The American Society for Clinical Pathology (ASCP) unites more than 120,000 anatomic and clinical pathologists, residents and fellows, medical laboratory professionals, and students to accelerate the advancement of laboratory medicine to better improve patient care through knowledge, collaboration, and global community.

Our mission is to provide excellence in education, certification, and advocacy on behalf of the patients, pathologists, and laboratory professionals across the globe.

This 2015 Annual Report provides an overview of our activities and accomplishments for the year and also provides insights into why ASCP is your single best professional resource.

To learn more, please visit us at www.ascp.org/2015AnnualReport
Expanding Your Influence, Recognition, and Reach

Considerable change is taking place in health care and the practices of pathology and laboratory medicine. Patients and communities are facing new challenges as the evolving system tries to meet increased demands for care, data, and information. Developments in areas such as genomic testing have placed laboratory medicine in the position to provide innovative solutions that improve health care worldwide. ASCP stands ready to ensure the laboratory workforce is prepared with the knowledge and skills needed to make sustainable and significant contributions to patient care.

Since we were founded in 1922, ASCP has grown to become a global leader in laboratory medicine. Our strength lies in the diversity and the dedication of our 120,000 members. We focus on ensuring that our members and the global pathology and laboratory medicine community have the resources and representation needed to remain valued members of the medical community. Our efforts to strengthen the impact of our members center around four essential values: knowledge, advancement, collaboration, and global community. No matter what challenge you face, ASCP is the best professional resource for the laboratory medicine team. We are developing innovative, flexible educational solutions to fill gaps and boost your ability to provide quality patient care. We are also advocating for policies and investing in programs that will ensure the stability and growth of the profession. By joining with other organizations on a national and international level, we are strengthening our voice and expanding the presence of quality laboratory medicine across the globe.

We invite you to read this Annual Report and see how ASCP is making major strides to expand the influence, recognition, and reach of pathologists and laboratory professionals, locally and globally.
Given our critical role in diagnostic medicine, pathologists and laboratory professionals must stay up-to-date on the latest science and practices. ASCP is concentrated on providing dynamic opportunities for our members to learn, share, and grow throughout the entirety of their careers.

Delivering knowledge involves providing flexible, on-demand education that ensures our members stay at the forefront of the profession. By supplying cutting-edge content in live and virtual formats and facilitating opportunities for interaction and knowledge sharing, we prepare you to deliver the best possible care to your patients.

Whether you are a laboratory professional, pathologist, or resident, ASCP has the education and resources you need to expand your knowledge and maintain certification so you can have a substantial influence on patient care.

One of the many reasons why I love ASCP is that it truly is the premier source of resident educational materials. As a resident, I used my performance on the Resident In-Service Examination (RISE) to direct my daily readings to cover areas of weakness highlighted by the RISE, as well as to gauge my overall preparedness for the boards."

Maria Hintzke, MD

ASCP provides the knowledge and resources you need.
Expanding Your Influence, Recognition, and Reach

Helping residents assess their progress and assisting Program Directors to enhance their training curriculum.

- 100% of residency programs enrolled in RISE. 50% of programs chose RISE Plus.
- Developed a new resource for program directors, RISE-FIRST, which evaluates incoming residents’ strengths.

Providing laboratory professionals with certification to improve the quality of laboratory medicine.

- Over 19,000 domestic and international applicants during 2015
- New certification for Medical Laboratory Assistants and Qualification in Apheresis in development.

Addressing the future needs of cytotechnologists by partnering with the American Society for Cytopathology to host the live Advanced Cytopathology Education (ACE) program.

“The ACE educational pep rally not only sought to strengthen the skills needed to navigate the changing cytopathology landscape but also to provide some reassurance.”

Mary Dorsey PBT(ASCP)CT™

Fueling in-person knowledge exchange at ASCP 2014 Tampa.

- 140+ cutting-edge sessions, 250+ hours of practical education.
- Hands-on workshops at the University of South Florida (USF) Health’s state-of-the-art Center for Advanced Medical Learning and Simulation (CAMLs).

Presenting grant-funded, innovative educational content on multidisciplinary approaches to diagnosis and treatment.

- 11 grants, four target diseases: peripheral T-cell lymphoma, non-small cell lung cancer (NSCLC), myelodysplastic syndrome (MDS), and breast cancer.
- Expanded MDS curriculum in partnership with the American Society of Hematology (ASH) to promote collaboration among pathologists, hematologists, and other members of the multidisciplinary care team.

Fostering interaction through ONELab, ASCP’s online community.

514,000+ certificants to date

Offering the laboratory team flexible, on-demand solutions for continuing education in the digital age.

- Provided 70% more members with the unlimited online continuing education (CE) membership package in 2015 to help them meet Credential Maintenance Program (CMP) and Maintenance of Certification (MOC) requirements.
- Online CE credits completed grew to 260,000 in 2015.
- Supplied the only Patient Safety course approved by the American Board of Medical Specialties (ABMS) and the American Board of Pathology (ABP) for pathologists to fulfill MOC requirements.

50% growth in online CE credits from 2011 to 2015

30,000+ users sharing knowledge.

CE CREDITS

ONELab
Advancement of our profession is a core value at ASCP. We continue to lead the way in advocating for our patient-centered policy priorities, working to assure an adequate and well-trained workforce, promoting the importance of pathology and laboratory medicine as a cornerstone of medical care, nurturing the continuing professional development of our members, and recognizing current leaders.”

William G. Finn, MD, FASCP

Expanding your reach and influence involves making sure the healthcare community, policymakers, and the public are aware of the essential contributions that pathologists and laboratory professionals make to health care. ASCP is committed to promoting the value and quality of laboratory medicine through our work inside and outside the healthcare community.

ASCP advances your practice and profession by monitoring issues, formulating positions, and advocating for the best interests of you and your patients. We also are developing and supporting science, technology, engineering, and mathematics (STEM) programs that raise awareness of pathology and laboratory medicine among students in order to attract the next generation of laboratory leaders.

ASCP consistently promotes the essential value of laboratory medicine to ensure your voice is heard.
Monitoring developments and supporting policies promoting the quality and value of laboratory medicine.

- Advocated for diagnostic medicine on key issues, including HPV testing coverage, Stark reform, and laboratory developed test (LDT) regulation.
- Protected payment for services by successfully fighting for Sustainable Growth Rate (SGR) repeal, which was signed into law in April 2015.
- Provided guidance for pathologists by releasing a draft molecular testing guideline for colorectal cancer in March 2015 along with the College of American Pathologists (CAP), the Association for Molecular Pathology (AMP), and the American Society of Clinical Oncology (ASCO).
- Represented laboratory medicine on national coalitions focused on patients, such as the Bush Institute’s Pink Ribbon Red Ribbon and the Union for International Cancer Control.

The ASCP 2014 Vacancy survey reveals that the laboratory workforce shortage is expanding. Recruitment is becoming crucial as more laboratory professionals retire, with the chemistry/toxicology department expected to see the highest overall percentage of employees retire within the next five years, at 23.60%.

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Building awareness of the laboratory profession among students through innovative STEM initiatives.

- Hosted students at “Building a Laboratory Workforce to Meet the Future” day at ASCP 2014 Tampa.
- Developed the innovative “Project Next” campaign targeted to high school students.

Supporting the current and future workforce through scholarships and grants.

- Distributed $155,000 in scholarships through the Siemens-ASCP Scholarship Program for lab students.
- Providing nearly $20,000 through ONE Lab Travel Grants to ASCP Annual Meetings and ASCP STEM Student Scholarship Awards in the past two years.

Recognizing the current and future leaders of our profession.

- Recognized 40 top pathologists, lab professionals, and residents under the age of 40 through the second annual 40 Under Forty program.
- Highlighted the first group of Lab Management University (LMU) graduates at an LMU Graduate Ceremony during ASCP 2014 Tampa.

ASCP Career Ambassadors reached over 4,300 students.
Providing improved patient care requires the development of an organized pathology voice. ASCP is invested in building national and international alliances to ensure our profession is at the center of diagnostic medicine.

Collaboration means developing partnerships that enhance our ability to advocate for the profession, provide education and training, and improve patient care around the world. By joining with organizations such as the European Society for Pathology (ESP) and the United States and Canadian Academy of Pathology (USCAP), we are able to extend our reach and influence patient care and the global future of laboratory medicine.

ASCP is committed to actively creating strategic alliances for the benefit of our members.

"The LMU and LMU Advanced programs are a wonderful example of ASCP’s positive collaboration with other healthcare organizations, such as the American Pathology Foundation, in an effort to empower clinical laboratory professionals all over the world."

John Baci, MBA, C-PM

ASCP builds strategic alliances to expand our impact and your influence.

The United States and Canadian Academy of Pathology (USCAP) 2014-2015 President Celeste N. Powers, MD, PhD, presents ASCP Chief Executive Officer E. Blair Holladay, PhD, SCT(ASCP) with the prestigious 2015 President's Award.
Expanding Your Influence, Recognition, and Reach

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Filling learning gaps by launching Lab Management University (LMU) Advanced with the American Pathology Foundation (APF) and developing the University of Pathology Informatics (UPI) with the Association for Pathology Informatics (API).

- 3000+ enrollments in LMU Fundamentals and LMU Advanced in the past year.
- Developing eighteen UPI courses providing informatics education, based on feedback from 4,000+ survey respondents.

3,000+ enrollments in LMU Fundamentals and LMU Advanced

Finalizing agreements with the European Society of Pathology (ESP) and the United States and Canadian Academy of Pathology (USCAP) to create resources for pathologists and residents.

Continuing to collaborate with the International Society of Gynecological Pathologists (ISGyP) and KingMed to provide education and certification worldwide.

Joining with organizations, such as the USCAP, to advocate for policies promoting the quality and value of laboratory medicine.

- Submitted a joint comment letter to the Centers for Medicare & Medicaid Services (CMS) with the USCAP opposing a proposal in the Physician Fee Schedule (PFS) to eliminate the accredited continuing medical education (CME) exclusion from the Physician Payments Sunshine Act in order to ensure quality continuing education.
- Coordinated with other laboratory and pathology professional organizations to recommend payment amounts for new tests assigned to the Clinical Laboratory Fee Schedule (CLFS).

Releasing a second set of five Choosing Wisely recommendations to promote proper test utilization in collaboration with the American Board of Internal Medicine (ABIM) and 65 other partners.

2 new partnerships to provide pathologist and resident education

The new February 2015 recommendations cover the appropriate use of tests relating to erythrocyte sedimentation rate (ESR), vitamin K level, serum testosterone, myoglobin or CK-MB, and thyroid disease.

5 more tests for appropriate utilization

ascp.org/2015ASCPAnnualReport
ASCP is expanding our impact and ability to improve global health by supporting education and training that builds a foundation for the practice of quality laboratory medicine in resource-limited countries.”

David N.B. Lewin, MD, FASCP

GLOBAL COMMUNITY

ASCP supplies training and certification to build a sustainable international workforce.

Improving global health requires the development of a strong community to ensure the quality of the practice of laboratory medicine around the world. ASCP is broadening our educational and humanitarian efforts to build a sustainable laboratory infrastructure worldwide.

For ASCP, strengthening our global community involves expanding our global footprint to provide pathologists and laboratory professionals around the world with opportunities for certification, training, and membership aligned specifically with their needs. It also means supporting resource-limited countries with training and education that establishes a framework for the practice of quality laboratory medicine. As our membership and the number of lab professionals certified by the ASCP Board of Certification (BOC) increase, we are growing our reach and ability to improve patient care.

From hosting the first ASCP Middle East educational conference to certifying laboratory professionals in five new countries, ASCP and the ASCP BOC are focused on extending our ability to support a sustainable future for the laboratory medicine profession around the world.

Nabeel R. Yaseen, MD, PhD, gives a presentation on molecular diagnostics in hematopathology at the first ASCP Middle East conference, which was attended by over 300 pathologists and laboratory professionals.

The first ASCP Middle East conference in Abu Dhabi, United Arab Emirates, in December 2014 provided cutting-edge live education to over 300 attendees, including 2014 40 Under Forty honoree Eman Talaq, MLS(ASCP)SC.
Expanding international certification to improve consistency in knowledge and training worldwide.

- Certified lab professionals in five new countries, Israel, Oman, Spain, Sri Lanka, and Turkey, for a total of 73 countries with certificants.
- Provided a total of 18 international certification categories.
- Supported 30 international advisory boards with over 150 volunteers.

24% international certificants increase

Growing our international membership to support the profession globally.

- Philippines, the United Arab Emirates, Canada, and Korea had the largest number of international members.

50% growth in international membership

Providing cutting-edge live education by presenting the first ASCP Middle East conference in Abu Dhabi, United Arab Emirates in December 2014 to over 300 attendees.

300+ attendees at ASCP Middle East 2014, Abu Dhabi

Advancing the laboratory profession in the Middle East by opening a Middle East and North Africa (MENA) office.

Supplying training in resource-limited countries through our third multiyear United States President’s Emergency Plan for AIDS Relief (PEPFAR) grant.

- Facilitated specimen collection and phlebotomy workshops in Kyrgyzstan, Tajikistan, and Ukraine.
- Completed our first round of the Strengthening Laboratory Management Toward Accreditation (SLMTA) program for pre-service faculty in Lesotho and Tanzania.

Recognizing laboratory leaders around the globe through the second annual 40 under Forty program.

"ASCP's 40 Under Forty prestigious recognition program is a critical component of success in the laboratory environment. It is a great motivator, knowing that I have been recognized for dedicating my time and efforts to improve patient care. By receiving this award, it means that I will be able to attend the Lab Management University to enhance my skills and knowledge about my future role in laboratory leadership."

Eman Talaq, MLS(ASCP)CM, Manama, Bahrain

Expanding our global footprint and ability to improve patient care worldwide by taking advantage of opportunities for ASCP leaders to speak to organizations and governments in seven countries: the Philippines, China, Turkey, the United Arab Emirates, Korea, Hong Kong, and Ireland.
Report of the ASCP Treasurer

We are pleased to report that the fiscal year ending June 30, 2015, was financially successful for the 12th consecutive year. Not only did ASCP exceed our budget goals, but the diversity of our revenue sources provides an anchor for our financial stability.

ASCP is solid financially. Even more important, this year we further diversified our revenue sources through membership, education, grants, and certification. Our ability to develop products and services, such as Lab Management University and the 40 Under Forty program, and the procurement of several significant grants, allows us to increase services to our members while maintaining reasonable member dues. Additionally, the popularity of our extremely affordable CE packages have helped to sustain our members’ need for meeting Credential Maintenance Program (CMP) and Maintenance of Certification (MOC) requirements with almost 300,000 courses completed online in this past fiscal year.

ASCP is poised to focus on the big issues, such as workforce and advocating for policies that result in improved patient care. ASCP continues to promote cutting-edge, evidence-based science with a multidisciplinary focus, and our international work is focused on improving the quality of laboratory medicine in order to improve patient care around the world.

ASCP recognizes the challenges and financial pressures you face in today’s healthcare environment. The ASCP Board of Directors has allocated funds for FY 2016 to provide you with enhanced resources for initiatives in advocacy, education, and certification that keep us Stronger Together and correspond with the values that matter the most to you—Knowledge, Advancement, Collaboration, and Global Community.

We are very proud to be able to show you our major achievements. ASCP values your tremendous contributions to your Society and your commitment to patient-centric care. Please accept our deepest appreciation.

Gregory N. Sossaman, MD, FASCP
ASCP Treasurer
## Assets

### Current Assets
- Cash and cash equivalents: $2,087,463
- Receivables: 730,302
- Inventories: 675,109
- Prepaid expenses: 572,301

**Total Current Assets** $4,065,175

### Noncurrent Assets
- Investments: $33,710,540
- Fixed assets (Net of accumulated depreciation): 2,022,790

**Total Noncurrent Assets** $35,733,330

**Total Assets** $39,798,505

## Liabilities and Net Assets

### Current Liabilities
- Accounts payable: $2,405,427
- Accrued expenses: 1,625,434
- Deferred revenues: 7,608,980

**Total Current Liabilities** $11,639,841

### Noncurrent Liabilities
- Deferred rent expenses: $210,736
- Deferred lease incentive: 301,456

**Total Noncurrent Liabilities** $512,192

**Unrestricted Net Assets** $27,646,472

**Total Liabilities and Net Assets** $28,158,664

## Operating Revenue

### Membership dues
- $7,087,614

### Educational programs
- 3,397,193

### Publications & Journals
- 3,524,982

### Board of Certification
- 5,985,654

### Meetings & Conferences
- 785,712

### Assessment
- 4,373,264

### Grants
- 4,185,885

### Other
- 779,998

**Total Revenue** $30,120,302

## Operating Expense

### Membership services
- $1,954,135

### Educational programs
- 2,813,611

### Publications & Journals
- 2,217,358

### Board of Certification
- 4,141,958

### Meetings & Conferences
- 1,353,688

### Assessment
- 2,071,096

### Grants
- 2,972,404

### Other
- 1,071,329

### General and Administrative
- 11,299,394

**Total Expense** $29,894,973

**Income From Operations** $225,329

## Other

### Net Gain (loss) on Investments
- $956,538

### Board-designated Expenditures
- $2,713,770

**Net Change in Assets** ($1,531,903)
ASCP Awards

Member Recognition

ASCP President’s Award

Roger L Bertholf, PhD

ASCP Excellence in Mentorship Award

Virginia A. LiVolsi, MD, MASCP

ASCP Mastership

C. Bruce Alexander, MD, MASCP

JoAnn Fenn, MS, MASCP, MT(ASCP)

Karen J. Honeycutt, MEd, MASCP, MLS(ASCP)SM

Zubair W. Baloch, MD, PhD, MASCP

Teresa Y. Harris, MASCP, MT(ASCP)SBB

John E. Tomaszewski, MD, MASCP

ASCP Member Excellence in Education Award

Patricia J. Ellinger, MSEd, MASCP, MLS(ASCP)SBB

ASCP Membership Excellence in Management Award

Christina P. Nickel, MHA, MLS(ASCP)

ASCP Member Lifetime Achievement Award

JoAnne B. Edwards, MEd, MASCP, MT(ASCP)

H.P. Smith Award for Distinguished Pathology Educator

Virginia A. LiVolsi, MD, MASCP

Philip Levine Award for Outstanding Research

Elaine S. Jaffe, MD

Israel Davldsohn Award for Distinguished Service

Marsha C. Kinney, MD, MASCP

Ward Burdick Award for Distinguished Service to Pathology

George D. Lundberg, MD, MASCP
### 2015 BOARD OF DIRECTORS

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
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<tbody>
<tr>
<td>President</td>
<td>William G. Finn, MD, FASCP</td>
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<tr>
<td>President-Elect</td>
<td>David N.B. Lewin, MD, FASCP</td>
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<tr>
<td>Vice President</td>
<td>William E. Schreiber, MD, FASCP</td>
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<tr>
<td>Treasurer</td>
<td>Gregory N. Sossaman, MD, FASCP</td>
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<td>Secretary</td>
<td>Melissa Perry Upton, MD, FASCP</td>
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<td>Immediate Past President</td>
<td>Steven H. Kroft, MD, FASCP</td>
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<tr>
<td>Board Members-at-Large</td>
<td>Lynnette G. Chakkaphak, MS, MT(ASCP)</td>
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<td>Kenneth Emancipator, MD, FASCP</td>
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<td>Cynthia Johns, MSA, MASCP, MLS(ASCP)CM</td>
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<td>Marsha C. Kinney, MD, MASCP</td>
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<td>Henry M. Rinder, MD, FASCP</td>
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<td>Gene P. Siegal, MD, PhD, FASCP</td>
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<td>Anne M. Walsh-Feeks, MS, PA(ASCP)CM</td>
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<td>James L. Wisecarver, MD, PhD, FASCP</td>
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<tr>
<td>Chair, International Commission</td>
<td>Lee H. Hilborne, MD, MPH, FASCP DLM(ASCP)CM</td>
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<tr>
<td>Fellow Council</td>
<td>Alexandra Brown, MD, FASCP</td>
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<tr>
<td>Council of Laboratory Professional Chair</td>
<td>Diana L. Kremitske, MHA, MS, MT(ASCP)</td>
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<tr>
<td>Council of Laboratory Professional Chair-Elect</td>
<td>Rex F. Famitangco, MS, MLS(ASCP)CM</td>
</tr>
<tr>
<td>Resident Council</td>
<td>Maria Hintzke, MD</td>
</tr>
<tr>
<td>Chief Executive Officer</td>
<td>E. Blair Holladay, PhD, SCT(ASCP)CM</td>
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Strengthening the Future of the Profession Together

ASCP is a vital and vibrant force dedicated to your future success. We deliver on the values that are most important to you:

**KNOWLEDGE**
ASCP provides the education and the resources that you need to remain highly competent and competitive through a rich and diverse learning environment.

**ADVANCEMENT**
ASCP protects the professional and economic interests of the entire pathology team, while promoting your value to the entire healthcare community.

**COLLABORATION**
ASCP forms strategic relationships to increase our influence, resources, and the opportunities that we can offer you.

**GLOBAL COMMUNITY**
ASCP works within the global community to improve laboratory practice and increase the stature of the profession.

ASCP is committed to your success.

To learn more, visit: www.ascp.org/2015AnnualReport