursue additional credentials, most commonly MLS(ASCP), to achieve career advancement, increased compensation, and expanded responsibilities. Findings show strong interest in credential stacking despite systemic barriers, reinforcing the value of ASCP BOC credentials as a pathway for professional mobility, retention, and workforce stabilization.



NCHSE

At the National Consortium for Health Science Education (NCHSE), ASCP BOC shared insights on how credentialing strengthens the healthcare workforce by helping students and educators understand credentialing pathways, cost considerations, and workforce readiness.

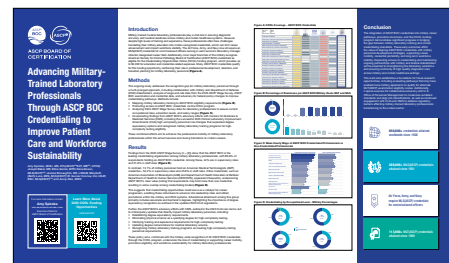
The Director of Engagement & Experience, Zoë Baker, MS, and Senior Director of Scientific Engagement & Research, Edna Garcia, MPH, shared how ASCP BOC supports students and educators through research-driven strategies that expand access to healthcare careers and strengthen workforce readiness. The presentation draws from ASCP BOC research on education and career transitions, showcasing how ASCP BOC credentials make healthcare careers more accessible and sustainable for future professionals.



Military recognition of ASCP BOC Value evidenced at the ASCP Annual Meeting

For the first time, the ASCP BOC partnered with the military, focusing on research delivered as a poster presentation at the 2025 ASCP Annual Meeting. The poster, “Advancing Military-trained laboratory professionals through ASCP BOC credentialing to improve patient care and workforce sustainability,” was selected as a blue-ribbon finalist in the Healthcare Equity Science Category.

The Air Force, Army, and Navy now all require an MLS(ASCP) credential for commissioned officers serving in each service’s laboratory manager/director designated career field. Ongoing engagement with the Department of Defense continues as the ASCP BOC team aims to elevate credentialing value for the military’s laboratory workforces through job descriptions, clinical access, and upward career trajectory.



Advancing Military-trained laboratory professionals through ASCP BOC credentialing to improve patient care and workforce sustainability, ASCP Annual Meeting 2025.

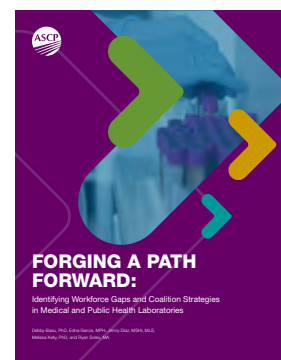
FAST FACT

ASCP BOC has an online archive of its past research. Scan the QR code to learn more.



ASCP BOC as key contributor to MPHLW Coalition Needs Assessment Survey

As a contributor of the Medical and Public Health Laboratory Workforce Coalition, and in conjunction with a study conducted by the ASCP through a cooperative agreement from the Centers for Disease Control and Prevention (CDC), the ASCP BOC contributed to a survey assessing progress made toward the nine key laboratory workforce recommendations outlined in the ASCP Blueprint for Action. Data from this survey was published in a report titled, “**Forging a Path Forward: Identifying Workforce Gaps and Coalition Strategies in Medical and Public Health Laboratories.**” In doing so, the Coalition identified 6 new laboratory workforce needs including, but not limited to, the need for higher-level advocacy for structured and unified laboratory professional nomenclature on a national level. This need builds on the foundational work that the ASCP BOC, working closely with ASCLS and other key partners, has driven in the space of advocacy for the laboratory profession.



ASCP BOC strengthens its voice in the 2025 Building Bridges Series

In 2025, the ASCP *Building Bridges Across the Laboratory Community* webinar series again spotlighted the diverse and evolving pathways within the laboratory profession. In its third year, the series continued to elevate the visibility of laboratory careers, foster workforce retention, and cultivate community through collaborative dialogue. In 2025, the ASCP BOC demonstrated a strong and meaningful presence across sessions, highlighting executive leadership, global credentialing pathways, and the critical intersection between international laboratory professionals and the U.S. workforce.



Amy Spiczka

Executive leadership: elevating credentialing's impact

The **inaugural session** of the 2025 series, focused on executive leadership across laboratories and healthcare systems, drew more than 327 attendees and set the tone for a dynamic year of engagement.

Representing the ASCP BOC, Amy Spiczka, DHS, MS, HTL(ASCP)^{CM}, SCT^{CM}, MB, CPHQ, Executive Director, shared powerful insights into how credentialing advances patient outcomes, strengthens operational excellence, and elevates professional visibility. Her presentation emphasized the science of leadership, the importance of transparency and trust, and the responsibility of credentialing bodies to nurture talent and affirm professional value.

Dr. Spiczka underscored that credentialing is not simply about the credentials themselves, it is about optimizing patient experiences, advancing workforce excellence, and ensuring quality across systems of care. Her message reinforced the ASCP BOC's enduring commitment to excellence under global standards and its role in shaping leaders across the laboratory profession.



Rex Famitangco

Global pathways: international laboratory scientists in the U.S.

In the webinar series finale, titled **"International Laboratory Scientists in the U.S.,"** the ASCP BOC again played a central role.

Zoë Baker, MS, ASCP BOC Director of Engagement & Experience, helped moderate a timely discussion focused on navigating international career transitions into the U.S. laboratory workforce. The session provided practical guidance on credential evaluation, credential requirements such as MLS(ASCP), visa pathways (including H-1B and EB-3), and state licensure considerations.

ASCP BOC Board of Governors Member Rex Famitangco, MSc, MASCP, MLS(ASCP)^{CM} QLC^{CM}, IFBA PC, RBP(ABSA), Laboratory Administrative Director at Morrill County Community Hospital, offered a compelling perspective rooted in lived experience. Rex detailed pathways for foreign medical laboratory professionals seeking employment in the U.S., emphasizing early planning, credentialing readiness, employer sponsorship, and patience in navigating federal immigration processes.

ASCP Building Bridges series finale "International Laboratory Scientists in the U.S." attendee demographics and knowledge gain

No. of Attendees ○ 30 ○ 100 ○ 300

668

Live Attendees

450+

Attendees stayed on the call for 2 hours



98%

of the evaluation respondents learned something new from the webinar

85%

of the evaluation respondents acknowledged that the webinar introduced them to new career opportunities for laboratory professionals

48%

of attendees were not based in the U.S.

ASCP BOC BOARD OF GOVERNORS

The BOG met April 11 - 12, 2025 in Fort McDowell, AZ and November 21 - 22, 2025 in Atlanta, GA

Who are the ASCP BOC Board of Governors (BOG)?

The BOG has the care, control, and custody of all credentialing activities for the ASCP BOC. The BOG fosters relationships with interested organizations and serves as the strategic body that provides guidance gained through consensus about the future direction of the organization.



2025-2026 BOC Board of Governors



BOG at April 2025 outing

New member

Coco O'Shaughnessy, MSW, PEL, joined the BOG this fall, as the new Public Member. The Public Member prioritizes the patients' interest over all else. They represent the "voice of the consumer" in board discussion and decision-making."



Coco O'Shaughnessy, MSW, PEL, Board of Governors Public Member

Volunteers are vital to ASCP BOC's mission of ensuring qualified laboratory professionals and quality patient care. Scan the QR code to learn more about becoming an ASCP BOC volunteer



Examination Committees and Work Groups

The ASCP BOC Examination Committee's and Work Groups met this year, either virtually or in-person, to discuss credential examinations and content. The social media accounts highlighted the work of the examination committees and work groups, which included a review of examination content, content guidelines and / or topic outlines, eligibility requirements, and reading lists.

Learn more about examination committees and work groups [here](#).



Lisa Shave, MS, MLS(ASCP)™SBB™, PBT™ Chair of the Joint Generalist and Blood Banking Examination Committee



Dr. David Daniel, a Clinical Fellow in the Department of Transfusion Medicine and Center for Cellular Engineering at the National Institutes of Health (NIH) Clinical Center



Seeking volunteers

The important work of the ASCP BOC can only be accomplished through the dedication and hard work of its valued volunteers. The ASCP BOC has more than a dozen examination committees and work groups that are comprised entirely of volunteers from a variety of laboratory specialties, areas of expertise, professional roles, and facilities of all types and sizes. These groups are responsible for the development and review of examination questions, as well as setting the standards for examinations and performing practice analyses. They are also responsible for reviewing examination eligibility requirements, examination content guidelines, and suggested reading lists for examination preparation.

To learn more about examination committee and work group vacancies and to submit a volunteer application, visit the [website](#).



If you would like to volunteer but live outside of the United States or Canada, international volunteer opportunities are available. More information about international volunteer opportunities can be found [here](#).





ASCP BOC Distinguished Service Award recipients (DSA)

Thomas (Tom) Alexander, PhD, D(ABMLI)

Susan Graham, MS, MLS(ASCP)SH^{CM}

ASCP BOC BOG Service Award recipients

Jessica Back, PhD, SCYM(ASCP)^{CM}

Kjerstin Buboltz, PA(ASCP)^{CM}

J.R. Constance, MLS(ASCP)^{CM}

Kathleen Finnegan, MS, MASCP, MLS(ASCP)SH^{CM}

Paul Mann, PhD, MLS(ASCP)^{CM}MB^{CM}

Walter Oliveira, MASCP, MLS(ASCP)^{CM}SI

Award recipient

Board of Governors (BOG) Alumni

Thomas (Tom) Alexander, PhD, D(ABMLI)

was honored with the 2025 Summa Health Community Leadership Faculty Award.



Safe and ethical artificial and augmented intelligence (AI)

The ASCP BOC has established an AI Policy to guide its operations and ensure alignment with evolving technologies while upholding ethical standards, regulatory compliance, and professional integrity. This policy prohibits the use of AI in the creation of ASCP BOC examination content and outlines safeguards to mitigate associated risks, including:

- The potential for factual inaccuracies, bias, or fabricated information in AI-generated content
- Uncertainty around copyright protections for content created solely by AI
- Risks of exposing proprietary information when using AI platforms
- And the need to navigate rapidly evolving legal and regulatory landscapes

This reflects the ASCP BOC's commitment to staying informed and fostering meaningful dialogue around emerging technologies. We are excited to share it as a learning opportunity, but, again, do not endorse any specific AI tools, methods, applications, products, or services.

Important motions - ASCP BOC eligibility route and nomenclature updates

Scientist nomenclature advancement

At the BOG Fall Meeting, the BOG approved a number of changes to titles of ASCP BOC credentials from Technologist to Scientist. This is an overall move by the ASCP BOC and its federated partners to unify and advocate for laboratory professionals.

[View the full list of ASCP BOC credentials.](#)



M(ASCP) eligibility route 6

The BOG approved adding a new route for the Scientist in Microbiology - M(ASCP) credential. This new route requires a baccalaureate degree and the completion of a [National Accrediting Agency for Clinical Laboratory Sciences \(NAACLS\)](#) accredited Medical Laboratory Microbiologist (MLM) or Public Health Microbiologist (PHM) program. New routes open the possibilities for laboratory professionals.

[Learn more about M\(ASCP\) eligibility route 6.](#)



PBT(ASCP) eligibility route 2

Changes have been made to ASCP BOC's Phlebotomy Technician - PBT(ASCP) Route 2. During the Board of Governors (BOG) meeting in November of 2025, the board approved the removal of 100 clinical hours necessary for eligibility route 2; all other requirements for route 2 have stayed the same.

[See all PBT\(ASCP\) and PBT\(ASCP\) requirements, including the changes to route 2.](#)



Motions that evidence driving down barriers

Motions from the BOG continue to strengthen and elevate the ASCP BOC. These actions guide meaningful changes that enhance the laboratory profession. As the field evolves, the ASCP BOC adapts alongside it, working to reduce barriers for laboratory professionals. Building on a strong foundation, we are committed to expanding accessibility and creating more streamlined processes for the credential holders we serve.

TEAM ENGAGEMENT

Retirement / Promotions

In the past year, eight ASCP BOC colleagues have been promoted, and other colleagues have joined the ASCP BOC team. All contribute to an enhanced talent structure, intended to provide professional belonging and upward career trajectories for retention and positive outcomes.

Julie Mueller retired as Senior Director, Credentialing Services - We recognize her focused enhancements for the ASCP BOC's strategic oversight and influence. Julie is also recognized as a multi-domain, engaged leader, with her leadership spanning credentialing, credential maintenance, primary source verification, and mitigation of fraudulent activities, along with curated approaches to appeals and testing accommodations. Julie is truly a remarkable colleague and mentor, driving key innovations in the CMP process - from the development of the CMP evaluation module and online CMP process to laying the groundwork for digital badging of ASCP BOC credentials, set to launch in early 2026. After 19 years of dedicated experience, Julie retired on November 28, 2025. Her thoughtfulness and collaboration have shaped the ASCP BOC in positive, enduring ways and will be positively experienced for years to come.

Newly named Director, Credentialing Services, Debby Basu, PhD, will continue the effective leadership the ASCP BOC has experienced in Julie's footsteps. Debby joined the ASCP BOC earlier this year as Senior Manager, ASCP[®] Credentialing. Debby continues to draw on her eight years at ASCP to strengthen global outreach and elevate ASCP credentialing. In her new role as Director, Credentialing Services, she will lead strategic quality initiatives across credentialing operations, champion digital badging, and continue advancing the visibility and positive impact of ASCP BOC credentialed laboratory professionals worldwide. Debby's exceptional leadership qualities, ability to build strong partnerships, and capacity to elevate outcomes will be a great asset in her new role.



Julie's retirement party



Debby Basu

A day in my life

The “A Day in My Life” initiative enhanced team engagement, fostering a sense of community and appreciation of individual contributions. The team was able to create presentations describing their role, strengths, challenges, and unknown facts to the team. Awareness of roles and responsibilities brings another level of understanding and respect to the team. The ASCP BOC will continue to present positions to educate the team on the contributions of leaders at all levels.



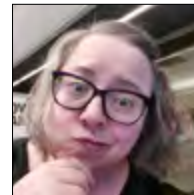
Kristin Blake



Diana Boras



Brendan Buckley



Rebecca Langguth



Robin Lewis

Kristin Blake promoted to Senior Director, ASCP BOC Operations - in Kristin’s eleven years of strategic service to the ASCP BOC, she has elevated continuous quality improvement (CQI) while transforming the experiences of our stakeholders, ranging from auto-eligibility improvements and assuring our ANAB regulatory readiness, to being a trusted colleague who advances innovation and inspires colleagues daily. Kristin Blake, MA, **ICE-CCP**, attained the Institute for Credentialing Excellence’s Certified Credentialing Professional (I.C.E.-CCP®) in May 2025. This credential highlights Kristin’s commitment to professional development, as well as her expertise in credentialing governance, operations, and assessment validation.

Diana Boras promoted to Senior Director, Examination Excellence – as a medical laboratory scientist, MLS(ASCP), Diana exemplifies analytical prowess with high-quality technical skills while thoughtfully engaging ASCP BOC volunteers. In Diana’s over thirteen years of dedicated employment, she has led all examination development phases, while also contributing to technical advancements, including the recent implementation of the ASCP BOC’s examination item bank.

Brendan Buckley promoted to Document Control Coordinator - already an integral part of the ASCP BOC team, Brendan’s dedication to building effective relationships with coworkers continues to serve all team members as he assists with optimizing ASCP BOC-controlled documents and ensuring the effective launch of the redesigned ASCP BOC website. Brendan’s experience with historic documents, document retention, and support of regulatory readiness will continue to be a great asset to the ASCP BOC.

Rebecca Langguth promoted to Specialist, ASCP[®] Credentialing – the Specialist role is intended to provide essential support and elevate CQI, while enhancing the Credentialing Services’ team member effectiveness and assuring positive outcomes for all stakeholders. Rebecca brings exceptional attributes to the Specialist position based on her years as the lead ASCP[®] credentialing evaluator. In her new role, Rebecca will assist with the optimization of workflows and developing and maintaining standard operating procedures (SOPs), while assuring the effectiveness of team training and defect reduction. Rebecca’s exceptional leadership, customer relations skills, and dedication to building effective relationships are recognized and appreciated.

Robin Lewis promoted to Senior Manager, ASCP BOC Governance - Robin’s fourteen-years of delivering “woo” to and for the organization is evidence of how she continues to exemplify excellence in all she does. Robin is a trusted steward for the ASCP BOC Board of Governors (BOG) as a highly effective and engaging colleague who works diligently to optimize BOG experiences, policies, and outcomes, all while cohesively aligning with the ASCP BOC’s operations excellence for patients and professionals. Cross-cutting projects that Robin has led include best-in-practice standardized BOG policies, enhanced newsletters, and strategic planning evidenced by tactical key performance indicators (KPIs) across federated sponsoring, partnering, and collaborating BOG organizations.



ASCP BOC Team at The Shedd Aquarium

Summer outing at The Shedd

Summer 2025, the ASCP BOC team took a trip to the [Shedd Aquarium](#) in Chicago, Illinois. The team was split into groups to find items on a scavenger hunt. From finding the hidden polar bear paw print to locating the fish that uses its tail as defense, the team learned a lot while bonding. We definitely found out who our competitive team members are!

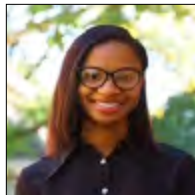
Trips and activities, such as a visit to the Shedd Aquarium, provide valuable opportunities for the ASCP BOC team to strengthen collaboration, build relationships, and engage in team-based problem-solving in ways that complement our day-to-day work.



Abby Kubatzke



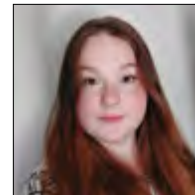
Theresa Hebler



Quiana Starling



Keara Allen



Beth Summers



Teresa Wolfe

New additions to the team

New colleagues include Abby Kubatzke, BS (Intern – Engagement & Experience (E&E)), Theresa Hebler, LSSYB, (Program Coordinator), Quiana Starling, LSSYB, (Specialist – ASCP Credentialing), Keara Allen (Evaluator - Credentialing Services), Beth Summers, BSc, MLS(ASCP)^{CM}, and Teresa Wolfe, PhD, MLS(ASCP) (Document Control Specialist).

Abby Kubatzke, BS, E&E Intern, working under our E&E director, Zoë Baker. Abby started in July by helping with committee work, internal and external communications, research, and social media. She may be helping write this exact article you are reading.

Theresa “T” Hebler, LSSYB our new program coordinator, joined the ASCP BOC this year. Her duties include working with the [Leading Laboratories](#) designation program. She assists the ASCP BOC team with coordinating meetings and crafting meeting records, standards, research projects, and all other projects. Theresa Hebler, LSSYB, received her Lean Six Sigma Yellow Belt (LSSYB) Healthcare Certificate in November 2025. Theresa specializes in process analysis, improvement, and control, and will continue to utilize that knowledge as part of her contributions to the ASCP BOC.

Quiana Starling, LSSYB, is our new Specialist in ASCP Credentialing. With Quiana’s interests in Quality (as demonstrated by her LSSYB), she works with Debby and Angie to identify areas of improvement within ASCP credential application processing, drive quality improvement initiatives, and lead training opportunities and resource development for the Credentialing Services team.

Keara Allen, a new Evaluator, Credentialing Services, has cross-cutting responsibility across the Credentialing Services team that include processing MLS(ASCP) credentialing applications for recognized and non-recognized programs, ensuring foreign transcripts are processed, and supporting complex inquiries for credential verification requests (No Match verifications). Keara also leverages her former experience as an ASCP Customer Relations (CR) team member to strengthen and streamline operations and collaboration between the ASCP BOC and the ASCP CR team toward better serving ASCP BOC customers.

Beth Summers, BSc, MLS(ASCP)^{CM} Evaluator, Credentialing Services is the team’s MLT(ASCP) and MLS(ASCP) evaluator. Beth brings unique perspective to the role of Evaluator, Credentialing services as an active MLS(ASCP)^{CM} credential holder. Her responsibilities include critically evaluating newly-received applications and supporting documentation, identifying and contextualizing application deficiencies, and updating applicant/application information as needed.

Teresa Wolfe, Ph.D., MLS(ASCP), Document Control Specialist, Contractor, serves as a resource to team members for problem-solving and decision-making regarding ASCP BOC controlled documents support and elevate continuous quality improvement. She utilizes technical writing skills to help create and maintain the ASCP BOC controlled documents (SOPs, work guides, and policies).

ENGAGEMENT & EXPERIENCE

The Engagement & Experience (E&E) team advances the ASCP BOC mission by centering its work on the professionals who hold our credentials and the patients they serve. Every initiative is designed to strengthen constituent value: supporting laboratory professionals throughout their credentialing journey while reinforcing the critical role they play in protecting patient health.

Through thoughtful use of data, digital innovation, and community connection, E&E translates the value of ASCP BOC credentials into meaningful impact. Guided by value research, Tableau dashboards, and engagement analytics, strategies are rooted in evidence to ensure resources, communications, and tools truly meet the needs of educators, credential holders, employers, and healthcare partners.

Signature efforts such as Medical Laboratory Professionals Week, Laboratory Superstars, ASCP BOC value research and outreach, and the [expanding Spanish-language community](#) elevate the voices and contributions of credential holders across diverse audiences. [Program Directors Advisory Committee \(PDAC\) Live sessions](#), enhanced video storytelling, eligibility tools, and interactive website resources are all designed to provide clarity, accessibility, and support to strengthen workforce readiness and confidence. E&E also focuses on the “live” ASCP BOC experience by designing and hosting compelling and educational experiences at live events throughout the year, such as the Association for Public Health Laboratories APHL 2025 Annual Conference and the HOSA-Future Health Professionals’ 2025 International Leadership Conference (ILC). At these events, ASCP BOC presents key research related to important laboratory focused topics, such as the joint session, “Empowering Students Through Credentialing and Financial Readiness” that the ASCP BOC conducted with ASCP at the 2025 National Consortium for Health Science Education’s (NCHSE’s) National Health Science Conference (NHSC). The session focused on how credentialing strengthens the healthcare workforce by helping students and educators understand credentialing pathways, cost considerations, and workforce readiness. For a full list of our event outreach, research, publications, and exhibits presence at events and meetings check out the [Publications & Presence section of this report](#).

At its core, Engagement & Experience exists to care for the profession, so the profession can care for patients. By connecting research to action and insight to service, ASCP BOC ensures its credentials remain not only evergreen in value, but continually growing in relevance, reach, and impact for the global laboratory community and the patients who depend on them.

Value research

The E&E team focused heavily on evaluating the ASCP BOC in the Fall of 2025. This research delved into all parts of the organization that allows us to evaluate the value we provide to our credential holders. Some of the focus areas of the research included social media, published writing, digital badges, video content, ASCP[®] opportunities, campaigns, and current website accessibility. We are returning annually to discuss the advancements within the ASCP BOC and the laboratory profession. This research was presented to the Board of Governors (BOG) at the ASCP Annual Meeting 2025.

Value section of the website

Within the new website, a section is dedicated to the value of the ASCP BOC. From advocacy, support, and resources to analytics, safeguards, and examinations, we outline the essential ways we offer value to our constituents. It is the commitment to being transparent with everyone before, during, and after resourcing or becoming credentialed through ASCP BOC. Dive deeper into the value of the ASCP BOC by viewing the new value section of the website.



Value section of the website



Program leaders live events

In 2025, PDAC started monthly live event sessions for program leaders to learn and discuss different classroom topics. These conversations are intentionally focused on identifying practical strategies that help programs succeed and ensure students are well prepared for their professional journeys.

The ASCP BOC executive director, Amy Spiczka, DHSc, MS, HTL(ASCP)^{CM}, SCT^{CM}, MB^{CM}, CPHQ, presented to the group in May 2025. This live event, “Your Voice, Our Value,” spoke to ASCP BOC’s unique and enduring value, data-driven insights and decision-making, advancing opportunities for current and next generations of laboratory leaders, professional partners’ collaboration, and ended with a live Q&A.

Other topics from 2025 included “Embracing AI in Higher Education,” “Best Practices in Student Laboratory Instruction Across the Clinical Disciplines,” and “Recruitment Innovation Strategies.” Stay tuned for the live events going on in 2026.



View the PDAC Live Events and Recording webpage



Social media campaigns

In 2025, the social media channels ran two large-scale campaigns, the Laboratory Superstar Awards and Medical Laboratory Professionals Week. Both campaigns delivered great success and increased engagement from previous years.

Laboratory Superstar Awards – October 2025 – January 2026

This year's Laboratory Superstar Awards embraced the theme *Laboratory Professionals' Choice Awards*. The campaign invited nominations to recognize laboratory professionals who demonstrate excellence in practice and meaningful contributions to the laboratory community. Nominees then filled out an application to be considered.

This year was a little different because we allowed the audience to vote on who they think should win. This allowed for engagement and interaction with our followers as well as applicants, family, and friends. The success of this campaign was reflected in the celebration of our outstanding recipients and runners-up. Social media posts from the ASCP BOC generated strong engagement and meaningful attention across our platforms.

Awards and Facebook insights

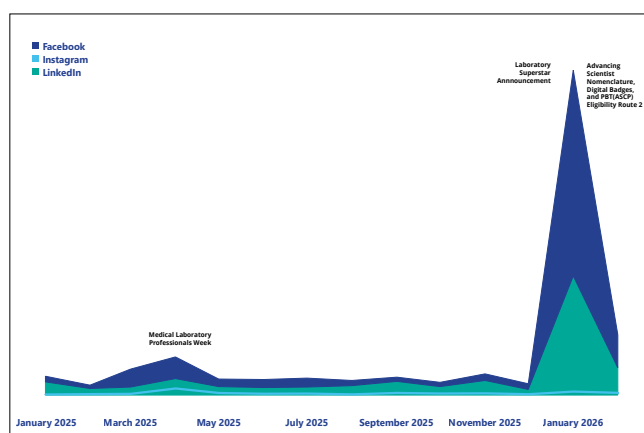
- 10 recipients and 10 runners-up
- \$1,000 donated to healthcare charities
- Recipient post – 940 likes, 72 comments, 61 shares
- Runners-up post – 32 likes, 1 comment, 1 share

Laboratory Superstar Award recipients and runners-up

We have pulled statistics from campaigns that started in 2025 (Medical Laboratory Professionals Week and Laboratory Superstar Awards). Our statistics run from January 1, 2025, to January 31, 2026, due to the Laboratory Superstar Awards being announced in January 2026. Multiple posts in January received more interaction than normal, resulting in an incredible spike in the ASCP BOC's engagement analytics for that time-frame. These posts include the Laboratory Superstar recipients and runners-up announcement, and the scientist nomenclature advancement posts.



Social media engagements





Medical Laboratory Professionals Week 2025 – April 20 – 26

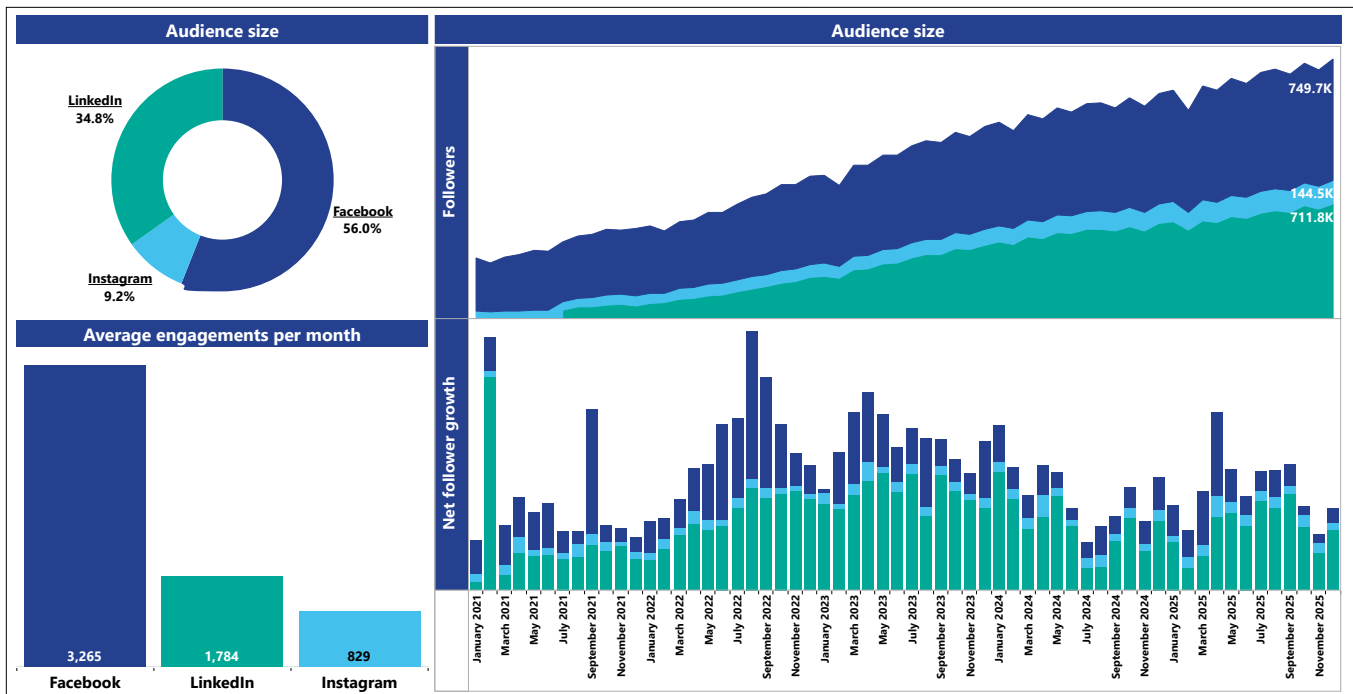
The ASCP BOC’s Medical Laboratory Professionals Week is a time to celebrate the laboratory profession. In 2025, we did this by interviewing laboratory professionals and asking questions about their career and credentials. The opportunity allowed credential holders to project their voice and story to our followers. This campaign led to enhanced social media engagement across all platforms.



Facebook insights

- 102 likes – 65 shares on initial post
- 15,000+ views on video content

Social media insights



Global impact of social media

Global impact is a goal for the ASCP BOC. One way we can be recognized globally is through social media. The ASCP BOC has a Facebook group dedicated fully to our ASCP[®] credential holders.

We understand that the ASCP BOC has a wide audience globally, with almost half of our social media audience being outside of the U.S.

ASCP[®] Facebook group

- 18.1K members
- Roughly 1,000 views on the page each month
- Built a community for suggestions and networking

ASCP BOC Facebook page

- 8,003 followers from the Philippines
- 1,218 followers from Egypt
- 841 followers from Pakistan
- 546 followers from Bangladesh

Follow the ASCP BOC on our social media accounts



ASCPBoardOfCertification



ascpboc



ascp-boc

Content expansion

The ASCP BOC knows, through its value research, that video content may be useful in connecting with audiences. We want to engage with laboratory professionals from around the globe through videos such as tutorials, meet the ASCP BOC team spotlights, and insider tips and tricks. We're building a dynamic video portfolio designed with laboratory professionals in mind.

It will be a bit of learning, experimenting, and refining along the way, but that's part of the fun. We hope you'll tune in, share your feedback, and tell us what you'd like to see next. Drop a comment, send a DM, or even join us on screen.

Contact us directly about
our content expansion plans



Exhibits and events



CLEC 2025 – March 2025, the ASCP BOC team connected with educators at the American Society for Clinical Laboratory Science (ASCLS) Clinical Laboratory Educators Conference (CLEC) 2025 in Atlanta at booth #18, discussing credentials, CMP, data insights, and the future of the medical laboratory profession. ASCP BOC's Research & Development Committee also presented a poster session titled "Graduates' Perspective on Impact of COVID-19 Pandemic on Medical Laboratory Accredited Programs."



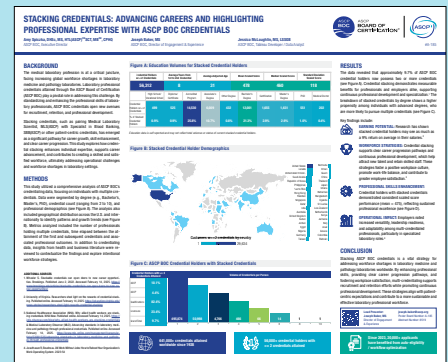
APHL 2025 – May 2025, the ASCP BOC team connected with attendees at the Association for Public Health Laboratories (APHL) 2025 Conference in Portland, OR, and shared how ASCP BOC credentials uphold high standards in public health laboratories and engaged in meaningful conversations around workforce, quality, and collaboration. The ASCP BOC also presented poster research on "Addressing Workforce Challenges in Public Health Laboratories Through ASCP BOC Credentialing."



HOSA 2025 – June 2025, the ASCP BOC team connected with students at the HOSA-Future Health Professionals' International Leadership Conference, a key early-pathway demographic for the laboratory profession, exploring careers in laboratory medicine and highlighting how ASCP BOC credentials support future opportunities in healthcare.



ASCP Annual Meeting – November 2025, the ASCP BOC engaged attendees through its exhibit presence and Global Café, sharing resources on credentialing pathways, military partnerships, and global engagement. A featured highlight was the research poster, "Advancing Military-Trained Laboratory Professionals Through ASCP BOC Credentialing to Improve Patient Care and Workforce Sustainability," underscoring how credential portability and policy alignment strengthen workforce stability across military and civilian healthcare systems, reinforcing ASCP BOC's commitment to patient-centered advocacy and the future of the laboratory profession.



ADLM – July 2025, the ASCP BOC team engaged with attendees at the 2025 Association for Diagnostics & Laboratory Medicine (ADLM) Clinical Lab Expo, one of the largest gatherings in laboratory medicine, through both an exhibit presence and a featured research poster. After connecting with professionals across the laboratory community, the team presented "Stacking Credentials: Advancing Careers and Highlighting Professional Expertise with ASCP BOC Credentials," fostering meaningful dialogue on career mobility, professional identity, and the expanding value of credential stacking within the laboratory profession.

NCHSE-NHSC – October 2025, ASCP Board of Certification (BOC) presented at the National Consortium for Health Science Education's (NCHSE's) National Health Science Conference (NHSC) where ASCP and ASCP BOC leadership shared research-driven strategies demonstrating how credentialing, financing insights, and workforce data expand student access to healthcare careers and strengthen workforce readiness. The session, titled "Investing in the Future Healthcare Workforce: Financing, Credentialing, & Career Access," reinforced ASCP and ASCP BOC's commitment to supporting educators and building sustainable pathways into the laboratory profession.

Chicago Chapter – October 2025, the ASCP BOC team participated in the ASCP Chicago Chapter sponsored Fall 2025 event, engaging attendees in discussions on credentialing, the CMP, the I AM MLS campaign, credential nomenclature alignment, and the launch of ASCP BOC digital badging through Credly. Set against a theme of reimagining the laboratory through artificial intelligence, innovation, and the future of diagnostics, the event provided meaningful opportunities for networking and dialogue on the evolving role of credentialed laboratory professionals.

ADVOCACY

Advocacy in action: advancing the laboratory profession through policy, recognition, and workforce leadership

ASCP BOC advances the laboratory profession through coordinated policy engagement, regulatory collaboration, and workforce-focused research.

By partnering with state boards, professional organizations, and federal stakeholders, the ASCP BOC works to strengthen licensure processes, modernize professional standards, and support credential portability.

Key priorities include [advancing “scientist”](#) nomenclature across credentials, developing practical resources such as the Nomenclature Toolkit, and leading national workforce studies in collaboration with partner organizations. Expanded military collaboration in 2025 further reinforced alignment between credentialing, federal systems, and career mobility.

Together, these initiatives reflect a comprehensive advocacy strategy to elevate professional recognition, strengthen workforce sustainability, and support high-quality patient care.

Florida licensure legislation

The ASCP BOC continues to monitor evolving Florida licensure legislation and regulatory updates, including considerations related to in-state laboratory training program approval, trainee permits, and the state's role in assessing the knowledge and skill of licensed laboratory personnel.

ASCP BOC opposes H-1B Visa fee

In October 2025, the ASCP BOC joined other organizations in sending a letter to Homeland Security requesting an exemption for pathologists and laboratory professionals from the \$100,000 fee on new H-1B visas. Groups are lobbying for a National Interest Exemption (NIE) for healthcare professionals, arguing that the \$100,000 fee, imposed in September 2025 is unsustainable for hospitals and may prevent effective recruitment.

Support for ODU

The ASCP BOC welcomes every opportunity to provide support to and advocate for laboratory educational programs when the opportunity presents itself. As an example, in June 2025, the ASCP BOC provided a letter of support to Old Dominion University Cytology Program.

Standardizing professional titles of laboratory professionals

A multi-part motion advanced from the Categorical Examination Committees (inclusive of Blood Banking, Chemistry, Cytogenetics, Hematology, Microbiology, and Molecular Biology) and the Histotechnology Examination Committee to the Council of Committee Chairs and to the Board of Governors who passed a number of changes to titles of ASCP BOC credentials to Scientist.

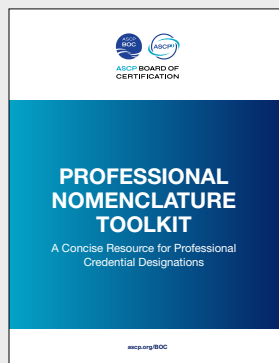
Current credentials

- Scientist in Blood Banking, BB(ASCP) and BB(ASCP')
- Scientist in Chemistry, C(ASCP) and C(ASCP')
- Scientist in Cytogenetics, CG(ASCP) and CG(ASCP')
- Scientist in Hematology, H(ASCP) and H(ASCP')
- Scientist in Microbiology, M(ASCP) and M(ASCP')
- Scientist in Molecular Biology, MB(ASCP) and MB(ASCP')
- Scientist in Histotechnology, HTL(ASCP) and HTL(ASCP')

Legacy credentials

- Scientist in Immunology, I(ASCP)
- Scientist in Nuclear Medicine, NM(ASCP)

The ASCP BOC also launched the "Unified Nomenclature Toolkit: A Quick Reference Guide for Accurate Medical Laboratory Professional Credentials." This resource with sample communications is available to all professional partners and made publicly available on the ASCP BOC's new website.



Phlebotomy venipuncture outcomes study with NAACLS

A publication assessing survey feedback from phlebotomists regarding evidence-based clinical experiences and patient outcomes is intended to help promote accurate, current phlebotomy clinical experiences with potential benchmarks for venipuncture volumes. The survey had over 890 respondents whose responses are being analyzed to identify trends and potential correlations between clinical access and venipuncture proficiency. The Board of Governors have also made changes to the PBT(ASCP) route 2 requirements to reflect classroom expectations.



Laboratory professional education and training expenses study

A collaborative working group comprised of ASCP and ASCP BOC team members developed a survey aimed at understanding the expenses of education for professionals in medical and public health laboratories, including students and program directors. This study will (1) identify deficiencies in existing student debt-reduction programs at federal and state levels to (2) advocate for better support for laboratory professionals and (3) propose solutions to address the educational and training needs of the laboratory workforce. By recognizing financial obstacles, the study will highlight the necessity of affordable education and provide insights into issues impacting career progression and job satisfaction.

Military outreach

In 2025, ASCP BOC and U.S. Military laboratory leadership advanced their collaboration from strategic dialogue to measurable action, strengthening credential portability, policy alignment, and workforce sustainability. Building on prior engagements, 2025 meetings focused on modernizing outdated Office of Personnel Management (OPM) standards, aligning General Schedule (GS)-level classifications, standardizing credential citation practices, and improving consistency across Credentialing Opportunities On-Line (COOL) funding websites. These efforts reinforced the MLS(ASCP) credential requirement for commissioned laboratory officers and expanded structured advocacy to support military-trained professionals transitioning into civilian roles.

This collaboration culminated in the presentation of a research poster titled *Advancing Military-Trained Laboratory Professionals Through ASCP BOC Credentialing to Improve Patient Care and Workforce Sustainability* at the 2025 ASCP Annual Meeting, where it was nominated for a Blue-Ribbon Award. The poster highlighted that 86.9% of surveyed military laboratory professionals hold an ASCP BOC credential and underscored the role of 22 ASCP BOC credentials recognized through the Department of Defense (DoD) COOL program. It also emphasized the impact of recent Clinical Laboratory Improvement Amendments (CLIA) updates recognizing military laboratory training and supporting high-complexity testing eligibility.

Together, these initiatives reflect a strengthened, structured partnership centered on advancing patient care, promotion eligibility, leadership development, and long-term workforce stability across military and civilian healthcare systems. By aligning credentialing pathways with federal standards and funding mechanisms, the ASCP BOC–Military collaboration in 2025 established a durable framework for sustaining diagnostic excellence and supporting the next generation of military-trained laboratory professionals.

ASCP BOC U.S. Military Programs



Advocacy letters and successes and public policy

The ASCP BOC continues to collaborate with ASCP's Center for Public Policy on advocating for laboratory professionals with groups such as Centers for Disease Control and Prevention (CDC), the Centers for Medicare & Medicaid Services (CMS), the Medical and Public Health Laboratory Workforce Coalition (MPHLWC), Journal of Allied Health, and U.S. Department of Homeland Security (DHS) on H-1B visa fees, support of programs such as Old Dominion's Cytology Master's Degree program, and other advocacy efforts. These advocacy efforts ensure that the needs, expertise, and workforce challenges of laboratory professionals remain visible to policymakers and institutional leaders, helping advance meaningful progress for the profession.

National Society for Histotechnology (NSH)

Through ongoing collaboration with National Society for Histotechnology (NSH), the ASCP Board of Certification advanced an important nomenclature update to better reflect the scientific expertise and professional impact of histotechnology practitioners. As a result of this partnership and shared advocacy, the Histotechnologist (HTL) credential has been renamed **Scientist in Histotechnology**, while proudly retaining the HTL acronym—HTL(ASCP).

This update reinforces the profession's scientific foundation, aligns with broader workforce recognition efforts, and elevates the visibility of histotechnology professionals within the healthcare ecosystem. In tandem with the nomenclature change, the ASCP BOC also announced its transition to digital credentialing, enhancing portability, verification, and professional recognition.



Watch the fun announcement video highlighting the evolution from HTL – Histotechnologist to HTL – Scientist in Histotechnology, HTL(ASCP)



Supportive infographics, resources

The ASCP BOC's Value of Certification Task Force, in partnership with their Career Development Workgroup, is working closely with the ASCP Workforce Steering Committee to create resources such as [**“Where Can Medical Laboratory Science Take You?”**](#) to provide recruitment materials for emerging scientists (in middle- and high school), as well as to resource STEM educators and school guidance counselors.

ASCPⁱ ADVOCACY

Expanding global recognition: ASCPⁱ advocacy in key regions

Clarifying ASCP & ASCPⁱ credentials

The ASCP BOC is an independent credentialing body committed to advancing the laboratory profession equitably while upholding the highest standards of quality and patient safety in laboratory medicine and pathology. To support global recognition and professional growth of laboratory professionals, the ASCP BOC offers both ASCP and ASCPⁱ credentials. A common misconception is that ASCP represents U.S. credential, and ASCPⁱ represents international credential. In reality, all credentials uphold rigorous standards and differ only in eligibility requirements. Furthermore, both ASCP and ASCPⁱ examinations utilize the same credential category examination question pool to database. For more details, including tools to suggest potential credentialing pathways, visit the [Understanding the Similarities and Differences Between ASCP & ASCPⁱ Certification webpage](#).



Art by Jennifer Young, CT(ASCP)SM, Director, International Partnerships.



ASCP or ASCPⁱ?

ASCPⁱ future forward

In August 2025, the ASCP BOC team convened for a strategic workshop focused on strengthening the future of ASCPⁱ credentialing. Through collaborative engagement, the team refined internal procedures and enhanced the clarity and accessibility of information available on the ASCP BOC website. A newly introduced ASCP / ASCPⁱ Quiz now offers individuals tailored guidance on potential credentialing pathways based on their education, training, and laboratory experience. The team will continue advancing process improvements as best practices are further developed and implemented across ASCPⁱ operations.

Take the ASCP or ASCPⁱ Quiz





WHX Labs, Dubai (Formerly Medlab Middle East) and key regional meetings

Jennifer Young, CT(ASCP)^{CM}, ASCP BOC Director of International Partnerships, represented ASCP BOC at the 2025 Medlab Middle East conference in Dubai, United Arab Emirates (UAE). Serving as an invited contributor during the Global Laboratory Leaders Forum, she highlighted the excellence of ASCP BOC credentialing, engaged with colleagues at the Gulf Cooperation Council (GCC) Laboratory Leaders Forum, and reconnected with Advisory Board leaders across the region.

Following the conference, Jennifer Young conducted a series of strategic meetings in the UAE, providing detailed presentations on the value and processes of ASCP BOC credentialing to program directors at Liwa University (formerly known as Liwa College) and the Higher Colleges of Technology (HCT) in Abu Dhabi. ASCP BOC extends appreciation to Advisory Board members Dr. Mohammad Jamali and Dr. Rana Nabulsi for facilitating these valuable engagements.

Jennifer Young next traveled to Qatar, where she met with Professor Marawan Abu-Madi, PhD, MLS(ASCP), program director of the NACCLS-accredited Medical Laboratory Science program at Qatar University. With his support, ASCP BOC aims to reestablish the Advisory Board in Qatar as credentialing efforts continue to expand across the region.

ASCP Annual Meeting: focus on global growth

At the ASCP Annual Meeting, the ASCP BOC showcased its expanding global impact through a virtual panel presentation, thematic roundtables, and the Global Café.

The virtual panel brought together leaders from ASCP BOC International Advisory Boards and ASCP advocacy. Matthew Schulze, Senior Director of ASCP's Center for Public Policy, outlined key advocacy efforts related to immigration issues affecting the laboratory workforce. He was joined by Tedla M. Kelecha, MS, MLS(ASCP)^{CM}, Chair of the ASCP BOC Ethiopia Advisory Board, and Maher A. Sughayer, MD, FCAP, Chair of the ASCP BOC Jordan Advisory Board. Together, they provided regional perspectives on the evolving landscape of laboratory medicine and the growing global significance of ASCP BOC credentialing.

Attendees also participated in facilitated roundtable discussions examining global credentialing, workforce mobility, and international partnerships. These sessions were led by members of the ASCP BOC International Credentialing Committee and International Advisory Board Chairs from India and Ethiopia.

Now in its fourth year, the Global Café offers a welcoming space for attendees to network, explore ASCP BOC's international initiatives, and engage with global representatives. The Café highlighted worldwide contributions to credentialing excellence and provided access to resources supporting ASCP BOC's mission.



Global roundtable discussion, ASCP Annual Meeting 2025.

Advisory Board connections

In February, ASCP BOC welcomed Satoshi Morito, HTL(ASCP)^{CM}, CT(ASCP)^{CM}, of Rakuwakai Otowa Hospital (Kyoto), and Kaori Watanabe of the National Cancer Center Hospital (Tokyo) to the Chicago headquarters. Their visit was part of a collaborative program between ASCP BOC, the Japanese Association of Medical Technologists (JAMT), and Loyola University Medical Center (LUMC), enabling ASCP/ASCP^I-certified or eligible Japanese laboratory professionals to participate in a week-long internship in the U.S.



Visit to Chicago Headquarters.

In August, ASCP BOC hosted Man Mohan Dass, All India Medical Laboratory Technologists Association (AIMLTA) President, at ASCP headquarters to discuss strategies to advance credentialing efforts in India.

During Hispanic and Latinx Heritage Month (September 15–October 15), ASCP BOC celebrated the contributions of Latin American laboratory professionals through a visibility campaign featuring Spanish-language content and **Critical Values** interviews with Advisory Board Chairs from Peru, Chile, and Ecuador. The initiative emphasized the importance of diversity, linguistic inclusion, and global partnership in advancing laboratory medicine.

In September, Advisory Board Chair Lumar Alves, MLS(ASCP)^I^{CM}SM^{ICM}, expanded outreach by mentoring more than 100 professionals from Brazil and beyond in pursuing ASCP BOC credentials. He represented ASCP BOC at major national events—including IMEX 2025 in Vitória, the XI International Meeting of Biology, Biotechnology, and Health Sciences in Rio de Janeiro, and the SBPC/ML Conference—presenting on global healthcare workforce challenges and opportunities.

In October, ASCP BOC met with Advisory Board Chair Kedesha Callender to re-engage advisory members, enhance coordination, and promote outreach to pre-university students through local laboratory networks.

Advisory Board Chairs' meeting

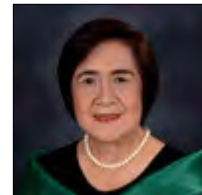
In September 2025, ASCP BOC hosted an Advisory Board re-engagement meeting attended by fifteen Advisory Board Chairs from around the world. Participants received updates on ASCP and ASCP BOC contributions, explored new opportunities for volunteer engagement, and shared insights on regional priorities. Beginning in 2026, International Credentialing Committee volunteers will join regional Advisory Board Chair meetings to further strengthen communication and collaboration.

Meet the ASCP BOC Advisory Boards

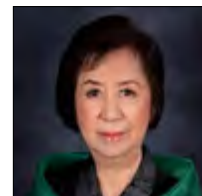


Celebrating service

ASCP BOC extends its appreciation to Advisory Board members for their dedication and long-standing service and wishes them continued success in their professional journeys.



*Marian C. Mariano-Tantingco,
RMT(PCR), MLS(ASCP)
Philippines*



*Agnes B. Medenilla,
MS, RMT(PCR), MLS (ASCP)
Philippines*



*Mark Love Yulores,
MBA, RMT(PCR)
Philippines*



*Saroj Waikar,
MCE, MD, MBBS
Singapore*



It has been one of the greatest honors of my professional life to serve as a member of the ASCP BOC – Philippine Advisory Board since 2016. Over these years, I have been privileged and thrilled to witness the growth of the organization... I am grateful to be a part of how ASCP BOC credential holders were able to enhance their professional careers and who, like me, embark into interesting careers both here in the Philippines and abroad. I send through you my sincerest gratitude for recognizing our humble achievement as advocates of the ASCPⁱ credential. As I retire, I shall keep in my heart the memories of the days when we started promoting the credential, and the testimonies through the years, how it has helped uplift many of our professionals practicing both abroad and in the Philippines.

Marian C. Mariano- Tangingco



I would like to take a moment to express my sincere gratitude for the incredible opportunity to grow and learn professionally during my long-term service as a member of the ASCP BOC Philippines Advisory Board. It has been a rewarding journey, allowing me to contribute to our collective mission and witness the positive impact we have made in the industry.

As I sign off to make way for the next generation of young professionals, I am filled with hope and excitement for their journey. I am confident that they will bring fresh perspectives and renewed dedication to serve ... and continue the legacy of excellence we have built together.

Thank you once again for the support, guidance, and camaraderie throughout my tenure. I look forward to seeing the continued progress and success of our organization. Mabuhay ASCP!

Mark Love Deverala Yulores

PUBLICATIONS & PRESENCE

Showcasing ASCP BOC's Impact: Publications and Presentations

View posters and research on the ASCP BOC website.



Navigating a Change in Minimum Award: From Education and Standards to CLIA Recognition

Commission on Accreditation of Allied Health Education Programs (CAAHEP) | February 2025

Building Bridges: Executive Leadership

ASCP and Center for Disease Control (CDC) Webinar | February 2025

Graduates' Perspective on Impact of COVID-19 Pandemic on Medical Laboratory Accredited Programs

R&D Poster at America Society for Clinical Laboratory Science (ASCLS) Clinical Laboratory Educators Conference (CLEC) | February 2025

ASCLS Clinical Laboratory Educators Conference (CLEC)

ASCP BOC Exhibit Experience | February 2025

Executive Leadership Visit

Arizona State Public Health Laboratory | February 2025

Laboratory Accreditation & Credentialing Showcase: ASCP BOC & NAACLS

ASCP KnowledgeLab | April 2025

Innovation in Laboratory Professional Education Programs

Program Directors Panel Session ASCP KnowledgeLab | April 2025

Addressing Workforce Challenges in Public Health Laboratories Through ASCP BOC Credentialing

Poster Presentation at Association for Public Health Laboratories (APHL) Annual Conference | May 2025

Executive Leadership Visit

Pima Community College MLT & PBT Focus | May 2025

Your Voice, Our Value ASCP BOC Credentialing

Live Series Webinar and Q&A with ASCP BOC Executive Director - Program Directors and Educators Facebook Group | May 2025

Advancing Careers: Preferences and Priorities of Credentialed Medical Laboratory Technicians Who Pursue Additional Credentials

Poster Presentation at ASCLS, Association of Genetic Technologists (AGT) and Society of American Federal Medical Laboratory Scientists (SAFMLS), Joint Annual Meeting (JAM) | June 2025

HOSA-Future Health Professionals International Leadership Conference

Exhibit Experience | June 2025

Value of ASCP BOC MLS & MLT Credentials

Letter to the Editor - *Journal of Allied Health*, Summer 2025, Vol. 54(2):e252–e253 | June 2025

Stacking Credentials: Advancing Careers and Highlighting Professional Expertise with ASCP BOC Credentials

Poster Presentation Association for Diagnostics & Laboratory Medicine (ADLM) Clinical Lab Expo | July 2025

Building Bridges: International Laboratory Scientists Practicing in the U.S.

Webinar ASCP and Centers for Disease Control (CDC) | July 2025

Embracing AI in Higher Education

"Live Series" Webinar and Q&A with ASCP BOC - Program Directors and Educators Facebook Group | July 2025

The American Society for Clinical Pathology 2024 vacancy survey of medical laboratories in the United States

Journal Article - *American Journal of Clinical Pathology (AJCP)* | September 2025

ASCP Board of Certification Survey of Medical Laboratory Science Education 2023: Faculty

Journal Article - *Laboratory Medicine* - DOI: 10.1093/labmed/lmaf073 | September 2025

ASCP Board of Certification Survey of Medical Laboratory Science Education 2023: Programs

Journal Article - *Laboratory Medicine* - DOI: 10.1093/labmed/lmaf069 | September 2025

ASCP Board of Certification Survey of Medical Laboratory Technician Education 2023: Faculty and Programs

Journal Article - *Laboratory Medicine* - DOI: 10.1093/labmed/lmaf071 | September 2025

ASCP BOC Value Engagement

Exhibit Chicago Chapter Event, Northeastern Illinois University | October 2025

National Accrediting Agency for Clinical Laboratory Sciences (NAACLS) & ASCP BOC Collaboration: Engagement priorities & operations excellence

Report to NAACLS Board of Directors | October 2025

Dr. NAACLS – Focus on the ASCP BOC

Webinar | October 2025

Investing in the Future Healthcare Workforce: Financing, Credentialing, and Career Access

Presentation National Consortium for Health Science Education (NCHSE) – National Health Science Conference (NHSC) | October 2025

American Society of Cytopathology (ASC) and ASCP BOC Collaboration

Report to ASC Executive Board | November 2025

The Value of ASCP BOC Credentialing: A Global Perspective

Virtual Session, Path to ASCP Annual Meeting (AM25) | November 2025

Advancing Military-Trained Laboratory Professionals Through ASCP Board of Certification Credentialing to Improve Patient Care and Workforce Sustainability

Poster Presentation ASCP AM25 | November 2025

Laboratory Accreditation & Credentialing Showcase: ASCP BOC, Commission on Accreditation of Allied Health Education Programs (CAAHEP) & NAACLS

ASCP AM25 | November 2025

ASCP BOC Exhibit Hall Presence

Exhibit ASCP AM25 | November 2025

ASCP BOC Global Café

Exhibit ASCP AM25 | November 2025

Barbara M. Castleberry Lecture for Laboratory Professionals – “My Journey in Advocacy – Why OUR Voices Matter” Featuring Dr. Rodney Rohde

Session / Lecture ASCP AM25 | November 2025

Global Roundtables

ASCP AM25 | November 2025



Earning an ASCP BOC credential, widened my horizon to the practice of laboratory medicine. It keeps me updated on the latest trends and even refreshes my memory on the foundation of laboratory practice. I am grateful for my ASCP BOC credential because it gives me a sense of purpose to continuously do good work. Through CMP, I can pick up information which I can not only apply to my work, but also to share it with other people.

Olibrian Mallari, MBA, MLS(ASCP[®])

2025 Laboratory Superstar Award Recipient



ASCP BOARD OF CERTIFICATION