

NATIONAL SOCIETY
FOR
HISTOTECHNOLOGY



ANNUAL
REPORT 2015



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President's Message, 2015



The National Society for Histotechnology continues to be the leader in providing educational opportunities for our diverse group of histopathology professionals. We realize that the landscape of our science is changing as well as the outside forces that impact the profession. We need to strategically prepare to support the needs of the Histotechnology community.

NSH has embraced our mission of empowering our professionals through education in 2014-15 by holding more than 14 educational events. These include HT/HTL Study weekend, IHC Forum and MOHs technician training. We conducted 204 workshops and general sessions, where 1,570 lab professionals were in attendance. We held 34 technical webinars and provided 15 webinars specific to Educators in the field and

sponsored free webinars for members through our Histotechnology Professionals Day celebration. In 2014, through NSH events and webinars, 2,272 professionals earned 19,463.25 contact hours.

In 2014-15 we continued to work with strategic partners through volunteers representing Histotechnology on 10 organizations boards and/or committees. This year we have made measurable strides because of relationships we formed and the dedicated leadership our professionals demonstrated. The College of American Pathologists (CAP) and NSH released the first evidence-based guideline to ensure patient safety through the uniform labeling of paraffin blocks and slides through a guideline; [*Uniform Labeling of Blocks and Slides in Surgical Pathology*](#). The NSH sent its members a "Call to Action" for submitting public comments to NAACLS in support of the changes to the educational requirements. The response was overwhelming! NAACLS received over 100 public comments, with the majority in support of the change to the standard. In September 2014, NAACLS Board of Directors approved the change to the standard requiring HT programs to culminate in either an associate degree or higher or a certificate for students who hold or complete the required degree.

The NSH is financially healthy and the Board of Directors intend to continue to build on the three year strategic plan by acting on the information from the membership survey and listening to the members' needs to define more programs and initiatives that support the profession.

This year we have seen some infrastructure changes in the NSH headquarters with a new Executive Director, Executive Assistant and Membership/Meeting Coordinator. With these new hires we are fully staffed and ready to celebrate milestones and new beginnings.

All of the many and varied contributions, highlighted in this annual report, reveal the power that a motivated and passionate Histotechnology community can have in moving our mission forward. Thank you for all that you've done and all that you continue to do to provide volunteer support to fulfill NSH's commitment to advancing the profession through high standards and education.

Office of the Vice President, Jerry Santiago

The main objective of the vice president’s office is to work with strategic planning of the organization. The strategic plan is being reviewed for further actions to be completed based on the results received and analyzed from the membership impact survey. Secondly, the commitment to the appointments made on behalf of NSH. The attendance to the Health Professions Network in Long Beach California provided a communication avenue where members of the committee discussed the impact of the Affordable Health Act and the various services offered through laboratory care. The major consideration discussed is the role of the laboratorian in providing patient care through changes arising from the Affordable Health Care Act. Participant of the College of American Pathologists Uniform Labeling committee completing the final published guideline for uniform labeling of slides and block in the histology laboratory. Thirdly, provide educational support through presence and engagement in continuing education. In December 2014 presence and support was made toward the One-day Forum celebrated in San German, Puerto Rico under the sponsorship of NSH adding value to the educational opportunities offered by the organization. Presentation of the HistoQip troubleshooting of stains and artifacts at the Florida Society for Histotechnology, May 2015.

What projects or activities from your committee drove member value over the past 12 months?

- Strategic Planning – obtained feedback from membership via a survey impact
- Support of Continued Education through forums and training.
- Active participation in CAP committee completing the Uniform Labeling guidelines

What worked well—or didn’t work well—either with committee organization or tasks?

- Survey Impact input
- Analysis of the impact study not completed in a timely manner

What needs to be done over or differently?

- Explore different approaches to completing developmental tasks.

What surprises did the committee have to deal with?

- Analysis of the impact survey was not completed as expected due to the executive director transition.

What circumstances were not anticipated?

- A change in an important key player in the Strategic Planning such as the Executive Director

Were the committee goals attained? If not, what changes need to be made to meet goals in the future?

- Not completed. Survey was conducted and analysis has been delayed.

Top 3 Significant Committee Successes	Committee Success Factors That Supported Success
1. Impact survey delivery	Online delivery and effective participation
2. Committee appointment participation	Active involvement in committee; CAP Uniform Labeling Guidelines
3. Support of meetings, forums & training	One Day Forum-San German, Puerto Rico

Immediate Past President, Kerry Crabb

This has been a busy and challenging year for NSH as we traversed the road of change coming with seven new Region Directors joining the Board of Directors and a change of administrative leadership in the NSH office. These changes have led to many more BOD conference calls and emails to stay up with what was happening and to provide input and direction as needed. There were also a few BOD Executive Committee conference calls and emails as we provided requested review and input on the hiring of our new Executive Director, Sharon Kneebone. I must say that Sharon brings a wealth of knowledge and experience to her new role with NSH. Those will be extremely valuable as she leads the day-to-day business of our society.

During the course of the past year I have consulted and provided discussion and recommendations on Bylaws, Nominations and Elections, and Membership issues. Along with HOD Speaker, Joanna Barton, we represented NSH at the North Carolina Society of Histotechnology annual conference held in Raleigh, NC.

I am in regular communication with the NSH President, Beth Sheppard and the NSH office as they seek input and historical perspective on issues as they arise. I made a trip to the office in July to personally meet with our Executive Director, Sharon Kneebone and other staff to review and discuss a variety of projects they were working on.

Secretary, Diane Sterchi

Activities:

- Participated in the post Board of Directors (BOD) at the Symposium/Convention in Austin, Texas.
- Attended the House of Delegates session in Austin.
- Transcribed the post BOD minutes from the post-BOD meeting during the S/C.
- Participated in the October, February, April, and June conference calls and prepared minutes.
- Served on the ASCP Leadership conference in Miami on the Council of Laboratory Professionals.

Goals for the upcoming year:

Standardize the appropriate way to take minutes at the conference and teleconferences. Become familiar with the board member responsibilities and legal requirements. Attend all scheduled meetings and take minutes properly and get them out on time to the board.

Treasurer, Monty Hyten

As treasurer, I have fulfilled all the official requirements of serving as an officer on the Board of Directors. I participated in all but one of the meeting of the Board of Directors.

My daily, weekly and monthly duties include processing and monitoring incoming receipts for the Society and management of paying invoices and payroll.

I have been working very closely with our new Executive Director and have participated in several conversations related to the association's finances. I participated in conversations with our financial advisor, the President and our Executive Director to evaluate our present and future cash flow needs. As a result of that conversation we have asked our financial advisor to meet with the board at the Symposium/Convention.

As a part of our evaluation, I have worked with the Executive Director and the Budget and Finance Committee to field a Request for Proposal (RFP) for accounting services local to the society's headquarters to review our finances for the past two years, as well as to make recommendations for a new chart of accounts to better align our products and services to how we earn money and provide value back to our members. After evaluation, we expect the contract to be awarded and work to begin in July. Financials through June 2015 have been sent to our accountant of record for review and will then be forwarded to the Budget and Finance Committee for additional review.

Given the work we are doing to update our chart of accounts, there is a possibility the 2016 budget will be presented to the Board of Directors for review and approval after the Symposium/Convention. Having a chart of accounts that reflects our business practices is critical to efficient budget management as well and a clearer means of financial reporting.

Speaker of the House of Delegates – Joanna Barton

As the Speaker of the House, I have participated in all Board of Directors meetings and conference calls. I provided guidance on questions regarding Bylaws and Policies and Procedures as they arose. I was also a member of the Strategic Planning Task Force.

As Speaker, I was a member of the Executive Director Selection Committee. The Executive Director Selection Committee spent great care in reviewing and interviewing candidates. We were able to present well-qualified candidates to the Board of Directors. We were pleased to have the selection of our new Executive Director, Sharon Kneebone, approved by the Board of Directors.

In preparation for the House of Delegates I worked on the call for agenda items, the agenda, and selected a parliamentarian. I was also available to answer questions related to delegates as they arose.

I encourage everyone to gain an appreciation of the House of Delegates. If you have the opportunity to serve as a delegate I hope that you take this opportunity to represent your constituents. It is an excellent way to be more involved in the Society. There are also volunteer opportunities during the House of Delegates to serve as tellers, the doorman, or time keeper.

Executive Director – Sharon Kneebone

As I write my contribution to the annual report it's hard to believe I have only been with NSH for 90 days. It feels like so much longer and no time at all. I am pleased to announce that as of July 13 we were once again fully staffed and able to serve the NSH membership with greater efficiency, and reduced our overall headcount by one full time employee. Connie Wildeman joined NSH as the new

Executive Assistant. She has been a project and program manager with two other health related associations, and has worked with state government managing grants, professional development, and awards programming. Our other new team members, who started on July 13th, is Shingai Marandure. Shingai will be filling the role of program coordinator, and assisting both Aubrey and Brenda. Shingai has a strong background in association work.

I would like to thank Brenda Royce, Aubrey Wanner, and Kim Simmons for all of their hard work in keeping NSH moving forward during our transition. Their dedication and many hours ensured the Symposium/Convention planning proceeded without a hitch and kept office operations intact while we were short staffed. The three of you have my sincerest thanks.

During my first 30 days in office I conducted a listening campaign and spent time on the phone with each individual on the board of directors. It was a wonderful opportunity to learn more about NSH, our rich culture, and opportunities for NSH growth and board development.

We are in the final stages of upgrading our Association Management System, NetFORUM, from a 2008 platform to the 2014 platform. This has been a challenging process, but once complete will provide us with greater efficiencies.

Upon joining a new organization, it is standard operating procedure for the new executive to review all of the finances. I was able to work with our President, Treasurer, and Budget & Finance Chair to field a Request for Proposal (RFP) for local accounting services. We are pleased to announce we have engaged with accounting firm, SnyderCohn, to review our finances from 2013 – 2015. Part of the review process is to update our account classifications to better align with how we earn money and provide value to our members. The new classifications will enable me and the Budget & Finance committee to provide better tools and reporting to the Board of Director for 2016.

I am looking forward to participating in my first Symposium/Convention and meeting many of you in person. I would like to thank all of the leadership I've had the fortune to work with to date. Each of you have endured my endless questions as I seek to learn and understand more about NSH.

Region I – Clare Thornton, Region Director

To begin my first year as Region I Director, I attended all of the Board of Directors meetings at the 2014 NSH Annual Symposium in Austin, TX. I also attended the First Time Attendees reception, the Region I meeting, the keynote lecture and Culling Memorial lecture, and the HOD. I have been present at all the NSH BOD teleconferences, minus one (due to work obligations). I have submitted updates to NSH In Action. I attended the Region I annual meeting held in July 2015 in Manchester, NH. In preparation for this meeting, I assisted the VT/NH Society for Histotechnology by organizing the vendor exhibit. At the meeting, I moderated several workshops and also spoke at lunch (to make announcements and to give away prizes). I was available at the registration desk for anyone with any questions about NSH and Region I. All state societies in Region I are functional.

On-going, I am attending the 2015 NSH Annual Symposium in Washington DC, where I will be present and active at all the BOD meetings. I will keep the state presidents in my region informed of changes,

educational, and scholarship opportunities being provided by NSH. I am the NSH liaison for the IHC Committee. I will also continue to remind and encourage the members in my region to keep active their NSH membership.

In the next year as Region I Director, my goals are to increase NSH membership within Region I. I will be present and active at all BOD teleconferences and meetings. I will also assist the ME and VT/NH state societies in considering joining the societies to make a tri-state society.

Region II – Michael LaFriniere, Region Director

- Attended NSH 2014 Symposium in Austin Texas
- Contacted all of the Region II First Timers to welcome and offer assistance in Austin.
- Attended and participated in all BOD meetings in Austin
- Selected as member and participated in Strategic planning committee.
- Participated in all NSH BOD Teleconferences throughout year
- Selected to be on Executive Director Search committee, included several additional search committee teleconferences, review of over 30 applicants, several interviews, and being on site at NSH office.
- Submitted email communication to Region II State president and continued to offer assistance as needed.
- Strong emphasis/involvement with NSH Budget and Finance with seeking opportunities to encourage positive changes within the NSH.
- Contributed update articles to NSH In Action as called upon.

Region III – Jack Ratliff, Region Director

Summary of Activities Pertaining to Region III:

- **Attended 2014 NSH Symposium/Convention in Austin, TX**
 - **Attended New Board Orientation** (*August 22, 2014*)
 - **Incoming Region III Director** (*2014 – 2016 term*)
 - **Role of Region Director on BOD & w/in NSH**
 - **Received NSH Bylaws (2014), NSH Policies & Procedures Manual (2007), and Leadership Orientation Manual – NSH Board of Directors (“Regional Directors Handbook” – 2014)**
 - **Attended & Participated in Region Directors/President’s Council** (*August 22, 2014*)
 - **Reviewed NSH Mission/Vision** (*updated by 2014 outgoing BOD*)
 - **Discussed Strategic Plan Goals**
 - *S/C Focus Groups (member participation during 2014 NSH S/C)*
 - *NSH Member Survey (anyone affiliated with NSH contact database)*
 - **Licensure**
 - **Florida** *changed requirements to update license regarding HT (QIHC) and now requires three (3) years experience post licensure.*

- *Vinnie Della Speranza (Region III/SC) asked if CAP still opposed to licensure of HT and HTL. NSH President, Beth Sheppard, stated that current president of CAP in support of licensure but CAP as an organization not totally supportive.*
- **Legislation**
 - *Amanda Kelley, Legislative Committee Chair, initiated sign up sheet at Legislative booth to identify representatives from every State to create a council to monitor legislation.*
 - **Invited to be a representative (TN & Region III) as part of a council.**
 - **Unable to accept or fulfill role because of too many obligations.**
 - *Review needed for commitments and participation – (Region III)*
- **Constituent/Non-Constituent/In-Active Status**
 - *Janice Alvarez, NSH Credentials Chair, noted that state presidents leave office without leaving behind historical knowledge*
 - *State “status” very difficult to determine – (Region III)*
 - **Alabama status uncertain**
 - **US Virgin Islands & Mississippi defined but needs attention**
 - *Non-Constituent societies only one (1) delegate – (Region III)*
 - **Puerto Rico**
 - **US Virgin Islands**
 - *Janet Tunncliffe volunteered to correct any issues*
 - *List requested to be added to NSH website identifying States, status, and person(s) of contact - **Region III - Alabama** (status issue), **Tennessee** (president resignation), **North Carolina & Mississippi** (elections in 2015)*
- **State Society President Contact Information**
 - *Correct and updated information is “vital” – (Region III)*
 - **NSH membership status of state presidents (Mississippi & Alabama)?**
 - **State society BOD members???**
 - *NSH Vice-President, Jerry Santiago (FL), reminded to notify NSH Office of newly elected (state) board members.*
 - *NSH Executive Director offered assistance to work with state president and region director regarding resources availability for states with no society. – (Region III)*
 - **Alabama needs assistance!**
 - **US Virgin Islands, Tennessee & Mississippi could use a support boost!**
- **Attended & Participated in NSH BOD Strategic Planning (August 23, 2014)**
 - **Nominated by NSH VP as a Region Director BOD Member Representative**
 - **Task Force Assisted by Steve Lane of Vertical Leap Consulting**
 - **Clarified/Ranked/Prioritized Short-Term vs. Long-Term Society Goals**
 - **Discussed Details of S/C Focus Groups & Creation of Member Survey – to better understand current member challenges, optimize member engagement with NSH and how to deliver even greater membership value.**

- **Attended & Participated in NSH Region III Meeting (August 24, 2014)**
 - **Conducted by Joanna Barton (NC), Outgoing Region III Director (2012 – 2014)**
 - **2013 Meeting Minutes from Providence, RI (Approved)**
 - **2014 Meeting Minutes from Austin, TX (Submitted by Outgoing Region (III) Director)**
- **Region III Funds:**
 - **Balance – \$7,062.61**
 - **Georgia Society for Histotechnology (GSH) requested and was granted return of \$1,000.00 from 2013 Region III Meeting profits shared with the region since it was voted in Providence to discontinue/suspend Region III Meetings.**
 - **Updated Balance – \$6,062.61 (after GSH refund)**
 - **Region III Funds in an account with Florida Society of Histotechnology (FSH) controlled by FSH representatives.**
(Jerry Santiago, NSH VP & FSH Immediate Past-President & John Shelley, FSH President)
 - **No audit conducted by Region III Advisory Committee as outlined w/in Region III Guidelines document.**
- **Scheduled State Society Meetings:**
 - **South Carolina (November 14 – 16, 2014) – Myrtle Beach, SC**
 - **Puerto Rico (December 6th, 2014) – San German, PR**
 - **North Carolina (April 9 – 11, 2015) – Durham, NC**
 - **Georgia (April 17 – 19, 2015) – Lake Lanier Islands, GA**
 - **Florida (May 14 – 17, 2015) – Orlando, FL**
- **Unfinished Business:**
 - **Jerry Santiago (FL) stated that federal government requires a tax ID number.**
 - **Region III does not have tax ID because it is not incorporated???**
 - **Outgoing Region III Director continued instruction of region funds to remain in FSH account at approval of state presidents/representatives in attendance.**
- **New Business:**
 - **US Virgin Islands has requested to host a meeting.**
 - **Jerry Santiago (FL) has found vendor interest to support a meeting in US Virgin Islands and will contact Michelle Moore, US Virgin Islands representative, to discuss.**
- **HOD / BOD Discussion:**
 - **Jerry Santiago (FL) notes Bylaws change proposed for membership classifications in HOD.**
 - *Vinnie Della Speranza (SC) asked for clarification on proposed membership changes by BOD members present.*
 - *Immediate Past-President, Kerry Crabb (NC), explained different types of memberships proposed.*
 - *No further explanation given by remaining BOD members present (Jerry Santiago (FL), VP; Jennifer Walsh (TN), Secretary; Joanna Barton (NC), Region III Director) as to*

why change in membership classifications needed and benefit to NSH.

- **Vinnie Della Speranza (SC), asked about changes to BOD elections.**
 - *Outgoing Region III Director, Joanna Barton (NC), read proposed BOD agenda item regarding creation of campaign guidelines for BOD elections.*
 - *BOD seeking to instruct Nominations and Elections committee to draft guidelines for future BOD and/or HOD approval.*
- **Outgoing Region III Director, Joanna Barton (NC), is nominee for Speaker of the House election at HOD meeting August 27, 2014.**
- **Announcements:**
 - **Outgoing Region III Director, Joanna Barton (NC) announced at the close of the HOD that Jack Ratliff (TN) would be the new Region III Director.**
 - **Joanna thanked region members for allowing her to represent Region III as Director (2012 – 2014).**
- **Attended & Participated in NSH Board of Directors (BOD) Meeting (August 25, 2014)**
 - **Unfinished Business**
 - *Strategic Planning Summary Report (Jerry Santiago & Steve Lane)*
 - **Began creation of member survey to identify what members really need/want from data collected at S/C focus groups.**
 - **Survey targeted to go out September 16, 2014.**
 - **Advocate to region state presidents and members and encourage survey participation and completion.**
 - *TARGOS (GmbH) Partnership w/ NSH (Beth Sheppard & Jennifer Walsh)*
 - **As an incoming board member and specifically a regional director, more clarification needed to understand benefits of NSH partnerships with outside vendors and how ANY partnerships can potentially benefit the region.**
 - **Partnership introduced to NSH BOD during March 2014 BOD Teleconference by NSH President, on behalf of George Kumar, head of education for TARGOS (GmbH) in Germany. Stated that NSH is interested in forming a partnership that would be beneficial to both companies. (benefits undefined)**
 - **George Kumar has developed training that is currently used by medical technologists in Germany and TARGOS (GmbH) has an interest in collaborating with NSH to tailor a program for medical technologists in molecular pathology in the US and the rest of the world-including China. Stated goal is to provide educational opportunities for advanced attendees (pathologists and technologists) in the United States and other countries (Germany, China and India), working in molecular or IHC.**

- NSH Office is working on an agreement that will be presented to the Board of Directors for vote in August. (2014 BOD meeting)
- Partnership would be for NSH to help Mr. Kumar provide CEU's and a certificate for program completion, possibly even having NSH faculty to speak at events.
- Motion was made, seconded and carried by outgoing BOD to approve partnership to begin in 2015. (Contract and society benefits undefined)
- **New Business**
 - *JOH Report (Karen Burg, PhD)*
 - Application to Medline to be submitted in 2015.
 - Historical pay per view downloads are low so open access of archived articles is future possibility. (approval pending???)
 - *BOD (Executive) in HOD (Jean Mitchell)*
 - Do Executive Board members influence members in their region when seated in their region at HOD?
 - Board members are seen as resource people than influencers and sitting in regions helps to prevent chaos.
 - Perception of separate seating of BOD would potentially discourage members from speaking with members of BOD.
 - *Nominations & Elections Campaign Guidelines (Jean Mitchell)*
 - Currently no guidelines in place.
 - Nominees are unsure if campaigning is allowed.
 - Incumbents have more access to members and funds allocated to attend state meetings.
 - Social media campaign flexibility.
 - Motion made, seconded, and carried to have the HOD direct the Nominations and Elections committee to establish policies for campaigning for BOD elections.
 - *Peggy Wenk Scholarship Award (Carrie Diamond)*
 - Does the NSH have a memorial fund that funds some of the educational awards?
 - Can donations be accepted to establish an award in Peggy Wenk's name?
 - Motion made, seconded and carried for Awards committee to investigate a mechanism of recognition in the name of Peggy Wenk.
 - *HistoQIP (Konnie Zeitner)*
 - Specimen Handling Guidelines is a "living" document that is constantly changing.
 - Document is difficult to publish in current format.
 - NSH president asks regional directors to promote people to apply to be a grader.
 - NSH president noted that participation in HistoQIP increases yearly.

- CAP publicizes HistoQIP as one of two marketed programs.
- Contract needs a review.
- *Membership Contact Information* (Carrie Diamond/Brenda Royce)
 - Membership lists are frequently requested by regional directors and state societies and NSH Office feels that proper messaging with members may be lost as related to the NSH Mission and Vision statements.
 - NSH Office has received complaints relevant to sensitive information being shared and even accused of “selling” member contact information/lists.
 - NSH Office stated that mailing address lists are rented according to establish precedent.
 - Region IV Director noted that consistency is needed and NSH President noted that NSH is liable for the messages being promoted. NSH VP suggested that committee chairs and other folks (members) should send emails through NSH Office.
- *VIR Forum* (Michael Urban/Kim Simmons/Aubrey Wanner)
 - VIR committee members have expressed interest in having a meeting in conjunction with AALAS and could be geared to AALAS members as a general course and also marketed to those switching from clinical to research (histology).
 - This is not a partnership with AALAS, but treated more like an affiliate business.
 - Motion made, seconded, and carried to have the NSH offer a histology program with the next AALAS meeting. (2015???)
- *2015 Event Schedule* (Carrie Diamond/Kim Simmons/Aubrey Wanner)
 - NSH Office recommends elimination of state partnerships as currently conducted.
 - *NSH events directly mirror same format as state meetings*
 - *Carolina Symposium listed as an example where vendors were happy but states (NC & SC) did not want to continue.*
 - *Suggested to pause on these “live” events for 2015 until more information available from impact study.*
 - *NSH Office to come back with recommendations for “live” programs towards end of year (2014).*
 - Webinars have been successful with growth potential but the numbers are stagnant.
- *Strategic Planning task Force* (Jerry Santiago)
 - Proposed Task Force members:
 - *Jerry Santiago (FL) – Chair*
 - *Beth Sheppard*
 - *Jean Mitchell*
 - *Michael LaFriniere*
 - *Jack Ratliff (TN)*

- Janet Dapson
 - Joanna Barton (NC)
 - Task Force represented by three (3) members of Region III.
 - Motion made, seconded, and carried to have individuals identified be approved as an official task force for strategic plan through 2015.
 - *Regions and Chapters* (Beth Sheppard)
 - Two (2) year discussion on the subject met recently with clarification of a rumor that the NSH was going to take all of the money from the state society treasury and turn them into chapters.
 - NSH president encouraged board members to clarify this within the states immediately as needed.
 - Carrie Diamond questioned value of turning states into chapters and instead asked if more value added by redrawing region lines.
 - NSH president stated that those states without anything such as Montana for example would have money to use to host a meeting.
 - *Handouts* (Jean Mitchell)
 - Region IV asked for clarification on printing of handouts at S/C because it was noted that restriction availability was without changes from previous year and it was asked if changes were planned.
 - No plans to change handout availability as paperless handouts had a better experience this year as compared to last (2013).
- Attended NSH General Membership Meeting (August 26, 2014)
 - **2014 Annual Report**
 - *BOD Secretary Report Additions by Jennifer Walsh (TN) Noted Above in BOD Meeting Summary*
 - **Awards (Region III Highlights)**
 - *Membership Campaign – Rady Neak (TN)*
 - *Website of the Year:*
 - *Florida Society of Histotechnology (FSH)*
 - *John Shelley (FL), FSH President and Webmaster*
 - *Newcomer Award (Region III) – Scott Kramer (NC)*
 - *Student Award – Katie Bailey (GA)*
 - **Nominations and Elections – Election Results (Region III Highlights)**
 - *NSH Vice President – Jerry Santiago (FL)*
 - *Region III Director – Jack Ratliff (TN)*
 - **HPN Representatives**
 - *Jerry Santiago (FL)*
 - *Kerry Crabb (NC)*

- **Strategic Plan Update**
 - *Focus Groups held at S/C*
 - *Member Survey Sept 16-30, 2014 (approximately 13,000 people to be solicited)*
 - **NAACLS Update**
 - *News coming in two (2) weeks (September)*
 - *Pathologists were worried about OTJ training availability*
 - *Standard doesn't affect certification, only program requirements*
- **Attended & Participated in House of Delegates Meeting (August 27, 2014)**
 - ***Joanna Barton (NC), outgoing Region III Director, was elected to serve at Speaker of the House for 2014 – 2016 term.***
 - ***Vincent Della Speranza (SC) was elected to serve on the judicial committee for the 2014 – 2016 term.***
 - ***John Shelley (FL) voted by region delegates and appointed by outgoing region director to be Region III Nominations and Elections Committee Representative.***
 - **Proposed Bylaws changes for membership classification not passed.**
 - ***Jack Ratliff (TN), officially sworn in as Region III Director for the 2014 – 2016 term.***
- **Attended & Participated in NSH Board of Directors Post Board Meeting (August 28, 2014)**
 - **Unfinished Business**
 - *Membership Contact Information (Kerry Crabb)*
 - **Motion presented by Immediate Past-President, Kerry Crabb (NC), "I Move that all correspondence on behalf of NSH to external individuals/entities will be approved by the NSH President and distributed via the NSH Office. Correspondence that uses group mailing lists (e.g. committees, NSH members, NSH regions) are to be distributed by the NSH Office."**
 - **Motion Second by Joanna Barton (NC).**
 - **Board member concerns were specific to:**
 - *Rules for rejection of correspondence? (no clear answer given)*
 - *Does policy include personal correspondence by board members? (vague response)*
 - *How long can president review/approval take? (2-3 days)*
 - *Is there a template, policy, or procedure currently in place? (one will be created)*
 - *Does this apply to regional director communication w/ state presidents and members? (no clear answer given)*
 - **Motion carried** – (Region III Director nay vote)

- **New Business**
 - *Budget Process (Mary Abbuhl)*
 - **Discussed how budget process is handled.**
 - **Board member questions:**
 - *How are finances monitored? (Auditors report submitted to BOD yearly)*
 - *What are reserve funds? (Society investments)*
 - *Who is allowed to make changes to budget mid-year? (no clear response given except that President, Treasurer and Executive Director held responsible for funds)*
 - *International Resource Group (Beth Sheppard)*
 - **Motion presented by NSH President, “I Move that the Society establish an International Resource Group.”**
 - **Second by Kerry Crabb (NC).**
 - **International attendees have requested the establishment of a resource group within the NSH.**
 - **NSH website will facilitate communications with other countries as NSH representatives.**
 - **David Davis started organization and would like to Chair group and help setup.**
 - **Board member concerns:**
 - *Will NSH deputize these representatives? (no clear response)*
 - *Will it be a group or committee and what is the difference between the two? (Group only – no additional information provided)*
 - *Is there an expense to NSH? (no)*
 - **Motion carried**
 - *Board Committee and Appointments (Beth Sheppard)*
 - **Motion presented by NSH President, “I Move that the recommended committee chair and appointments be approved for the 2014 – 2016 term.”**
 - **Second by Kerry Crabb (NC).**
 - **Region III Representatives:**
 - *Budget and Finance – Mary Abbuhl (NC)*
 - *Convention – Jean Gardin (NC)*
 - *HPN – Jerry Santiago (FL) & Kerry Crabb (NC)*
 - **Motion carried**
 - *HistoQIP Appointment (Beth Sheppard)*
 - **Motion presented by NSH President, “I Move that the Sue Lewis be approved as the 2015 – 2020 member to the NSH/CAP HistoQIP Committee.”**
 - **Second by Joanna Barton (NC).**
 - **Motion carried**
 - *Regional Director Travel Funds (Jean Mitchell)*
 - **Request to raise regional director travel fund up from \$1000.00**

- **Discussion:**
 - *Region directors are encouraged to attend state meetings and recruit members*
 - *Not all state societies help to support region director travel*
 - *Board members not asking for a raise but possible access to unused funds by other regions?*
 - *Challenge to regional directors to increase membership in regions before motion in place to raise travel funds.*

- **Participated in NSH Board of Directors Teleconference (October 1, 2014)**
 - **Unfinished Business**
 - **Board Committee and Appointments (Beth Sheppard)**
 - *Motion presented by NSH President, "I Move that the recommended committee chair and appointments be approved for the 2014 – 2016 term."*
 - *Second (unknown)*
 - *Region III Representatives:*
 - **VIR** – David Krull (NC)
 - *Motion carried*

 - **New Business**
 - **List for BOD Liaisons/Committees (Beth Sheppard)**
 - *Board liaisons and chairpersons communicate throughout the year to help committees stay on track.*
 - *BOD Committee Representatives from Region III:*
 - **Budget & Finance** – Kerry Crabb (NC)
 - **Convention** – Joanna Barton (NC)
 - **Education** – Jerry Santiago (FL)
 - **Hard Tissue** – Jack Ratliff (TN)
 - **Public Relations** – Kerry Crabb (NC)

 - **TARGOS Partnership (Beth Sheppard)**
 - *Board members wanted more information concerning TARGOS and the scope of the relationship.*
 - *NSH received a letter from TARGOS on intent but it was not well defined enough for NSH to move forward with relationship.*
 - *TARGOS intent is to provide training on advanced histology such as genetics, mass spec, etc. without cost to NSH.*
 - *Executive director to provide a summary of relationship history to BOD.*
 - *More discussion at future meetings once intent agreed upon.*

- **Participated in NSH Board of Directors Teleconference (October 22, 2014)**
 - **Unfinished Business**

- **NSH/CAP Uniform Labeling Paper** (Beth Sheppard)
 - Motion presented by NSH President, “I Move that the NSH/CAP Uniform Labeling Paper be approved.”
 - Second by Monty Hyten
 - Process of developing these guidelines was explained and draft paper was reviewed.
 - Motion carried

- **New Business**
 - **Executive Committee Update** (Beth Sheppard)

 - **Executive Director Selection Committee** (Beth Sheppard)
 - Executive Director resignation
 - Bylaws state that a selection committee is to be created and develop and organize the strategy for the recruitment, selection and training of a new Executive Director for NSH.
 - **NSH President and Speaker of the House are required as per NSH Policies and Procedures.**
 - **Other members appointed by NSH President**
 - Executive Selection Committee
 - **Beth Sheppard**, President
 - **Joanna Barton (NC)**, Speaker of the House
 - **Michael LaFriniere**, Region II Director
 - **Mary Abbuhl (NC)**, Budget & Finance Committee Chair
 - **Janet Tunncliffe**, Membership Committee Chair
 - Motion presented by NSH President, Beth Sheppard, “I Move that the recommended Executive Director Selection Committee be approved.”
 - Second Kerry Crabb (NC)

- **Participated in NSH Board of Directors Teleconference** (February 12, 2015)
 - **Unfinished Business**
 - **Peggy Wenk Scholarship Award** (Liz Chlipala)
 - Motion presented by NSH Awards Committee Chair, Liz Chlipala, “I Move that the Peggy A Wenk Histotechnology Program Award and the Peggy A Wenk Memorial Webinar be established on an annual basis beginning in 2015.”
 - Second by Kerry Crabb (NC)
 - \$5000.00 award to an HT or HTL NAACLS approved program for the purpose of furthering educational opportunities for students through the use of NSH educational event, webinars, textbooks, reagents, guest speakers, poster development, tuition assistance or lab equipment for student use.
 - A webinar in Peggy Wenk’s name during October in honor of Breast Cancer Awareness Month.

- *Motion carried*
 - **2015 Events Update** (*Aubrey Wanner*)
 - *Mohs Training: Two (2) day hands-on presentation.*
 - *HT/HTL Certification Prep: Two (2) day course with HT focus on day 1 and HTL on day 2.*
 - *IHC for Clinical Histotechnologists: One (1) day event with clear clinical IHC and Molecular focus.*
 - **Inappropriate/Disruptive Behavior Procedures** (*Aubrey Wanner*)
 - *How to address inappropriate behavior at NSH sponsored events.*
 - *Approaches were discussed*
- **New Business**
 - **NSH In Action** (*Janet Dapson*)
 - *Proposal to discontinue in its current form.*
 - *Item to be presented later this year for consideration.*
 - **TARGOS** (*Beth Sheppard*)
 - *Additional explanation of NSH – TARGOS partnership.*
 - *Relationship has not progressed.*
- **Participated in NSH Board of Directors Teleconference** (*February 18, 2015*)
 - **Unfinished Business**
 - **Executive Director Search** (*Beth Sheppard*)
 - *Executive Director Selection Committee presented information about process and how they came to their recommendation*
 - **Information for one (1) candidate given prior to meeting for BOD review.**
 - **Additional candidate information given minutes before meeting started.**
 - *BOD concerns were discussed and additional recommendations made regarding the finalization of candidate offer.*
 - *Candidate chosen and approved by BOD based upon information presented by Executive Search Committee.*
 - **Motion made** (*Beth Sheppard*)
 - **Second** (*Michael LaFriniere*)
 - **Carried**
- **Participated in Workshop Presentation @ Texas Society for Histotechnology Meeting in Plano, TX** (*March 20-22, 2015*)

- **Participated in NSH Board of Directors Teleconference (April 14, 2015)**
 - **Unfinished Business**
 - **Executive Director Search** (Beth Sheppard)
 - *Executive Director Selection Committee presented information about process and how they came to their recommendation*
 - *Information for two (2) candidates given prior to meeting for BOD review.*
 - *BOD concerns were discussed and additional recommendations made regarding the finalization of candidate offer.*
 - *Candidate chosen and approved by BOD based upon information presented by Executive Search Committee.*
 - **Motion made** (Beth Sheppard)
 - **Second** (Michael LaFriniere)
 - **Carried**
- **Attended and Participated in Georgia Society for Histotechnology “Histopalooza” in Lake Lanier Islands, GA (April 17-19, 2014)**
 - **Meeting w/ Onsite Vendors Regarding Participation in NSH S/C**
 - **Region III Director Update @ GSH Business Meeting**
 - **Promotion of 2015 NSH S/C in Washington DC**
 - **Region III State Society Meeting Updates**
 - **NSH HPD Contest Update from NSH Office**
 - **NSH HistoQIP Meeting Update**
 - **Peggy Wenk Scholarships Announcement**
 - **Call for HOD Agenda Items for 2015 S/C in DC**
 - **Call for BOD Agenda Items for 2015 S/C in DC**
 - **Region Funds Update**
 - *States that contributed to Puerto Rico Region Meeting Bailout want money paid back as promised.*
 - *Hope to verify contributions and settle issue by NSH S/C in DC.*
 - *Region Director to handle and decide how best to move forward for the region.*
 - **NSH Partnership w/ TARGOS GmbH**
 - *What exactly is the partnership?*
 - *Confusion as to how this benefits NSH and Region III*
 - **NSH Communication Policy and Procedure Update**
 - *Concerns voiced that it limits communication and possible discouragement of communication between members and board members.*
 - *Appears to be an example of censorship.*

- *Discussions have been in progress with NSH President to clarify and update policy appropriately.*
- **Participated in NSH Board of Directors Teleconference (June 15, 2015)**
(meeting minutes officially unapproved as of this report)
- **Participated in NSH Board of Directors Teleconference (June 30, 2015)**
(meeting minutes officially unapproved as of this report)

Ongoing Activities:

- **Preparation of Region III Meeting @ NSH S/C in Washington, DC (Aug/Sept 2015)**
- **Resolution of Region III Funds Issue (2015)**
- **Relationship Between NSH and Region III Constituent and Non-Constituent State Societies (2015 – 2016)**
 - Working with state society presidents to keep members informed.
 - Attendance and participation at region state society meetings.
- **Preparation for Attendance & Presentation @ South Carolina Society for Histotechnology Meeting at Pawley’s Island, SC (October 23-25, 2015)**

Goals:

- **Strengthen Region III Membership and Participation w/in the NSH (2015 -2016)**
 - **Assist Struggling State Societies to Host State Meetings**
 - **Identify/Recruit/Mentor Future Leaders**
 - **Promote Delegate Participation w/in NSH HOD**
 - **Member Influence & Participation in NSH Educational Committees**
- **Re-Introduce Region III Meetings (2015 – 2016)**
 - **Membership Recruitment of Younger Generations**
 - **Assist in Development of Quality Educational Opportunities**
 - **Strengthen Vendor Relationships and National/State Society Support/Participation**
- **Continue Active Participation In Board of Directors Meetings (2015 -2016)**
 - **BOD Accountability & Transparency**
 - **Monitor and Contribute to NSH Governance Updates/Revisions**

Region IV – Jean Mitchell, Region Director

Summary of Activities:

In August 2014 I attended the NSH 40th Annual Symposium/Convention in Austin, Texas where I attended and actively participated in:

Region Directors/Presidents Meeting

- 1st Time Attendees Reception
- Board of Directors (BOD) Strategic Planning Meeting and Strategic Planning Task Force Meeting
- Region IV Membership Meeting

- BOD Meeting
- General Membership Meeting
- Hosting a Region IV Presidents lunch
- House of Delegates (HOD); sworn in for my 2nd term as Region IV Director.
- Post HOD BOD Meeting.

On-Going Activities & Projects:

Through the end of 2014 and into 2015 as Region IV Director I have:

- Corresponded with all Region IV state presidents on a regular basis and submitted reports for publication in their state newsletters and/or state websites.
- Attended spring 2015 state symposiums for Kentucky, Indiana, Ohio, Wisconsin and Illinois and womanned the NSH display booths and sold NSH related merchandise in each of those five states.
- Offered my services and gave educational presentations at the Kentucky, Indiana, Ohio, Wisconsin and Illinois spring 2015 state symposiums.
- Promoted NSH membership benefits including; educational opportunities, awards and scholarships and professional advancement.
- Been available for and contributed during all scheduled NSH Board of Directors teleconferences.
- Submitted quarterly reports for publication in NSH In Action.
- Maintained my position as NSH alternate representative to the Joint Commission’s Laboratory Professional and Technical Advisory Committee (PTAC).
- Maintained my position as a member of the NSH Strategic Planning Task Force.

Goals:

As I begin/continue my 2nd term as Region IV Director, I am excited for the next two years and embrace the experience that my 1st term granted me. There has been continued great communication and feedback from each of the Region IV state presidents and all the states members and I appreciate that I have been able to attend five of the six Region IV states 2015 spring symposiums. The role of Region IV Director continues to be an active challenge to me in addressing a variety of needs, working to maintain a strong presence on the NSH Board of Directors and be the best representative for Region IV that I can be. My continued goals are to:

- Maintain good communication with each of the Region IV State Presidents and their state membership.
- Maintain an approachable presence and availability within Region IV as their NSH representative.
- Assist each Region IV state with their NSH membership needs.
- Support each Region IV state in any way possible and provide input/assistance as requested.
- Maintain a strong presence on the NSH Board of Directors with valued and constructive input in my 2nd term as Region IV Director.
- Become involved and active on more NSH Committees.

Region V – Judi Stasko, Region Director

Summary of Activities:

- Attended 2014 NSH Symposium in Austin, TX.
- Participated in the 2014 HOD.
- Participated in BOD meetings, teleconferences and e-mails throughout year.
- Attended the First Timers meeting in Austin, TX.
- Served as the NSH BOD liaison to the Veterinary Industry Research (VIR) committee.
- Presented a talk at the Tri-State meeting in May.
- Gave NSH updates to attendees at the Missouri, Nebraska and Tri-State for Minnesota and Iowa.
- Reached out to ND and SD and KS members to encourage attending the NSH Symposium and participation in the HOD.
- Wrote articles for NSH in Action as well as state newsletters keeping members informed.

On-Going Activities & Projects:

- Working with the state society presidents and newsletter editors to keep their members informed of educational opportunities in the region and nationally.
- Keep NSH updated of the ongoing activities of the Region.
- Reached out to ND and SD and KS members to encourage attending the NSH Symposium and participation in the HOD.

Goals:

- Continue to learn and grow with NSH and to assist with any NSH or Region V projects.
- Continue to reach out, promote and communicate NSH information to Region V members.
- Continue to reach out to the Non-Constituent Societies in Region V to encourage attending the NSH Symposium and participation in the HOD.
- Continue to assist Region V members to keep them informed about NSH news and upcoming educational opportunities.

I have enjoyed representing, communicating and meeting many of the Region V members. Thank you for your participation and feedback.

Region VI – Hector Hernandez, Region Director

Summary of Activities:

In August 2014 I attended the NSH 40th Annual Symposium/Convention in Austin, Texas where I attended and actively participated in:

- Attended 2014 NSH Symposium/Conference, Aug. 22-29, 2014 in Austin, TX shadowing Jan Gardner, Director Region VI in all BOD, HOD and other meetings during the symposium. Took office at the end of the HOD.
- Participated in Board of Directors conference calls and emails.

- Have been in contact with Arkansas Society regarding the new interim Board of Director. The New Board will take office at the annual meeting in March 7, 2015.
- Attended the Texas Society for Histotechnology in Plano on March 20-22, 2015 at the Marriot at Legacy Town Center.
- Louisiana Society had a productive meeting in New Orleans on June 5-6, 2015.
- BOD Liaison to Membership Committee.

On-Going Activities & Projects:

- Continue to provide information concerning NSH and Region activities to Texas, Louisiana, Arkansas, Oklahoma and New Mexico histology personnel.
- Participate in all conference call Board meetings, email and other duties.
- Plan to keep in touch with Region VI state societies.

Goals:

- Continue to promote and communicate NSH information to Region VI presidents and members
- Attend state histology meetings within Region VI and promote NSH benefits.
- Recruit and retain members to NSH.
- Do better job in the upcoming year as far as getting more involved with the state societies.

Region VII – Jane Parr, Region Director

Top 3 Significant Committee Successes	Committee Success Factors That Supported Success
Frequent communication with Region VII Presidents	Contact via email regarding meetings, newsletters monthly.
Have attended CSH meeting and will be attending ASH meeting on 7/25/2015	NSH funding will help get me to AZ. Eager to meet folks there. Enjoyed sharing NSH with CO members.

Other Notable Successes	Committee Success Factors That Supported Success
Attendance at all TC's. Voice my thoughts and welcome other's.	Updates of NSH help with communication to Region.
Hoping to get Utah's state society back in gear; speaking with folks from there.	Welcoming knowledge from NSH to help get this going.

Committee Shortcomings and Solutions	Committee Shortcoming Recommended Solutions
Clear and frequent communication on NSH issues.	It feels this is improving as far as frequent communication with NSH issues. Maintaining Board Member control over certain issues would be appreciated.
I'm a liaison for the Convention and Public Relations Committee	I have not received communication from either of these committees.

Region VIII – Matt Brooks, Region Director

NSH Symposium and Convention: Austin, TX 2014

- Attended the Boots and Diamonds Awards Ceremony on August 23rd.
- Presented updates at the Region VIII Meeting on August 24th, with members from California, Hawaii, and Washington State.
- Attended the Board of Directors meeting on August 25th.
- Attended the Culling Memorial Lecture.
- Attended the First timers Meeting
- Attended the General Membership meeting and Culling Memorial Lecture.
- Attended and participated in the House of Delegates August 27th.
- Attended the Post Board Meeting August 28th.

Completed Activities Include:

- Attended and participated in the Washington State October 25th.
- Participated in several Board conference calls throughout the year.
- Communicated and provided By Laws to Rochelle Nabal for Hawaii to potentially establish a Hawaii state society.
- Emailed and spoke with the President of the Oregon State Society President and Vice-President to see about getting their state society active. Discussed the potential of holding a shared meeting with Washington State.
- Emailed a large list of members that hadn't renewed their membership.
- Participated in the QM committee planning and teleconference.

Goals:

- Improve communication with state societies with in the region.
- Work with Hawaii to establish a state society.
- Work with Oregon to get their state society active again.
- Attend the California state meeting.

Region IX – Vern Hurst, Region Director

Activities:

- June 2015 Region IX hosted an Educational Symposium in Toronto, Ontario
- Participated and voted as required in all BOD teleconferences and email discussions

Accomplishments:

- Region IX held an Educational Symposium in Toronto, Ontario on June 5, 6. Thanks to the dedication and hard work of the volunteer committee, we had great attendance, excellent vendor support and outstanding speakers. Special thanks to our keynote speaker Bill DeSalvo and our indefatigable Education Committee Co-Chairs.
- We have made great strides aligning ourselves with other Canadian organizations in an attempt to increase our recognition and our membership
- Electronic registration and Handouts for our Education events continues to be a success

- Our Awards Committee has done a commendable job recognizing our outstanding members. All Region IX members have the opportunity to apply for or be nominated for acknowledgement through our awards, a complete list of which is available on the Region IX website WWW.nshregionix.org
- We continue to distribute our Region IX brochure to the labs in our region with the support and assistance of our hard-working vendors
- Vendor support of our Education initiatives and Newsletter continues to be outstanding and we could not accomplish this without their support
- Our Region IX Newsletter “The Cutting Edge” continues to be distributed electronically to over 98% of our membership. Copies of the Newsletter can be viewed on the Region IX website WWW.nshregionix.org

Future Goals:

- Continue to solicit vendor support for our awards
- Continue the use of electronic registration and handouts for our education events
- Work with complementary organizations in order to promote the benefits of NSH membership and recruit new members

Awards Committee – Elizabeth A. Chlipala, BS, HTL(ASCP)QIHC , Chair

Summary of Activities:

- Selected NSH member to represent Region IX on Awards Committee.
- Reviewed and selected Student Scholarship Award recipients (5 in total).
- Added Frank J. Monek Memorial Scholarship – Sponsored by Cancer Diagnostics and Monek Family.
- Added The Peggy Wenk Histology Program Award and Scholarship – Sponsored by Sakura Finetek, USA.
- Sent out numerous “Award Spotlights” on Histonet, Facebook and in Under the Microscope in order to increase awareness on social media sites.
- Submitted several articles to NSH in Action.
- Spoke about Awards at several state and regional meetings – Georgia, California and Tristate.
- Reviewed and selected 2015 Awards and Scholarship recipients.
- Worked with NSH office on committee booth, prepared PowerPoint presentation that will run during exhibit hours, staffed committee booth.
- Attended and presented awards at Awards Banquet and General Membership Meeting.
- Attended House of Delegates.

Ongoing Activities:

- Continue to increase awareness of the many NSH awards and scholarships.
- Continue to correspond with NSH office and Corporate Sponsors on awards activity.
- Continue to work with President and Executive Director on Awards and Scholarships.

Goals:

- Rework and define the award/scholarship process and better define award/scholarship criteria
- Update content for awards and scholarships on NSH website.

- Continue to increase awareness for awards/scholarships on social media sites.
- Work with Region Directors and State Presidents to insure involvement in award nomination process at both the region and state level.
- Work with Program Directors on Student Scholarships nominations and letters of recommendation.
- Develop a process in which the Award Committee can meet a few times a year to discuss and work on goals developed.

Budget and Finance Committee – Mary Faith Abbuhl, Chair

The Budget and Finance Committee works closely with the NSH Board of Directors (BOD), NSH Office, Committee Chairs and NSH Appointees to prepare a fiscally sound budget for the Society each year.

Summary of Activity:

- The Budget & Finance Committee prepared the proposed 2015 budget and it was approved by the BOD at the BOD Conference Call on October 1, 2014.
- The final approved budget was sent to the BOD and the NSH Office.
- The Budget & Finance Committee is currently in the process of working with the NSH Office to contract for an audit of the 2014 revenue and expenses and to review the January-June 2015 expenses and revenue in preparation of the 2016 budget.
- On the advice of a new accounting firm (closer proximity to the NSH office) we will be revamping the budget format to be more in line with the practice of reporting products and services (i.e. S/C revenue balancing S/C expenses). This will allow for variance reporting to keep the budget on track.
- With input from the Board of Directors at the 2015 Symposium Convention (S/C) in Washington, DC and requirements submitted by the Committee Chairs, NSH Appointees and the NSH Office, the 2016 preliminary budget will be prepared and reviewed by the Budget & Finance Committee at the 2015 S/C.

Goals:

- To close the previous year's budget in a timely fashion.
- To revamp the budget format on advice of the accounting firm.
- To prepare the 2016 preliminary budget prior to the S/C so that the Committee members can review and comment by the end of the fourth quarter.
- To attend the Board of Directors meetings at the S/C to adjust the preliminary budget.
- To present and submit the proposed 2016 budget for approval at the 2015 S/C BOD meeting in Washington, DC.

Bylaws Committee – Konnie Zeitner, Chair

Summary of Activity:

The Bylaws committee had been directed to revise the membership section of the bylaws. We started this huge project in 2014 and presented sixteen amendments to the House of Delegates (HOD) last year in Austin Texas. It was an effort to complete the revision of the membership section of the current bylaws. Due to delegate misunderstanding of the intent of the proposed bylaws amendments which would have led to hours of discussion in the HOD, the amendments were withdrawn. The Bylaws Committee was then committed to revise the proposed amendments and bring them back to HOD 2015 in Washington, DC.

To accomplish this goal, the Bylaws Committee has been very busy proposing, discussing and re-wording possible membership section revisions. When we were close to agreement on the revisions, I decided it was time to involve the NSH Membership Chair, Janet Tunnicliffe. We met in Chicago in April, discussed the changes that Membership wanted to include in the revisions and reworded the revisions again.

Janet then discussed the proposed revisions with Sharon Kneebone, the new NSH Executive Director and Brenda Royce, NSH Membership Manager to be certain that they were satisfied with the proposed revisions. After considerable discussion it was determined that these membership updates would not require any change to the bylaws, but rather should be written into NSH procedures. At this time, the membership categories in the current bylaws will stay as written; the procedures that implement the membership categories will be revised. There will be one Bylaw change brought to the HOD, which is a wording change for clarification.

The Bylaws Committee will continue to review and revise the bylaws as necessary. Our bylaws are always a work in progress.

Significant success:	Completed assignment to revise the Membership Section
Factor that support success:	Active committee participation Membership chair assistance Input from NSH Executive Director
Shortcomings:	Committee members did not fully understand bylaws
Solutions:	Explanations by Committee Chair, i.e., the purpose of both bylaws and policies and how policies and procedures differ from bylaws.
Recommendations:	Chair should assist the members by providing background information and basic understanding of the bylaws before asking them to help with or suggest revisions.

To understand the workings of NSH and the bylaws, committee members should have been a Region Director, NSH Officer, or an appointed or elected committee member or Chair prior to serving on the bylaws committee.

Continuing Education Committee – Rick Graham, Chair

Committee Accomplishments:

The CE Committee strives to provide our membership with varied opportunities to obtain contact hour credits. In 2014 we held 8 free teleconferences for members bookmarking the weeks between Histotechnology Professionals Day and Medical Laboratory Professionals Week in which participants could earn 1 contact hour for each in addition to all the other options available.

In 2014, nationwide there were 3,400 unique attendees who applied for CEU units from approved NSH events or activities. 649 total workshops/seminars were approved. The Certificate of Completion Program by discipline implemented in 2004 at the NSH S/C continued. There were 217 participants in the Certificate of Completion Program at the annual NSH S/C. Of the participants, 148 qualified for Immunohistochemistry, 64 qualified for Management, 5 for Molecular, and 6 for safety certificates. NSH has a teleconference every 3rd Wednesday of the month. In 2014, 251 labs participated in this program, with a total of 923 people earning credits.

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

- 404 participated in the free HPD teleconferences
- 109 participated and completed tests after reviewing the online Self Assessment Series
- 89 participated and completed the quizzes that are given for the featured article in the Journal of Histotechnology
- 82 participated in and were credited for completing the quizzes in the NSH in Action
- 3 for presentation of a Scientific Poster
- 7 for presenting a workshop (forms must be submitted to request hours)
- 56 for volunteering on NSH committees

Convention Committee – Jean Gardin, Chair

The Convention Program Team, consisting of six individuals plus the Educational Development Manager and Meeting Manager, reviewed abstracts for the Symposium/Convention workshops. Abstracts were reviewed for topics needed as a preliminary area to triage, and the actual speaker name was only considered when identical workshops were under consideration and the speaker was already presenting; in those situations the opportunity was given to someone new. In developing a well-rounded program with returning speakers and new speakers, it is inevitable that not all abstracts can be accepted. Potential areas were left open for short poster presentations and a new area of Emerging Technologies to be presented by vendors. Poster presenters don't always get a chance to explain their posters to a group, and vendors don't always get to point out new and emerging technology.

The NSH website continues to provide avenues for the Symposium/Convention volunteers to register as guides and mentors, and to sign up to work at registration and career day. Training for these areas will continue to utilize pre-convention training via PowerPoints with audio presentations, reducing the need for on-site group training meetings. Convention coordinators (Equipment, Operations, Exhibits, Career

Day) continue to uphold their roles, while also diversifying their duties to cover all necessary areas during the convention.

Vendor Drawings at the close of the Exhibitor Hall are an aspect that appeals to the vendors and attendees, and will be promoted again.

The Program Team will continue to:

- Select Emerging Technology presenters
- Review handouts
- Greet speakers
- Answer questions at the NSH committee booth at the Convention
- Assist in the First Time Presenter review

As always, the NSH Office is the backbone of what this committee follows through on-site at the Symposium/Convention.

Credentials Committee – Debbie Wood, Chair

Committee Activities to date include:

1. Contacted committee member(s), bringing them up to date with committee activities and to confirm their availability to assist with credentialing and HOD responsibilities during the National Harbor, MD Symposium/Convention.
2. The credentialing hours for National Harbor Symposium/Convention will be the same as last year. Confirmed the credentialing hours and dates will be published on the NSH Web page and in the Symposium/Convention Program.

Ongoing activities:

1. Prepare first call letter for delegates and alternates to be mailed to State Society Presidents, Committee Chairs and Regional Directors March 3rd. Make necessary adjustments to letter to reflect new membership timelines.
2. Send reminder notice, June 10th, for final call of delegates and alternates.
3. Confirm receipt of delegate names and membership of all listed delegates and alternates.
4. Verify with NSH office all submitted names are members in good standing.
5. Notify State Presidents, Regional Directors or Committee Chairs to submit another name if any of the submitted names is not eligible to sit as a delegate/alternate in the HOD.
6. Prepare identification cards and sign in sheets for credentialing and the HOD.

Education Committee –Traci DeGeer, BS. HTL (ASCP), HT, QIHC, Chair

Summary of Activity:

- HT/HTL presentation plan to be defined for 2015
 - Discussion held in January in regards to splitting this session up after Sarah reworks
 - Presentation contained to much material for one session.
 - Possibly record and offer as smaller sessions.

- Review schedule for Self-Assessment Books to be revised and assign who and a deadline for completion
 - Review schedule for Self-Assessment Books established.
 - A group of reviewers have been identified to reach out to as each book comes up for their next review.
- Help to develop/define Online Learning Modules
 - Articulate Online has been reviewed as a potential Online Learning platform for the Self-Assessment Books.
- Planning of booth for USA Science and Engineering Festival (USASEF)
 - Exhibiting at the 2016 USASEF and suggestions have been gathered for the theme of the USASEF booth and a final theme chosen.
 - Learning areas are planned for different age groups with “take away” learning pieces.
- Develop image bank plan
 - The first set of images to use in the online gallery has been received and is being reviewed. Committee is continuing to accept images from any source that can allow NSH to use them.
 - Second half of year plan: Reach out to HistoQuip Committee and Vendors to seek their participation in the image gallery.
- Participated as a member of the Program Committee to help review material for Educational Content.

Goals:

- HT/HTL presentation plan to be defined for 2015.
- Review schedule for Self-Assessment Books to be revised and assign who and a deadline for completion.
- Help to develop/define Online Learning Modules.
- Help in planning of booth for USASEF.
- Develop image bank plan.
- Consultant/reviewer on workshops, educational material etc.
- Plan for booth at S/C.

Hard Tissue Committee – Sarah Mack, Chair

<i>Top 3 Significant Committee Successes</i>	<i>Committee Success Factors That Supported Success</i>
1. Completed Microtomy Troubleshooting Guide	Members contributed necessary information to complete
2. Drop box for valuable Hard Tissue Information	Created by NSH and Kim Simmons
3. Updated HTC contact list	Gayle Callis updated this information

<i>Other Notable Successes</i>	<i>Committee Success Factors That Supported Success</i>
1. Hard tissue documents for larger troubleshooting guide	Hard Tissue Committee Members Contributed valuable information

<i>Committee Shortcomings and Solutions</i>	<i>Committee Shortcoming Recommended Solutions</i>
1. More input from HTC members	Engage members to contribute
2. Chair not sure of all responsibilities	NSH provide documentation to Chair of responsibilities

Health And Safety Committee – Maureen Doran, Chair

The committee works together to provide the membership with pertinent health and safety information for histology professionals. The Health and Safety committee meets annually during the NSH symposium to discuss the needs of the membership and plan projects. The 2015 committee consists of 35 members representing 19 states including Canada and Jamaica. Committee members participate in committee projects during the year and function as a safety information resource for the membership. The committee encourages members to present safety workshops, lectures, webinars and teleconferences.

Summary of Activity:

1. Correspond with H&S committee members.
2. Respond to health and safety inquiries by phone, email and mail.
3. Promote the safety certificate program for NSH 2015 Symposium/Convention.
4. Participate in H&S booth activities at the NSH 2015 symposium.
5. Present safety webinars; Formalin Safety: Facts & Fixation (Jan. 2016) Chemical Disposal for the 2016 NSH HPD.
6. Promote the safety certificate as a route for members to receive approved contact hours at state, regional and national meetings.
7. Promote/presented safety workshops in 2015-6.
8. Encourage NSH members to become involved in safety activities.

Ongoing Activities:

1. Interact with the membership by promoting health and safety at our booth at the NSH symposium/convention. 2015 booth theme is "Chemical Compatibility". Committee members submit materials for display.
2. Update/distribute the H&S information packet from the H&S booth at the NSH national symposium.
3. Promote the Howard Hughes safety videos available on loan for members.
4. Continue to solicit additional Health & Safety committee members from each state in order to engage more involvement at local level.

Goals:

1. Increase the number of safety related workshops offered at local & national meeting.
 2. Develop safety ppt for membership available from NSH.
 3. Develop a new safety webinar for 2016 Histotechnology Day.
 4. Complete revisions to H&S self-assessment guide.
 5. Distribute more safety information at state meetings.
- Present a safety presentation for 2015-6 NSH Teleconference series.

IHC Committee – Bonnie Whitaker , Chair

IHC Committee’s Mission:

To serve as a resource of the Society’s members in matters having to do with the IHC, ISH and molecular diagnostic procedures; to assist in the development of educational materials and events relating to IHC/ISH and molecular diagnostics; and to advocate for NSH’s goals and objectives while interacting with other NSH members, other professional societies, and government agencies.

Major activities 2014-2015:

- The IHC/Molecular One Day Forum planning team included Dr. Richard Cartun, IHC-RG Chair Bonnie Whitaker and NSH Educational Development Manager, Kim Simmons
- The IHC/Molecular One Day Forum was held July 18, 2015, in Nashville, TN, and there were 40 people in attendance.
- Ventana has a link on their website to Immunohistochemistry: Harnessing the Power of the Immune System, at:
<http://www.ventana.com/resources/swf/training/Immunohistochemistry/index.html>.
 This includes much of the Resource Guide material, as planned and discussed with the NSH Education Chair.

Activities Planned for 2015-2016:

- Work to develop IHC Resource Guide for animal tissues by the end of 2016.
- Work with committee members to develop a list of needs; prioritize needs and determine goals for 2016 by December 2015.
- Begin planning for IHC/Molecular Forum in 2016.

Judicial Committee – Dot Kuebler , Chair

Summary of Activity:

The Judicial Committee serves to receive complaints from members, investigate those issues, and prepare resolutions relating to non-compliance with the Code of Ethics, the Bylaws, or Articles of Incorporation or other detrimental act toward the Society, of a member, officer, or Constituent Society. It is not the scope, or function, of the Judicial Committee to pursue theoretical issues, or to prepare resolutions as political statements or edicts.

There were a few random questions regarding procedures and relevance for judicial committee review, but there were no subsequent requests made to the Judicial Committee. To date, no issues have been presented to the Committee for investigation or reconciliation during the 2014-2015 year.

Committee Member names were submitted to the Credentials Committee as possible alternate delegates to represent the Judicial Committee in the 2015 House of Delegates. Committee Members have been available and responsive to Committee correspondence.

Goals:

- To serve the membership through active and timely consideration of issues deemed appropriate for judicial consideration.
- To serve as a resource for other committees and the Board of Directors on issues of compliance and/or detrimental acts toward the Society.

Legislative Committee – Amanda Kelley, Chair

Why the legislative Committee –

The legislative committee exists because

- We are a group of competent professionals who represent a segment of the scientific community.
- Our scientific jobs are heavily regulated and dependent upon new guidelines from various agencies including EPA, WHO, CLIA, DEA, Department of Natural Resources, and FDA to name a few.
- Our positions are subject to state and local jurisdictions –
 - state licensure (CA, NY, FL)
 - to protect the public (background checks)
 - local agencies – State Health Departments
 - Environmental impact - Electric, Gas, Water
- Our jobs require certification and in some states licensure (ASCP, ASCLS etc).
- Our positions require continuous education as new testing is always being developed and /or enhanced. NSH and their constituent state societies are tasked with bringing you those educational opportunities.
- To represent our (NSH) position on new legislation, at every level of government. If we catch these issues at the discussion phase of a new bill, then our voice will be heard prior to the Bill becoming Law. Once a bill has been passed in the legislature, it requires a significant reason to challenge or change that law.
- Our physician partner associations (ASCP, ASCLS, and CAP) have active legislative committees and/or have hired lobbyists to represent their positions at every level of government. Those of you who are ASCP members have received ePolicy newsletters. Currently the buzz feed is about repealing of Medicare’s Sustainable Growth Rate. Past topics included the prohibition of self-referral for Anatomic Pathology Services and issues regarding medical necessity recommendations for laboratory testing.

Why is it a concern to me what goes on in Congress? I’m a bench tech working in a local lab. They’re going to do what they want to in government anyway.

NOT TRUE – The United States has an estimated 15,000 lobbyists employed with a budget of over \$3 billion dollars to influence legislation in America. If influence is not that important, then why do corporations, unions, associations, and PAC’s spend the money? We could be using it to increase our wages, eliminate poverty, and create new jobs. Influence is everything in DC, it is based on the perception that the corporation, union, association and / or PAC want to present to the Congressional leader. When you are lobbying a legislator you are trying to sway them into understanding your

position and why you feel that way. This can be done in several different ways, by professional lobbying for an association/group, stimulating a reaction to a particular social agenda, writing letters, using social media, and running for office. Once the conversation is started, there are steps to getting your bill presented.

- Development of a new bill – why do we need to change /amend/ dissolve this current law? –
- Discussion – present arguments – do we really need to change/amend/dissolve this law?
- Influence – Yes because this will and/or is happening if we don't. No because it's working don't fix it.
- Perception – (Elected Officials) how will my constituents feel if I support this position? Will this hurt me: re-election by the people or eliminate my largest donor to my campaign? If I do this early in my election cycle than the public have a short memory and won't hold me accountable. It's personal for my donor; I could lose \$500,000 in contributions per year.
- Decision making process –(Elected Officials) Ask your constituents – town halls, meeting with your donors. How many voters will I lose if I support this change/amendment/ dissolution of this law? If I take this hit with my donors and it garners me new voters, then can I count on small donations from a larger voter pool to make up the difference from what I lost from this one large corporate/union/ personal donation.
- Final decision – Now this is where it gets interesting, these are the possible outcomes.
 - Nothing happens – let's not change a thing.
 - Amendment / Dissolution– add one word, an additional line, or eliminate the law. If this happens in the Senate, it goes to the House and visa versa. For the change to occur it has to pass both the House and the Senate.
 - Amendment/ Dissolution/ New Bill – Both the House and the Senate have to pass the bill
 - President's desk – he can sign the bill, or veto it.
 - Signed - new law-
 - Veto it – Can go back to Congress to be redrafted.
 - Challenge the new law – By a person suing the government stating that this law violates their rights, or if enough Congressional Leaders challenge the new law it can go to the Supreme Court for review.
 - The Supreme Court has the authority to overturn a law. If they choose to overturn the law the process starts all over again.

So I know what you're thinking, this is futile why try to influence anyone? This slow process was developed this way on purpose. It allows a seat at the table for everyone. You just have to take your place. Yes I know it can be frustrating, but people do hear you, they do see you. With enough conversation the tide of the debate will turn. You can make it turn but you have to participate. This is one sport which cannot be played on the sidelines. You can't think that your voice with NSH or vote for Congress, state and local leaders doesn't count. It does 15,000 lobbyists and \$3 billion dollars can't be just a big waste of money. It's the price of your inactivity, the cost of your apathy. The future of 350 million people should not be bought for \$8.58 each.

Here is a list of talking points which are important for NSH members when confronting their international, Federal, state and local political advisors.

International –WHO

1. Need WHO standards for technicians to meet the qualification level of ASCP
2. Need international Safety standards for technicians to meet the level of ASCP
3. Need a procedure for emergent virus containment (EBOLA, Anthrax) for histologists.

United States – Federal (OSHA, EPA, FAA, ATF, and Labor department)

1. There should be a higher ASCP BOR level for Histotechnologists for who gross tissue. These techs in many cases are replacing a pathologist assistant. These are usually HTL's the national average wage (2013 ASCP survey is \$26.63/hour)
2. A pathologist assistant is already considered a professional and their wage is (2013 ASCP survey is \$46.32)
3. Do I need a DEA license for controlled substances? Yes for Iodine and Sodium Barbiturate.
4. Do I need an ATF license for Ethyl Alcohol when I'm using this chemical in a healthcare setting? Yes for 200 proof you need a liquor license. Where alcohol is used as a fuel additive (E85) this is not the case.
5. FAA – Am I sending out this specimen correctly? Should it be ground transportation?
6. Hippa – Am I compliant?
7. Affordable Care Act – How will this affect my lab reimbursement? What is the affect with and without Medicare expansion?
8. It's in the news that histology is the most dangerous profession. It was ranked as having a higher mortality rate than a fireman or policeman. Is it true? If not then what can we do to change that perception? This is very important; this could change our personal insurance rates (Life and Health). We may suddenly be considered a pre-existing condition because we choose to stay in the field.

State – Licensure (CA, FL, NY) and regulatory agencies

1. The states which require state licensure need very active technicians assuring that their state legislatures aren't ignoring the plight of their constituents.
2. CA – does not recognize HT, and HTL as a clinical laboratory professionals. This is an unlicensed technical position, even though they recognize cytotechnologists.
3. NY –HT certification is acceptable for licensure in New York, HTL is not.
4. FL –same qualification level for HT, HTL, as ASCP. However the state has a route to licensure if you have high school and 60 hours of science (12 hours chemistry/12 hours biology) –no degree.
5. ASCP -Here is the link to the page for states which require state licensure.
<http://www.ascp.org/Board-of-Certification/State-Licensure>
6. State departments of Natural Resources, and the health departments – examples Hazardous chemical disposal and cancer registry.

Local – - regulatory agencies

1. What can I throw down the sink?
2. Are there local Health department regulations which affect your laboratory?

Take a look at your laboratories, what would you change if you had the opportunity? What would you like to lobby for? It is important that everyone become an activist about their chosen profession. Join your local, state and national societies for Histotechnology. Participate; don't let others who know

nothing about histology speak for you. Remember because we said nothing we work in the most hazardous job in America. We have influence as a collective. We need to use that influence by renewing our membership annually, participating in the conventions, networking with our colleagues, and participating on NSH committees. Be a mentor to the younger techs show them the value of belonging to something greater than yourself.

Membership Committee – Janet Tunnicliffe, Chair

Summary of Activity:

The NSH membership committee got off to a slow start this past year with the changeover of not only the membership chair but the new Executive Director. The first objective was to look at the outstanding bylaws change request to restructure the membership classifications. Based on the feedback provided from the discussion during the 2014 HOD and the defeat of the proposed Bylaws change it was determined that the subject of reclassification needs to be investigated and a possible solution to provide the ability to make group/multiple membership purchases needs to be established using the already existing membership classifications. This will be a joint membership committee and NSH office project for the 2015- 2016 term. Increasing membership numbers is dependent on attracting new members and retaining the current members. Currently for a potential new member to join NSH the person must be familiar with the NSH website to know that they select *renew* membership to become a first time member. The goal is to modify the web page and make membership more prominent on the web page. Also revision of the data collected about new and renewing members is being updated to capture data in a format that is searchable and thereby providing NSH committees with better statistics about the membership.

Nominations and Elections Committee – Paul Billings, Chair

Summary of Activity:

In 2014-2015 the main goal for Nominations and Elections Committee was to draft a new campaign policy. The committee was tasked with coming up with a campaign policy at last year's House of Delegates. We had two options, no campaigning or campaigning with guidelines. After research and review the committee unanimously voted campaigning with guidelines. This has been put on the Board of Directors agenda for review.

The 2015 year, being an election year, will be a very exciting time. The committee is reaching out to all those interested in running for office. We encourage all members in good standing to consider running for positions for NSH. We desire numerous candidates for each available position. I encourage each of you who may want to nominate someone or submit your name to contact me with any questions at : pbillings@uabmc.edu.

Public Relations Committee – Terra Wineman, Chair

Two thousand fifteen was my inaugural year as Chair. In 2015 the Public Relations Committee has worked on the following projects:

1. **First Timers** – This year, with Brenda Royce’s tremendous help, we have put together a reception that will be fun and interactive for the first time attendees at the S/C.
2. **HPD** – Histotechnology Professionals Day was the first activity I was involved in as Chair. Brenda and I developed two NSH sponsored contests that lasted until Lab Professionals week in April. One being giving the best career advice to fellow histotechs for individual entries and the second labs were tasked to use a histology word or stain and represent it in a fun and crazy way.
3. **VIR/AALAS Pre-Con** – This project is being led by the VIR Chair. I have been present for all the conference calls related to planning and preparation needed for this new venue of outreach. I am on the agenda to present a sixty minute talk about routine and special staining.
4. **USASEF** - I am participating in the planning of the NSH interactive exhibit for the 4th USA Science & Engineering Festival (USASEF) in 2016. The event takes place in the entire Washington DC Convention Center. It is geared towards students K-12 and their teachers on Friday and then is open to the public on Saturday & Sunday.
5. **InAction/Conference Calls** – I have attended any needed conference calls and submitted InAction articles each quarter of this year.
6. **Meetings** – I attended the Illinois State Society meeting in May 2015.

In 2016 I see many opportunities for the Public Relations Committee to help the society further its efforts in outreach and promotion as well as improving the committee within. These include but are not limited to:

Chairperson Opportunities

1. Meeting deadlines in a timely matter
2. Contacting mentors on a quarterly basis
3. Delegating task to members more efficiently

Committee Opportunities

1. Retention of membership
2. Outreach to prospective members
3. Education and promotion of the Histology profession
4. Establishing a working relationship between Vendors and NSH

Quality Management Committee – Kathy A. Dwyer, HT (ASCP), Chair

During the Q4 2014 and Q3 2015 the Quality Management Committee (QMC) developed action items for 2015.

The Quality Management committee held a planning meeting on November 20, 2014 and another committee meeting on February 18, 2015. During the planning meeting additional meetings were scheduled for May 13, July 8 and October 14. During the November and February QMC meetings the

committee reviewed the 2015 Goals and developed the following plan of actions to achieve them. The following action items included:

- 1) Develop timeline to have part 3 of current resource materials the QM committee currently has and determine if the resources need to be updated.
 - a. QM Process- Olga Kochar and Joelle Weaver
 - b. Equipment Validations- Kathy Dwyer and Debbie Siena
 - c. Quality Improvement Guidelines – Donna Willis
 - d. Competency Guidelines – Joelle Weaver, Marty Finger and Sue Lewis
- 2) The QM committee formed a sub-group consisting, Colleen Wisneiski, Anegele McNobole, Jeremy Johnston. The purpose of the group is to
 - a. Review current 2014 and 2015 CAP checklist
 - b. Determine if the QMC has current resources developed to cover all quality items in the CAP checklist
 - c. Does the existing QMC resources need updating
 - d. Develop new resources, if needed, to comply with CAP requirements
 - e. Present a Webinar in 2016 to review the new 2016 CAP requirements
- 3) Develop a URL reference guide(frequently used websites) for NSH members
- 4) Identify Hot Topics in Quality
 - a. New Validation/Verification requirements
 - b. FDA/LDT requirements
 - c. Quality Management/Risk Management
 - d. Digital Pathology
 - e. Quality Management Plan Power Point for NSH Webinar for 2016
 - f. Additional hot topics for 2016
- 5) Submit Quality workshops for 2015 S/C in Washington DC
- 6) Coverage of the QMC booth at the 2015 S/C in Washington DC and develop a Power Point presentation for 2015 S/C booth in Washington DC
- 7) Develop a histology benchmarks for grossing, embedding and microtomy.

Overall, the QMC had a very productive year and we look forward to meeting the attendees at the 2015 S/C in Washington DC.

VIR Committee – David Krull, Chair

Summary of Activity:

The Veterinary, Industry and Research committee of the NSH supports the membership by providing VIR related educational programs, networking opportunities and other resources that only available to NSH members. This year we have organized a special VIR Pre-conference that will be held the day before the start of the 2015 national meeting of the American Association for Laboratory Animal Science (AALAS) to be held in Phoenix, AZ on November 1-5. The full day VIR meeting will be held on Saturday, Oct 31 and will cover an introduction to histology careers followed by a detailed overview of tissue handling from specimen to slide! This will provide value to AALAS and NSH membership by highlighting the field of histology with focus on animal research. The NSH Symposium/Convention is the pinnacle

educational/networking opportunity that NSH provides to its membership. An extra effort was made to select VIR related workshops that deal with topics that were requested from NSH member feedback.

Additional feedback and interaction is requested from the VIR membership in order to provide more value added resources and opportunities that align with the majority of interests. An online collection of VIR related tissue processing protocols and troubleshooting tips will soon be made available to NSH members only. We hope that this “field tested” collection will be useful for members and will prove to be a valuable membership benefit. The VIR committee table in the vendor hall will feature a collection of job descriptions that describe role specification and job skills that are necessary for success in VIR related histology careers.

NSH Webinar Coordinator – Sarah Britton, Laboratory Series; Debra Wood, Education

Laboratory Webinar Series:

- Twelve (12) webinars in 2014. Available as a series
- These were marketed to previous site coordinators and members.

Education Webinar Series:

- Three (3) education webinars in 2015. Purchased and marketed as separate individual webinar.
- These were marketed to all site coordinators of the Laboratory Series. This series was marketed in Under the Microscope each week before the live webinar.

Hot Topic Webinars:

- First year to try holding dates for topics that come up during the year that members need to know. This was not a successful venture because we did not always have enough time to market. Rethinking this for 2016.
- Only two (2) Hot Topic webinars were scheduled.
- These were marketed as they came up in Under the Microscope approximately three weeks before the live webinar.

Statistics:

- Number of webinars; 9/year in 1998; 11/year in 2007; 12/year in 2010; 13/year in 2012; 15/year in 2013; 23/year in 2014; 17/year in 2015. For 2016 we are planning for 20 webinars.
- Number of sites ordering entire laboratory series: 38 in 2008; 70 in 2009; 88 in 2010; 160 in 2011; 103 in 2012; 114 in 2013; 93 in 2014 and 98 in 2015
- Number of sites ordering one or more of the laboratory series: 233 in 2015
- Educator Webinars – Sites ordering series: 35 in 2013; 2 in 2014; 3 in 2015
- Hot Topics Webinars- Each webinar had 3-5 registered

Future Plans:

- Complete 2016 Webinar schedule available at the 2015 Symposium/Convention.
- 2016- Look at package possibilities
- 2016- Offering only 2 Educator Webinars
- 2016- Changing Hot Topics to Niches & Important Topics

- Evaluate if all webinars need to be live.
- Explore partnerships for webinars

NSH In Action – Janet Dapson, Editor

Four issues of *NSH In Action* have been published in the past year: Fall 2014, Winter 2015, Spring 2015, Summer 2015.

Quarterly reminders of the submission date for each edition of the newsletter are distributed to NSH Officers, Chairs, Appointees and Region Directors. Issues have been published within the target month (according to the publication schedule set in Policies and Procedures). This is accomplished with the cooperation of the submitting parties. An occasional submission may be delayed or come in unexpectedly near deadline, but quick reaction has been possible to still provide on-time distribution.

The newsletter continues to be disseminated almost exclusively via email to NSH members. Those members without email, or who prefer regular mail, still receive hard copies. Publication of the newsletter entails regular contact with the NSH President, NSH Office, Board of Directors, BOD Appointees, Committee Chairs and committee members to obtain and discuss articles.

Throughout the year, the newsletter includes promotion of, and reports on, NSH events such as Histotechnology Professionals Day, the Annual Symposium/Convention, and special topic forums. Continuing education opportunities, such as the Webinar schedule, JOH Continuing Education test form and the NSH Quick Quiz, remain an important portion of the newsletter.

In the past year, there continued to be regular article submissions from Region Directors, Committee Chairs, and Appointments (including NSH Representatives to other healthcare organizations).

In addition to assembling the newsletter and interfacing with the printing company, I convert every issue of *NSH In Action* to portable document format (pdf) for electronic mailings to the members and for placement on the NSH website. Emailed versions now contain active links to websites and email addresses. All links are verified before the final version of the newsletter is submitted for distribution.

On rare occasion, communications with State Newsletter Editors occurs as needed throughout the year to address questions and problems. The annual State Newsletter Editors meeting was discontinued, effective with the 2014 NSH Symposium/Convention. This decision was made with agreement from the Executive Director and NSH President. Over the past several years, attendance at the meetings gradually declined to the point that only three or four editors attended, and they were generally the same regular attendees. These were informal meetings, during which I helped editors with information to improve their state newsletters, and the editors would share ideas, problems and solutions.

Goals which I would like to accomplish in the coming year include:

- updating Policies and Procedures for the *NSH In Action* Editor position
- placing a proposed schedule of regular articles for *NSH In Action* in the Policies and Procedures Manual
- updating state newsletter resources for the NSH website

I would like to work with the NSH President and the NSH Executive Director in addressing the first two of those goals. As Editor of *NSH In Action*, my constant goal is to furnish the best communication possible from the Board of Directors, NSH Office, and Committee Chairs and Appointees to the NSH members. To this end, I will continue to strive to provide the members with a relevant, timely source of information on Society affairs and topics relating to the field of histology.

ASCP Board of Certification – Lena Spencer, NSH Representative

STATEMENT:

The mission of the ASCP Board of Certification (BOC) is to provide excellence in certification of laboratory professionals worldwide. As the representative of the NSH to this organization, my role is in the capacity of increasing awareness and serving as an advocate providing a voice for the Histology profession.

Attended the Board of Governors Board of Certification meetings that were held in conjunction with the ASCP Spring leadership Conference and will be present for the Annual Fall ASCP Meeting. During these meetings I submit written reports on behalf of the NSH outlining educational activities, changes based on our strategic plan and important information relevant to the other laboratory disciplines.

As a member of the BOG I serve as the liaison to the Histotechnology Committee – reviewing content guidelines, writing questions, providing images, insuring accuracy and relevance for the HT, HTL, and QIHC examinations.

I currently serve as a member of the Editorial Board for the Board of Certification Newsletter, reviewing articles for the BOG Newsletter and International Certification Reports. New this year has been my appointment to the Certification Maintenance Program (CMP) committee.

My goal is to keep the NSH membership aware of the activities of the Board of Certification by submitted articles to the NSH In Action.

ACTION:

The Board of Governors is working to identify goals and objectives and to define the future direction of the Board of Certification. In 2014 it was determined that the Board needed to more clearly state and promote “Who we are and what we do”. Updating the vision and core values statement to enhance the mission of providing excellence in certification of laboratory professional on behalf of patients worldwide.

The BOC continues to promote International Certifications, each laboratory discipline is being asked to identifying areas where examinations can be expanded to provide recognition of excellence Globally.

It is important that the NSH continue to nurture the relationships of professional organization where we have had a long term representation.

The BOC will recognize its 500,00th certificant at the ASCPs Annual Meeting in October.