



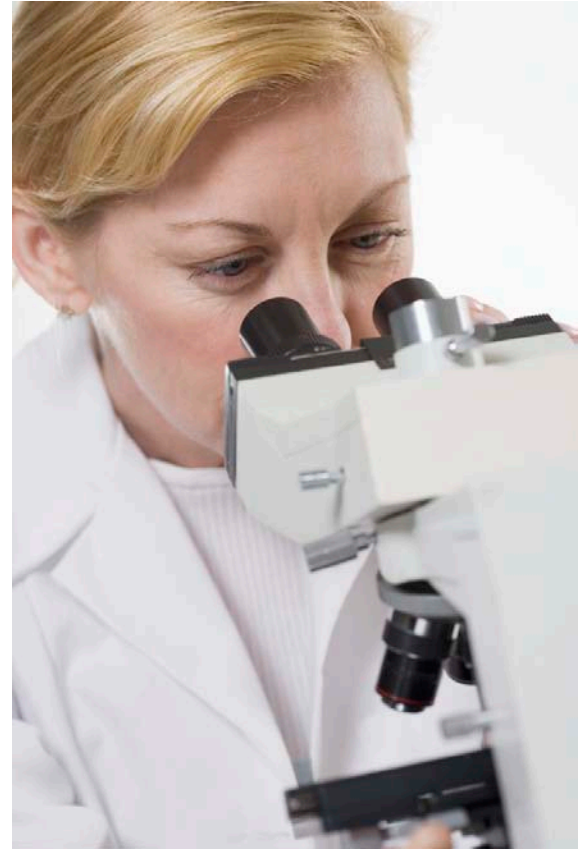
CLS + MT = MLS

Implications of the 2009 Merger Between NCA  
and the ASCP Board of Registry

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Member of the Board of Governors  
ASCP Board of Certification

Professional credentials  
are the cornerstone for  
defining and achieving  
recognition of an  
independent scope of  
professional practice

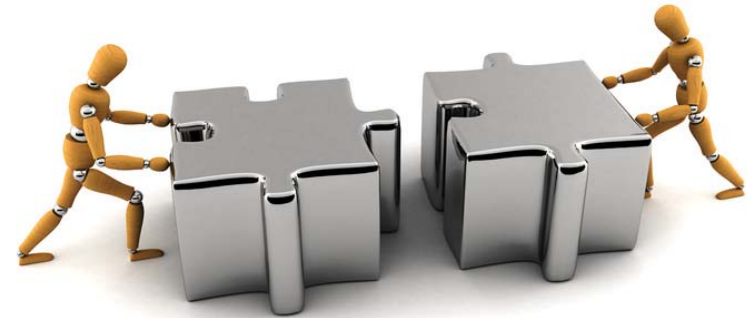


# With multiple competing credentials



professional identity is less clear

# Catalysts for Unification



- Competition and division diminishes effectiveness
- Ways to collaborate with each other for our common interests are needed



**The combination of two of the largest laboratory certification organizations in 2009 was a landmark event for laboratory professionals**

# The Board of Certification (BOC)

- Committed to peer credentialing
- Commitment to be responsive to the needs of the profession
  - Adding new specialties and practice levels as health care, medicine and the science warrants

# BOC Structure

Reconfigured governance based on the former Board of Registry structure

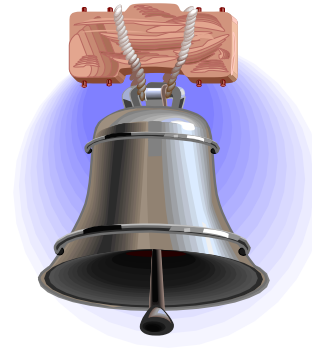
NCA bylaws required dissolution as a corporation. NCA ceased operations and the new BOC became effective on October 23, 2009

BOC Sponsoring Organizations:

- ASCP
- ASCLS
- AGT



# Independence of Certification Functions

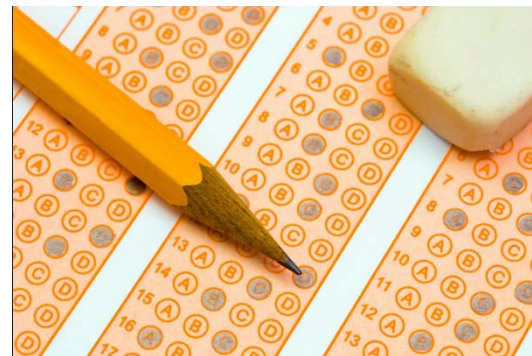


Complete autonomy required by ANSI from all parent organizations for credentialing-related activities

- Programs
- Certification Related Finances
- Decision-making

# Examination Development and Administration

- Members from NCA exam committees joined all BOR examination committees
- Hybridized examination content from the former NCA and BOR examinations
- All exams will be converted to the Computer Adaptive Testing format



# Benefits to Students and Educational Programs

- Eliminates confusion of having competing examinations
- Decreases costs to students who may have taken both exams
- Decreased costs to programs – only one performance report needed



# Benefits to Employers

- Greater agreement within the profession on standards for entry-level competency
- Less confusion about credentials from competing organizations
- Standardization of activities needed to maintain current credentials



# Implications To Current Professionals Previously Certified by NCA or the BOR

- Changes to credential designations
- Recertification

Credential Maintenance procedures





# How Can You Get the MLS(ASCP)<sup>CM</sup> Credential?



- Pass the BOC MLS exam
- Active CLS(NCA) credentials were automatically converted
- MT(ASCP)<sup>CM</sup> credentials were automatically converted
- MT(ASCP) prior to 2004 who choose to participate in the certification maintenance program (CMP)
- Lapsed CLS(NCA)-participate in the certification maintenance program (CMP)

# Other NCA Credential Designation Changes

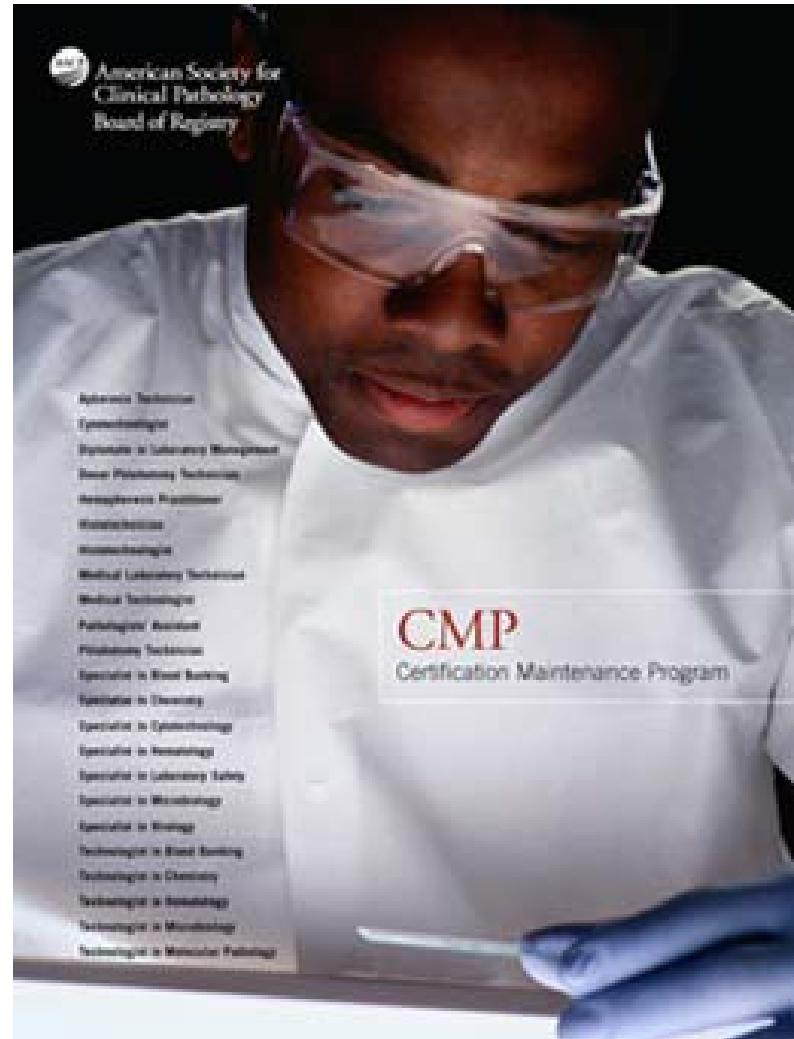


- Associate-level Clinical Laboratory Technician converted to:  
**Medical Laboratory Technician MLT(ASCP)<sup>CM</sup>**
- Cytogenetics certification designation became:  
**Technologist in Cytogenetics CG(ASCP)<sup>CM</sup>**
- Molecular exam credential designation became:  
**Technologist in Molecular Biology MB(ASCP)<sup>CM</sup>**

# Certification Maintenance Program (CMP) - Recertification

## Goals:

- ❑ Assure continued competence of medical laboratory personnel
- ❑ Meet increasing demand for public safety



# Advantages of Documenting Continued Competency

- Helps Laboratory Managers promote continued competence of their staff
- Consistent with practices of other professional groups



# Who Needs CMP?



## **Mandatory** for

- All Board of Certification U.S. credentials
- Board of Registry - U.S. certificants after 2004
- All former NCA credentials

# NCA Credential Lapsed?

- Reactivate your credential through the CMP program

# Voluntary CMP

Individuals registered by ASCP prior to 2004

- Strongly encouraged to participate in CMP on a voluntary basis as a demonstration of professional competence
  - Retain original BOR lifetime credential
  - Add a new 3-year renewable (ASCP)<sup>CM</sup> certificate
- MT(ASCP) will earn the new credential MLS(ASCP)<sup>CM</sup>
  - helping to standardize generalist credential designations

# Certification Maintenance Program (CMP) Requirements

| Certification Category                                | Mandatory for   | Points Required | Required Categories   |
|---|---|-----------------|---|
| Generalists<br>MLS, MLT                               | BOR credentials after 2004<br><br>All NCA credentials | 36              | 1-safety (environmental safety or patient safety)<br>2 each - BB, C, H, M<br>Remaining in-lab specialty, immunology, molecular diagnostics, management, education, etc. |
| Categorical<br>AT, CG, CT, HT, HTL, BB, C, H, M, MB   | BOR credentials after 2004<br><br>All NCA credentials | 36              | 1-safety<br>2-in area certified<br>Remaining in- specialty, management, education, etc.   |
| Phlebotomy<br>PBT, DPT                                | BOR credentials after 2004<br><br>All NCA credentials | 9               | 1-safety<br>2-in area certified<br>Remaining in- specialty, management, education, etc.   |
| Specialists<br>SBB, SC, SCT, SH, SLS, SM, SV, HP, DLM | BOR credentials after 2006<br><br>All NCA credentials | 36              | 1-safety<br>10-area of specialty<br>Remaining in-lab specialty, management, education, etc.   |

# Earning CMP “Points”

One contact hour of continuing education equals one point

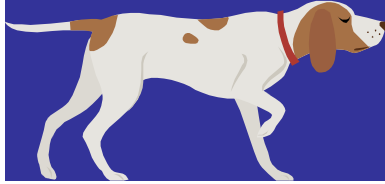
- Formal CE
  - Lectures
  - Teleconferences
  - Subscription (e.g., Lab Med or CLS Journal CE)
  - Online self instruction
- Employer-offered lectures, courses
- Other approved activities



# Application Process:

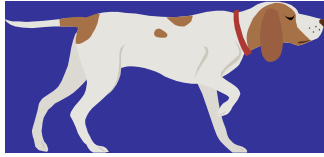
- Obtain information on-line at [ASCP.org](http://ASCP.org) (click on Certification, then on CMP)
- Complete the CMP Declaration form and submit \$75 fee on-line





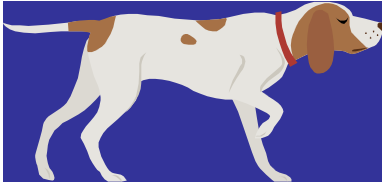
## Points ...

- College/University courses:
  - One quarter hour = 10 points
  - One semester hour = 15 points



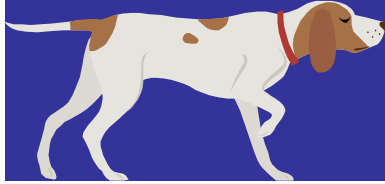
## Points ...

- Competence assessment by employer: 2 per year (complete form)
- Preparing and presenting new workshop or lecture: 3 points per contact hour
- Write journal article for peer-reviewed publication: 5 points
- Authoring a book or chapter: 7-21 points



## Points . . .

- Editing a book: 5 points
- Masters thesis: 4 points
- Doctoral dissertation: 10 points
- Presenting a poster or exhibit: 3 points
- Serving on BOC exam committee: **3/year**
- Serving on local, regional, state or national committees/boards: 2/year



## Points . . .

- On site inspector/assessor for laboratory accreditation (Joint Commission, COLA, AABB, CAP, state agency) or paper reviewer: **2 (per year)**
- On site inspector for program accreditation (NAACLS, CAAHEP); 1 (per year)
- Etc.

# Successful Completion of the CMP

- New 3-year certificate
- Use "CM" for "certification maintained" in superscript
  - For example, a Specialist in Blood Banking who successfully finished the program will have the designation SBB(ASCP)<sup>CM</sup>
- Packet of CMP information for the next time period will be sent 2 years before due

# Audits

- Retain attendance certificates
- A percentage of affidavits will be audited
- Individuals who are audited will be required to submit documentation of the activities they completed



# BOC Board of Governors Members

## Executive Committee

- Walter Oliveira, MLS(ASCP)<sup>CM</sup>SI – Chair
- W. Rae Rader, MPA, PA(ASCP)<sup>CM</sup> Vice Chair
- Susan L. Wilkinson, EdD, MT(ASCP)SBB<sup>CM</sup> - Secretary
- Karen A. Brown, MS, MLS(ASCP)<sup>CM</sup> - Member-at-Large
- Marsha C. Kinney, MD, FASCP - Financial Officer
- Kathleen Becan-McBride, EdD, MLS(ASCP)<sup>CM</sup> -Past Chair
- Jonathan P. Park, PhD, CG(ASCP)<sup>CM</sup> – AGT Representative
- Kathleen Hansen, MLS(ASCP) – ASCLS Representative
- Susan Harrington, PhD, MT(ASCP), D(ABMM)

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- Patty Eschliman, MT(ASCP)
- Kevan Foley, PhD, MT(ASCP)SC<sup>CM</sup>
- Lee H. Hilborne, MD, MPH, DLM(ASCP)<sup>CM</sup>, FASCP
- Perthena A. Latchaw, MS, MLS(ASCP)<sup>CM</sup>
- Timothy G. Miley, MD, FASCP
- Susan E. Morris, MPH, MLS(ASCP)<sup>CM</sup>
- Mary-Elizabeth O'Brien, Public Member
- Sui Zee, MD, FASCP



# Examination/Qualification Committees

- Blood Bank
- Clinical Chemistry
- Cytogenetics
- Cytotechnology
- Hematology
- Histotechnology
- Laboratory Informatics
- Laboratory Management & Safety
- Microbiology
- Molecular Biology
- Pathologists' Assistants
- Phlebotomy

# Future Challenges for the BOC

- Getting all NCA certificants to go onto the BOC web site and update their demographic information
- Updates and refinements to the Board of Certification Web Site related to the change from the BOR to the BOC, and from one sponsoring organization to three sponsoring organizations

# Report from the April 2011 Board of Governors Meeting

- Changes to point allocations for CMP (Certificate Maintenance Program) activities:
  - Exam committee participation – increased from 2 to 3 points/year
  - Accreditation inspection team – increased from 1-2 points/year
  - Includes on site inspections and paper reviews
- Safety category clarified to include both environmental and patient safety

# We've Been Listening

## FAQs



## Will my credential with the ASCP BOR or NCA still be valid?



If you hold an active and current credential with either organization, that credential will be transferred to the Board of Certification without having to take an examination, even if that exam is no longer being offered.

Have CLS (NCA) certificants who are current with NCA been transferred to the ASCP-BOC?



All CLS(NCA) certificants who hold an active credential with NCA were transferred to the BOC as MLS(ASCP)<sup>CM</sup>

Similarly, all CLT(NCA) certificants who hold an active credential with NCA were transferred to the BOC as MLT(ASCP)<sup>CM</sup>

Expiration dates remain the same as on the previous NCA credential

If I was MT(ASCP) certified prior to 2004 and I have not participated in the CMP program, will my credential change to “MLS”?



You will not receive the “MLS” credential until you complete the CMP program

Individuals certified MT(ASCP) prior to 2004 who do not participate in the CMP program will retain the credential MT(ASCP)

The new baccalaureate level credential, Medical Laboratory Scientist, is different from the designation conferred by my state's licensure law. Will we need to change the law?



No, licensure titles do not need to match certification credentials.

If I am not current with the organization what do I need to do?



If you are not a current or active credentialed individual you will need to complete the recertification (certification maintenance) requirements and submit this information and fee to the BOC to be reactivated.

# Can I get a credential from the Board of Certification without taking an examination?



If you are not currently certified with BOR or NCA you cannot get a credential without taking an examination. This would be a violation of the certification board's accreditation.

FAQ: Is there anything I need to do now if my NCA credential is current through 2012?



**YES**

All NCA certified individuals need to:

- Go on line to [www.ascp.org/BOC](http://www.ascp.org/BOC) and establish your BOC account
- Update/confirm your demographic and contact information



American Society for  
Clinical Pathology  
Board of Certification

# Other Questions?



ASCP

# Board of Certification