



ASCP BOARD OF
CERTIFICATION

Newsletter

March 2025

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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.



CHAIR'S MESSAGE:

**Vicki Freeman, PhD, MASCP,
MLS(ASCP)^{CMSCM}, FADLM**

The Importance of Credential Maintenance Programs for Laboratory Professionals and Employers

In the ever-evolving field of laboratory science, becoming credentialed is not a one-time achievement but a continuous process. Beyond meeting the initial eligibility requirements, it's essential for professionals to stay up to date with the latest standards and best practices.

The ASCP Board of Certification (BOC) Credential Maintenance Program (CMP) plays a critical role in ensuring that laboratory professionals continue to meet these evolving benchmarks. For both individual professionals and employers, these programs are a valuable tool for maintaining high standards in the laboratory.

What is a CMP?

A CMP is a set of ongoing requirements that professionals must meet to maintain their professional credential. These requirements typically include continuing education, periodic assessments, and documentation of relevant work experience. The overarching purpose of a CMP is to ensure that professionals remain competent, knowledgeable, and equipped with the necessary skills throughout their careers.

Why CMPs Matter: Keeping Up with Advancements in the Field

In the laboratory environment, technological advancements, new research, and evolving best practices are constant. Laboratory professionals must continually adapt to stay current—whether it's mastering new diagnostic techniques, understanding the latest laboratory equipment, or staying on top of evolving safety protocols and regulatory standards.

Participating in a CMP ensures that professionals are not only informed about these developments but also equipped to apply them effectively in their work. By keeping their skills and knowledge current, laboratory professionals help maintain the accuracy and quality of lab results, which ultimately contributes to better patient care and public health outcomes.

Moreover, actively participating in a CMP demonstrates a commitment to professional growth, which not only strengthens a participant's skill set but can lead to increased job satisfaction, career advancement, and overall fulfillment.

Who Participates in a CMP?

Any laboratory professional who holds a credential requiring ongoing maintenance through education or assessments is subject to a CMP. This requirement is typically set by the certifying body that awarded the original credential. For example, laboratory professionals credentialed by the ASCP BOC must fulfill CMP requirements to maintain their credentials. These requirements are designed to help professionals remain well-versed in the latest developments in laboratory science—a field where precision and accuracy are vital. This ensures that they stay up to date with the latest techniques, technologies, and regulatory requirements in the laboratory.

What Does a CMP Involve?

While specific CMP requirements may vary depending on the credentialing organization, most programs include several key components:

- **Continuing Education Courses:** Accredited courses in areas such as new technologies, evolving regulations, or advances in laboratory research are often required to maintain certification.
- **Assessments:** Periodic assessments or evaluations test a laboratory professional's knowledge and ensure they are staying current with industry standards.
- **Work Experience:** Some CMPs require professionals to document their work experience, demonstrating their ability to apply their knowledge in practical settings, including the use of new equipment or techniques.
- **Professional Development Activities:** Participating in relevant workshops, seminars, conferences, or mentorship programs can also count toward fulfilling CMP requirements.

The ASCP BOC Credential Maintenance Program

The ASCP BOC is the most widely recognized credentialing organization for laboratory professionals. To maintain ASCP BOC credentials under required or voluntary CMP, individuals must complete a specified number of continuing education (CE) credits within a defined period. For example, a Medical Laboratory Scientist (MLS) must complete 36 CE credits over a three-year period. This ensures that ASCP BOC credentialed professionals remain current with the latest industry trends, innovations, and best practices, contributing to improved laboratory services and patient outcomes. More information about the ASCP BOC CMP is available at:

www.ascp.org/cmp





Why Employers Should Support CMP Participation

Employers have a significant stake in ensuring that their laboratory teams remain current with industry developments. Encouraging participation in CMPs is a strategic investment that benefits both the professionals and is a win-win for both the employee and the organization.

By supporting credential maintenance, employers ensure that their laboratory professionals are equipped with the most relevant knowledge and skills. This, in turn, leads to more accurate test results, improved patient care, and better adherence to safety and regulatory standards. Furthermore, supporting CMP participation demonstrates a commitment to employee development, which can improve job satisfaction, retention, and overall workplace morale.

Employers can support their laboratory teams by offering incentives such as funding for continuing education courses, providing paid time off for study, or organizing internal professional development opportunities. By creating an environment that prioritizes continuous learning, employers foster a culture of excellence and growth within the organization.

Conclusion

Credential Maintenance Programs are an essential part of a laboratory professional's career, ensuring they remain up-to-date with industry advancements and best practices. For both laboratory professionals and employers, participating in and supporting credential maintenance leads to a more competent, skilled workforce and higher-quality laboratory services. By prioritizing continuous education and competency assessments, laboratories contribute to better patient outcomes, a stronger workforce, and improved industry standards.

BOG ALUMNI THOMAS ALEXANDER HONORED

Board of Governors (BOG) Alumni Tom Alexander, PhD, D(ABMLI), was honored with the 2025 Summa Health Community Leadership Faculty Award. Dr. Alexander coordinated free HIV testing for the Akron community on World AIDS Day and National HIV Testing Day for several years.

A long time ASCP BOC volunteer, Dr. Alexander served on the Immunology Examination Committee from 1997 – 2002 and the Cytometry Examination Committee from 2004 - 2017. He most recently served on the Board of Governors from 2015 to 2024 where he was elected as Finance Officer from 2018 - 2024.

Dr. Alexander was committed to the development of the Doctorate in Medical Laboratory Immunology certification and served in a leadership role to bring this to fruition. The BOC's doctoral level certification replaced the American Board of Medical Laboratory Immunology (ABMLI) certification which was phased out by the American Society for Microbiology (ASM) in 2017.

BOARD CERTIFICATION AND CREDENTIAL MAINTENANCE: WHY SHOULD I CARE?

Kjerstin Buboltz, PA(ASCP)^{CM}

An obvious answer to the title question may be: You are required to be certified for your job. However, I argue that we didn't just go into a laboratory career because it sounded the most palatable salary-wise, and not all of us wanted to get a doctorate. I believe being board certified and continuing our credential maintenance are important for many more reasons: being respected as more than just "the lab," continuing to provide excellence in patient care, and pride in our work.

I think many of us have experienced the operating room and/or affiliated clinics and hospitals sending a specimen to "lab" with the idea that "lab" is one entity that just takes care of whatever they hand off to it. Sometimes, "lab" dares to annoy them with requests to actually place the correct order even though the act of placing orders hasn't changed in a long time. (At my hospital, it has been at least five years, no matter how much they argue with me.) With certification or other credentials, we show the world, which has no idea what we do, that there are many different professionals in the laboratory. We are ALL held to a higher standard than just showing up for a job in which we have invested minimal time and resources.

My profession, pathologists' assistant, recently increased the credits required for credential maintenance, from 45 every three years to 60. Why did we do that? It certainly wasn't because we are gluttons for punishment. Rather, we assessed other mid-level practitioners (physician assistants and nurse practitioners)

and found the number of credits that we required to be significantly lacking versus what is required of comparable professionals. Since one of our fundamental goals is respect for our profession, including the ongoing fight to be considered a mid-level practitioner at all clinics and hospitals, we felt it was an easy decision to make.

Some of us would naturally stay up to date on the articles regarding the latest in healthcare advancements, but for those of us who might let that slip, credential maintenance guarantees that we at least scratch the surface of the constantly evolving world of healthcare and allows us to provide above-and-beyond patient care. If we didn't make an effort to be lifelong learners, we would provide mediocre patient care, at best. I don't think that any of us consider that "striving for adequacy" fulfills the Hippocratic Oath.

Ultimately, we need to care because we have pride in our work. Even if no one knew what we did and thought that nurses or other more public-facing healthcare workers accomplished all the testing the laboratory performs, we should still be proud that we earned our ASCP BOC credential and continue to acquire the required credits every year so that we can be better laboratory professionals. Even if patients are unaware of the critical role that we have in the delivery of care, we can hold our heads high knowing that we save and help to improve lives every day.

ASCP BOC AT CLEC

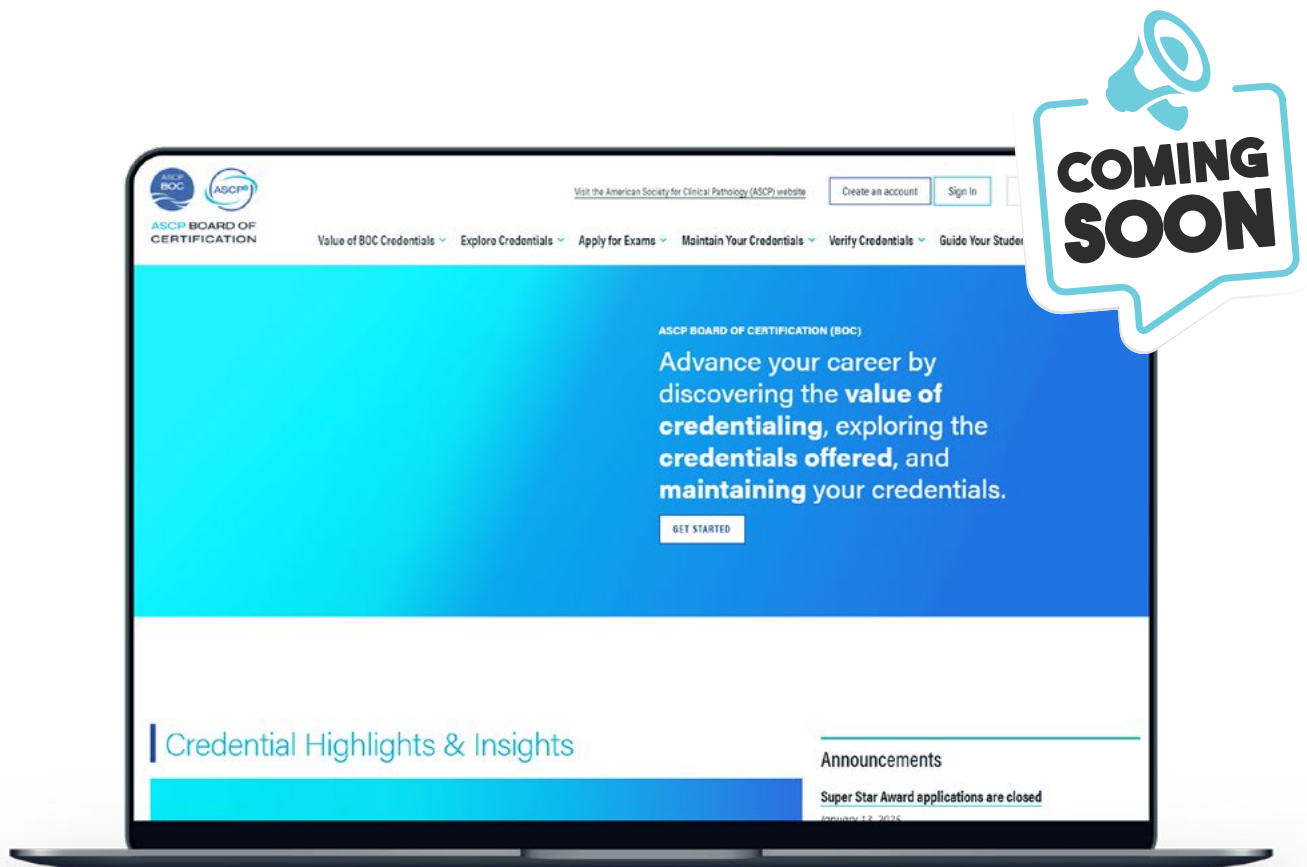
The Clinical Laboratory Educators' Conference (CLEC) was held March 6-8, 2025, in Atlanta, GA. The ASCP BOC provided a virtual BOC Update and hosted an exhibit booth at the event. The BOC also was represented in a poster session presenting "Graduates' Perspective on the Impact of COVID-19 Pandemic on Medical Laboratory Accredited Programs." The poster was submitted by the 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.](#)

BOC Executive Director, Amy Spiczka, DHSc, MS, HTL(ASCP)^{CM}SCT,MB^{CM}, CPHQ and BOC Team member Kristin Blake, MA, answered questions and discussed the value of credentialing with educators and program directors.

Congratulations to Rachael Briggs MLS(ASCP)^{CM}; Karen Gunther, MLS(ASCP)^{CM}; and Angela Tarrant, MLS(ASCP)SM^{CM}; the winners of the raffle drawings from the ASCP BOC exhibit booth. The BOC would like to thank those who shared their stories for potential use on the new ASCP BOC website, coming this fall.

WORK CONTINUES ON NEW BOC WEBSITE

The ASCP BOC continues to work on a new design for the BOC website. Expected to launch in the Fall, the new site will focus on patient-centric value of credentialing through videos, testimonials, and data insights. Intuitive navigation will provide the full scope of BOC credentials in tailored yet comprehensive approaches, along with new ideas to explore and much more. Be on the lookout for additional details in the coming months.



BREAKING BARRIERS: ISAK SCHMIDLEY BECOMES ONE OF THE YOUNGEST MLS(ASCP)^{CM} CREDENTIAL HOLDERS IN HISTORY

At just 16 years old, Isak Schmidley, MLS(ASCP)^{CM}, has already achieved what many spend years striving toward: earning a globally recognized credential from the ASCP Board of Certification (BOC). His journey to this milestone is not just a testament to his intellect and dedication but also an inspiring example of the power of ambition, education, and the impact of professional credentials in the medical laboratory field.

Isak's fascination with laboratory science began early. "I knew that I really wanted to pursue a career in science, specifically laboratory science," he shares. "I started looking through job postings to see what type of degree or credentials I would need to get that kind of position, and I saw the ASCP BOC credential listed in the vast majority of lab positions." Recognizing its importance in ensuring quality, competence, and credibility in laboratory medicine, Isak set his sights on obtaining the credential as soon as possible.

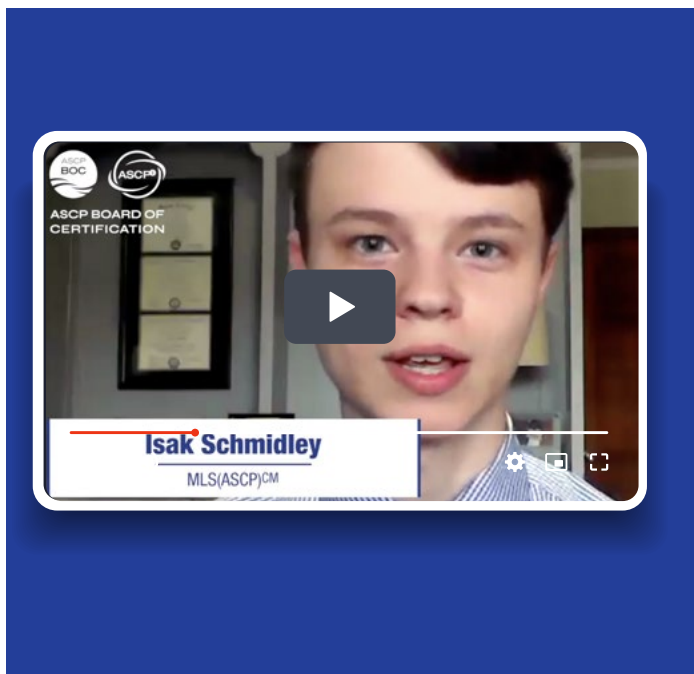
His path was anything but ordinary. In addition to balancing the demands of high school, Isak was enrolled in college courses, preparing rigorously for the MLS examination. "I had to study in very broad strokes in ways that I hadn't done before," he explains. "The ASCP BOC examination was an all-encompassing test, and I focused on understanding key concepts rather than just memorizing details." His instructors played a crucial role in guiding him through the process, emphasizing the significance of a credential in the laboratory profession. Their insights, coupled with Isak's relentless determination, propelled him toward a credential success. After extensive study and preparation, he passed the ASCP BOC examination, officially becoming one of the youngest individuals to earn the MLS(ASCP) credential.

Now, Isak is working as a medical laboratory scientist in a Louisiana hospital, applying his knowledge and skills to patient care every day. He understands firsthand why ASCP BOC credentials are vital—not only do they validate a laboratory professional's expertise, but they also uphold the standards that ensure accurate diagnostics, which directly impact patient outcomes. In a field where precision and reliability are paramount, credentials provide a critical safeguard for healthcare professionals and the patients they serve.

Looking ahead, Isak's ambitions extend beyond his remarkable early achievements. "I'm currently working on my master's in public health," he says. ***"I'm also considering going the medical school route or maybe a PhD program in genetics and genetic testing. I want to continue expanding my knowledge and making a difference in healthcare."***

Regardless of the path he ultimately takes, his MLS(ASCP) credential has already set a solid foundation for long-term success as a healthcare professional.

For those considering a credential, Isak has simple yet powerful advice: "It's not just about getting a job—it's about proving to yourself and others that you have the knowledge and skills to contribute meaningfully to healthcare. The ASCP BOC credential ensures you are ready to take on that responsibility."



Isak Schmidley, MLS(ASCP)^{CM}, at 16 years old is one of the youngest individuals to earn an MLS(ASCP) credential

DIPLOMATE IN MEDICAL LABORATORY IMMUNOLOGY (DMLI) CERTIFICATION EXAMINATION

Aaruni Khanolkar, MBBS, PhD, D(ABMLI)

Clinical immunology emerged as a nascent discipline in the 1970s, and its far-reaching potential was quickly recognized by the World Health Organization (WHO) which established guidance and rules pertaining to the training, education and certification in clinical immunology.¹⁻⁴ Medical laboratory immunology is a subdiscipline that involves laboratory investigations that directly facilitate and aid in the diagnosis of immunological disorders.^{5,6} Given that 60 to 70 percent of clinical decisions rely on clinical laboratory test results, clinical immunologists partner very closely with medical laboratory immunologists for the optimal management of patients with immunological diseases.^{5,7} This partnership has benefited immensely from the forward-thinking and astute vision of leading clinical immunologists that initially formalized and continually endeavor to nurture and fortify the symbiotic relationship between the immunology clinic and the immunology laboratory.^{8,9} As a direct consequence of this association and keeping in stride with clinicians that formally trained in immunology, medical laboratory immunologists formally organized the training, education, and certification requirements for clinical immunology laboratory directors under the auspices of the American Society for Microbiology (ASM) in 1977.⁵ This certification examination, which was supported by the ASM from 1977–2017, was titled the American Board of Medical Laboratory Immunology (ABMLI), and it was Centers for Medicare and Medicaid Services (CMS) approved for directing a high-complexity clinical immunology laboratory.⁵

Driven by factors primarily dictated by the rapid advances in immunology and the direction in which the discipline of clinical immunology has continued to evolve over the past two decades as well as the operating costs, the ABMLI examination was phased out in 2017. Following much deliberation, the currently active ABMLI diplomates organized themselves around the collective vision that identified the American Society for Clinical Pathology Board of Certification (ASCP BOC) as the best-fit and thus the novum domum for a new certification examination aimed at doctoral-level scientists interested in directing a high-complexity clinical immunology laboratory. Dr. Thomas Alexander, PhD, D(ABMLI), was the driving force behind this effort and his long-standing association with the ASCP BOC helped catalyze the process and cement this new alliance in the fall of 2019. This quickly led to the formation of an examination committee composed of six ABMLI diplomates who leveraged the expertise of the expertise of the ASCP BOC in certification examination development to create the Diplomate in Medical Laboratory Immunology (DMLI) certification examination

and establish eligibility criteria for prospective applicants. The DMLI examination went live in April 2023 as the first doctoral-level certification examination offered by the ASCP BOC, and it received CMS approval as a qualifying board for a high-complexity laboratory director in July 2023.⁵ For specific details relating to the DMLI(ASCP) examination, as well as the examination development process and post-certification career paths, refer to the [weblink](#) and [manuscript](#).⁵

We are heavily indebted to the ASCP BOC Board of Governors (BOG) and the BOC for their willingness to support this new partnership, as well as for their wisdom and vast reserves of patience as they helped this novice group navigate the complex examination development process. Finally, we are sincerely hopeful and genuinely optimistic that similar to other certifications offered by the ASCP BOC, the DMLI certification will establish itself as the gold standard for the discipline of medical laboratory immunology across the globe. *In Deo et ASPC BOC speramus et fidemus.*

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The ASCP Board of Certification (BOC) is committed to fostering professionalism and accuracy of medical laboratory professional credentials through the adoption of standardized and unified nomenclature. The ASCP BOC aims to ensure consistent messaging and enhance the global visibility and recognition of laboratory professionals.

WHY OPTIMAL CREDENTIAL NOMENCLATURE MATTERS



Credibility and Professionalism

Accurate nomenclature of credentials reinforces the credibility of laboratory professionals, highlighting their expertise.



Unified Identity

Standardized nomenclature strengthens professional identity, fosters unity, and promotes recognition within the healthcare community.



Global Impact

Accurate and consistent citations enhance the international visibility of ASCP BOC credentials, elevating the profession's standing globally.



Patient Care

Precise terminology ensures clarity for healthcare teams and patients, supporting better communication and understanding.

- Use "Medical Laboratory Scientist (MLS)" instead of "Medical Technologist (MT)."
- Use "Cytologist (CT)" instead of "Cytotechnologist (CT)."
- Use "laboratory professional" when speaking in generalities and never use outdated terms such as "techs."

What can I do?

Speak Up: Gently correct the outdated terminology in a positive and cordial manner. If part of a business interaction, be professional in your approach.

Provide Resources: Share links to the "[I am MLS](#)" campaign and other ASCP BOC materials for reference and support.



THE POWER OF CREDENTIALING:

How ASCP BOC Credentials Elevate Student Success at Mass General Brigham)

Jennifer Nicoloro, PhD, MLS(ASCP)^{CM}, is a leader in medical laboratory science education and serves as the Director of the accelerated hospital-based Medical Laboratory Science (MLS) program at Mass General Brigham (MGB). Her work has been instrumental in advancing laboratory medicine education, workforce development, and patient care.

In this interview, Dr. Nicoloro discusses the impactful initiatives she has spearheaded within the MGB MLS program, highlighting the significance of ASCP Board of Certification (BOC) credentialing in student success and professional growth.

In the world of medical laboratory care, ensuring a well-trained and credentialed medical laboratory workforce is critical to patients, laboratory efficiency, and healthcare outcomes. At MGB, one of the nation's premier healthcare institutions, the accelerated hospital-based MLS training program is making a significant impact in workforce development and student success. A key factor in this success is the synergy between students and ASCP BOC credentials.

A Program with a Mission

Launched in response to national and local staffing shortages, the MGB MLS program provides intensive education and hands-on training in just 10 months. Backed by the Mass General Brigham Pathology Department, the program is deeply invested in preparing the next generation of medical laboratory scientists. According to Dr. Nicoloro, the overarching goal is clear: "We want all of our graduates to sit for the exam, pass it, and secure meaningful jobs in the field."

ASCP BOC Credentials: A Pathway to Excellence for Faculty & Students

ASCP BOC credentials are an integral part of MGB's medical laboratory career pathway. Credentialing is not just encouraged; it is a requirement for career progression. "At MGB, credentialing through the ASCP BOC is required for mobility up the career ladder. If you want to move up into senior positions or more technical roles, you need to be credentialed," Dr. Nicoloro explains.

Since launching the MLS generalist program in January 2023, MGB has integrated credentialing preparation into the curriculum to ensure students are ready to sit for their exams immediately after graduation. Through rigorous training—

including theoretical instruction, practical laboratory sessions, clinical rotations, and weekly multiple-choice assessments that mirror the BOC exam format—the structured approach has resulted in high credentialing success rates and seamless workforce integration. To date, MGB has graduated three cohorts totaling 20 students, with 18 taking the MLS(ASCP) exam within their first year post-graduation. Of these, 17 successfully passed, achieving a 94% pass rate. Additionally, MGB maintains a 100% job placement rate, with more than 80% of graduates employed within the MGB system.

Transforming Student and Workforce Success

The value of ASCP BOC credentials extends far beyond passing an exam. Dr. Nicoloro emphasizes that credentialed graduates enter the workforce with a high level of competence and confidence. "Employers know that hiring an ASCP BOC credentialed laboratory professional means getting someone who is ready to perform on day one. Credentialing proves that an individual has the necessary knowledgebase and hands-on skills to excel in the field."

The success of the program is evident. Since its inception, the MGB MLS program has helped reduce vacancy rates across the health system. It offers an internal categorical training program for current MGB employees who meet CLIA high-complexity testing requirements but lack credentialing. These employees receive structured training to prepare for their categorical credentialing exams, allowing them to move up further along in their career pathways. One standout success story involved a chemistry categorical student who transitioned from an entry-level role to a senior technical position within six months of obtaining ASCP BOC credentials.

Service to Patients and the Healthcare Field

Ultimately, credentialed laboratory professionals contribute to the highest standards of patient care. "Laboratory professionals play a critical role in healthcare decisions, and ensuring they are credentialed means ensuring that patients receive accurate and timely diagnoses," says Dr. Nicoloro. The MGB MLS program also promotes early awareness of the field through its Junior Laboratory Ambassadors (JLab) Program, introducing high school students to careers in laboratory medicine. This initiative ensures that the next generation of medical laboratory professionals understands the importance of laboratory science and credentialing from an early stage.

Looking Ahead: Strengthening Credentialing and Career Pathways

The success of the MGB MLS program has prompted discussions on expanding training opportunities to include phlebotomy and histotechnology, areas where credentialing and career advancement are equally essential. MGB is also focused on supporting continuing maintenance of credentials (i.e., Credential Maintenance Program [CMP] renewal), ensuring that laboratory professionals stay current with industry standards and best practices.

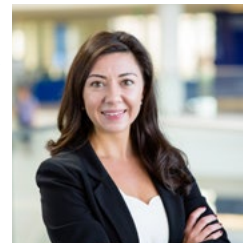
“Our system values and invests in credentialed professionals because we see the difference they make,” Dr. Nicoloro states. “Credentialing is not just a milestone—it’s a foundation for career growth, professional credibility, and, most importantly, patient safety.”

For aspiring medical laboratory professionals, earning an ASCP BOC credential isn’t just a step forward—it’s a transformative milestone that paves the way for a rewarding career and a stronger medical laboratory system.

About Jennifer Nicoloro, PhD, MLS(ASCP)^{CM}

Dr. Jennifer Nicoloro is an accomplished medical laboratory science educator with over a decade of experience in both academic and clinical settings. As the Director of the MGB MLS program, she has been instrumental in advancing workforce development through hands-on education and career pathway initiatives. Her leadership has led to the establishment of a fully accredited training program, the creation of a dedicated laboratory training space, and the implementation of initiatives such as the JLab Program and workforce development grants. With a strong commitment to fostering the next generation of laboratory professionals, Dr. Nicoloro continues to shape the future of laboratory medicine through innovation, education, and advocacy.

*Jennifer Nicoloro, PhD,
MLS(ASCP)^{CM}, Director of
the accelerated hospital-
based Medical Laboratory
Science (MLS) program at
Massachusetts (Mass) General
Brigham (MGB)*



WHAT IS PDAC?

The Program Director’s Advisory Committee (PDAC), made up of volunteers with several years of program experience, manages the [ASCP BOC Program Director’s Facebook page](#). This is a group for Program Directors, educators, faculty, and education and clinical coordinators, of National Accrediting Agency for Clinical Laboratory Sciences (NAACLS), Commission on Accreditation of Allied Health Education Programs (CAAHEP), and Accrediting Bureau of Health Education Schools (ABHES) accredited programs whose students seek ASCP BOC credentials. In addition to managing this Facebook group, PDAC hosts live events that focus on “hot topics” in the field of education and laboratory sciences and provides networking opportunities. Watch the Facebook group, the ASCP BOC social media channels, and your email for additional details about these offerings.



REVISED TIMELINE FOR EXAM RETAKES

ASCP BOC candidates may now schedule a retake exam as early as 30 days after the date of an unsuccessful exam attempt. This is in place of the previous 90-day waiting period.

Qualification examination candidates will be able to retake their examination as early as 30 days after the date of an unsuccessful exam attempt. This is in place of the previous 60-day waiting period.

This data driven enhancement removes barriers to workforce challenges by allowing candidates to retake their examination sooner while taking advantage of employment opportunities more expediently and effectively.

If a candidate requires additional time to prepare for their next exam attempt, they may submit their retake application within a timeframe that works best for them. All applicants must still meet all eligibility requirements at the time of reapplication.

STAFF SPOTLIGHT:

Brendan Buckley



Brendan Buckley joined the ASCP BOC in the summer of 2023 as an intern and has since become an integral member of the BOC team. As a Document Analyst, Brendan works with multiple departments where he primarily manages and organizes critical documents related to credentialing. His responsibilities include creating and maintaining policies and procedures, ensuring compliance with regulatory standards, assisting with proper document retention and supporting the audit process. His role also involves organizing credential records, reviewing documents for accuracy, and collaborating with various departments to help ensure deadlines are met.

Growing up in the Chicago area, Brendan studied Political Science at the University of Illinois at Urbana-Champaign before joining the ASCP BOC.

With St. Patrick's Day in March, it seems appropriate to highlight Brendan and his Irish heritage in this month's

newsletter. If asked he will tell you that Ireland is his favorite place in the world. He remarked "not only is it naturally beautiful, but the majority of my extended family still lives over there making my visits there a top-tier experience every time."

A little-known fact about Brendan is that he plays an Irish sport known as Gaelic Football for a club based in Chicago. It's best described as a combination of football, soccer, and rugby and offers him the opportunity to travel to tournaments, playing other clubs all over the U.S.

When asked who inspires him the most, he is quick to answer, "my dad. He immigrated from Ireland on his own at 18 years old and worked very hard while sacrificing a lot to ensure his five kids grew up with life opportunities he wasn't given himself."

Brendan is passionate about helping others whenever possible. He believes that "life presents various challenges to everyone on a daily basis, so when you can help alleviate others' burdens and make a positive impact on their life, you not only create a more positive environment in the world around you but also foster personal growth and fulfillment." The BOC team appreciates the way he uses this philosophy to assist others.

When not at work you might find Brendan watching Ted Lasso or Severance on television. Brendan is also learning to play the guitar. He says he would not quite call it a talent yet, but it is coming together slowly and offers him a great way to unwind at the end of the day.

EXECUTIVE DIRECTOR PERSPECTIVE

Amy Spiczka, DHSc, MS, HTL(ASCP)^{CM}SCT,MB^{CM}, CPHQ



Possibly you've experienced (as I have), that without reservation or doubt, it is consistently beneficial to take a moment and humbly look "over your shoulder" to assess one's own professional development trajectory. This approach creates self-awareness and accountability to assess challenges overcome, as well as a sense of delight from elevated opportunities you didn't expect or possibly didn't even believe you were prepared for. We also recognize and appreciate positive progress made with support and mentorship from others, while also benefiting from our own grit and diligence.

Think of your journey path as one uniquely yours where the feedback loop you receive from others, which may include "yes," "no," or "not yet" experiences have collectively shaped who you are, how you contribute to our profession, our colleagues, and most importantly the patients we serve.

When I reflect on my unique journey, an especially instrumental phase in my career trajectory was serving others in the role of a laboratory education program director. Program directors, along with education program faculty and clinical training colleagues are exemplars of professional modeling and mentoring for generations of laboratory professionals. Burgeoning professionals look to program directors, faculty, technical coordinators, and other program leaders to guide

their knowledge acumen and skillset development all to elevate patients' outcomes. We also know that today's students become tomorrow's experts, as exemplified by those who have attained ASCP BOC credentials.

During an impressionable, earlier point in my career, I was asked to lead collaborative efforts to develop and implement a Histology Technician/Histotechnologist National Accrediting Agency for Clinical Laboratory Sciences (NAACLS) accredited Program. At the same time, I was serving as an Education Coordinator for a Commission on Accreditation of Allied Health Education Programs (CAAHEP) accredited Cytology Program. As I reflect on this phase, I deeply appreciate the stalwart, brilliant scientists, leaders, students, and colleagues who contributed significantly to our shared outcomes assuring success. I also look back and can see emerging scientists who were vessels to pour into whether at the microtome or microscope. Those experiences bring a sense of joy and accomplishment given the opportunity to contribute to others in a pay-forward fashion.

I believe that those experiences continue to shape and influence how I want to contribute to laboratory professionals, students, scientists, and other experts even today. The mission-centric BOC team and federated ASCP BOC Board of Governors (BOG) are advocates for program faculty and leaders, aiming to resource and support colleagues in meaningful ways. Of primary import are program directors and other education/training program leaders that the ASCP BOC serves.

The ASCP BOC has many engagement pathways for program directors, spanning the Program Directors Advisory Committee (PDAC) comprised of connected and caring program directors from a diverse representation of laboratory professional education programs. PDAC hosts webinars, live events, and workshops, along with having a dedicated Facebook channel to respond to and provide resources for program directors. In addition, PDinfo@ascp.org is a direct connection to responsive, caring ASCP BOC colleagues who will provide timely, tailored, and accurate feedback to your specific questions and recommendations.

Similar to our newsletter, the ASCP BOC is always looking to enhance the engagement and experience of our stakeholders. Please be on the lookout for our ASCP BOC "Year in Review: 2024 Highlights" report that will have tailored insights for

education and training program leaders, as will the soon-to-be-published, new ASCP BOC website.

Operations excellence from the ASCP BOC team contributes to laboratory professional programs as well, whether through auto-eligibility of applicants from accredited programs or enhanced examination retake timelines which are now optimized to a 30-day timeframe (instead of previous 60- or 90-day windows). In addition, the ASCP BOC is making strides with publicly provided examination statistics and value-based data insights, across the ASCP BOC portfolio of [ASCP certification examinations](#), [ASCP[®] certification examinations](#), and [qualification examinations](#). With this validated, visualized ASCP BOC data, we are also exploring Program Performance Report (PPR) enhancements.

Recently, the BOC has capitalized on several distinct opportunities to engage with professional partners – both organizations and their leaders in meaningful ways. We have hosted Listening and Learning Sessions for new credential proposals, which have been inclusive of medical specialty societies and accrediting agencies. We also continue to engage with organizations at their annual meetings and symposiums to deliver on ASCP BOC value priorities. As a new experience, CAAHEP was inclusive of the ASCP BOC at their symposium in early 2025. The ASCP BOC was one of four perspectives shared in a panel session that focused on Cytologists, specifically “Navigating a Change in Minimum Award: From Education and Standards to CLIA Recognition.” The ASCP BOC also anticipates a positive, first-time experience by engaging with diverse program directors, in collaboration with the NAACLS at ASCP’s KnowledgeLab on April 7-9, 2025. Here again, we look forward to hearing from laboratory professional education and training program leaders about their priorities and preferences.

Our professional development is a journey, not a destination. The career trajectories we share, in support of one another, is an investment of collective contributions and returns. I look forward to serving and celebrating the step-by-step successes of all ASCP BOC collaborators, contributors, and credential holders. Ultimately, we are lifelong learners, all uniquely suited to elevate our profession by caring for the patients we serve, including those whose life’s calling is to educate and train generations of laboratory professionals and experts.



BOC PROFESSIONAL PARTNERS MEETING DATES 2025

APRIL		
2025 ASFA Annual Meeting	April 9 – 11, 2025	Montreal, Quebec
MAY		
APHL2025	May 5 – 8, 2025	Portland, OR
ISBER 2025 Annual Meeting & Exhibits	May 12 – 16, 2025	Montreal, Quebec
CYTO 2025 (ISAC)	May 31 – June 4, 2025	Denver, Colorado
JUNE		
2025 Joint Annual Meeting (ASCLS/AGT)	June 8 – 12, 2025	Sacramento, CA
ASM Microbe	June 19 – 23, 2025	Los Angeles, CA
JULY		
ADLM Annual Scientific Meeting & Clinical Lab Expo	July 27 – 31, 2025	Chicago, IL
AUGUST		
2025 AMLI Annual Meeting Details	August 14 – 17, 2025	Minneapolis, MN
SEPTEMBER		
50th Annual Conference (AAPA)	September 7 – 11, 2025	Denver, CO
2025 NSH Convention	September 26 – 30, 2025	Long Beach, CA
40th International Clinical Cytometry Meeting & Course (ICCS)	September 26 – 30, 2025	Philadelphia, PA
OCTOBER		
2025 AABB Annual Meeting	October 25 – 28, 2025	San Diego, CA
NOVEMBER		
ASC's 73rd Annual Scientific Meeting	November 5 – 9, 2025	St. Louis, MO
ASCP 2025 Annual Meeting	November 17 – 20, 2025	Atlanta, GA
DECEMBER		
ASCP 2025 Annual Meeting	December 6 – 9 2025	Orlando, FL

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Association of Genetic Technologists (AGT)

American Society for Clinical Laboratory Science (ASCLS)

American Society for Clinical Pathology (ASCP)

Participating Societies

Association for the Advancement of Blood & Biotherapies (AABB)

American Association of Pathologists' Assistants (AAPA)

American Society of Cytopathology (ASC)

American Society for Microbiology (ASM)

National Society for Histotechnology (NSH)

Collaborating Societies

Association for Diagnostics & Laboratory Medicine (ADLM)

American Society of Hematology (ASH)

