



STRONGERTOGETHER

Chief Executive Officer

American Society for Clinical Pathology
Chicago, Illinois

A Position Profile



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Letter from the Board Chair

On behalf of the Board of Directors of the American Society for Clinical Pathology (ASCP), I am inviting you to consider a transformational leadership opportunity that will shape the future of pathology and laboratory medicine as our next Chief Executive Officer.

ASCP is a mission-driven, globally respected professional society representing more than 100,000 members across pathology and laboratory medicine. For more than a century, ASCP has played a central role in advancing education, certification, professional standards, and patient safety—both in the United States and around the world. Today, the organization is financially stable, internationally influential, and entering an important new chapter of leadership.

The Board is seeking a leader who can steward ASCP's core strengths while guiding thoughtful evolution. Key priorities for the next CEO include modernizing and expanding the Society's education portfolio, reinforcing the central role of certification and credentialing in patient safety and workforce development, strengthening engagement across a diverse membership, and navigating a complex external landscape of professional societies, policymakers, and global partners. Equally important is continuing to build a healthy, transparent, and collaborative organizational culture grounded in trust and shared purpose.

This role calls for a leader with credibility in healthcare and laboratory medicine, strong strategic and financial acumen, and the ability to partner effectively with a highly engaged Board and volunteer leadership. The Board values a CEO who views governance as a true partnership, who welcomes dialogue and differing perspectives, and who brings clarity, integrity, and steadiness to decision-making. While visibility and presence matter, ASCP is ultimately seeking values-driven leadership that inspires confidence internally and externally.

Serving as CEO of ASCP offers the opportunity to lead a complex, multidisciplinary organization with global reach and profound impact on patient care. The enclosed position description outlines the scope of the role, key responsibilities, and qualifications in greater detail.

We would welcome your interest and encourage you to submit your application or reach out for a confidential conversation with our retained search firm, Furst Group, to learn more about this opportunity and the direction of the Society.

Thank you for considering leadership of ASCP at this pivotal moment.

Warm regards,

Gregory G. Davis, MD
Chair, Board of Directors
American Society for Clinical Pathology

American Society for Clinical Pathology

The American Society for Clinical Pathology (ASCP) is a professional association based in Chicago, Illinois for pathologists and laboratory professionals. Founded in 1922, ASCP provides programs in education, certification and advocacy on behalf of patients, pathologists, and laboratory professionals. They also provide resources like online courses, certificate programs in specialized areas (molecular diagnostics, lab leadership) and in-service examinations for trainees.



Industry's largest community of over 100,000 professionals who network, share their knowledge, advocate, volunteer, and grow together.



Elite group of laboratory professionals around the globe who have attained more than 650,000 credentials since the Board of Certification's inception in 1928.



ASCP awarded 780,000 CME and CMLE credits last year alone.

Mission

Provide excellence in education, certification, and advocacy on behalf of patients, pathologists, and laboratory professionals.

Pillars of Values

Knowledge

ASCP provides rich, multilayered learning experiences through a variety of methods and mediums, with relevant subject matter experts and cutting-edge curricula.

Collaboration

ASCP forges alliances with other medical societies, non-governmental organizations and government agencies, to cultivate stronger connections for members, and expand collective resources.

Advancement

ASCP plays a significant role in advocacy for its members and the professional community, helping interpret the latest regulatory actions and promote beneficial developments. The Society pushes for higher laboratory standards and dedicated best practices, proper funding, and initiatives to address workforce shortages.

Global Community

ASCP has a global reach with connections and programs in such places as Africa, Central Asia, and Southeast Asia.

ASCP continues to drive change in the U.S. and around the world through its many initiatives including the Leading Laboratories Recognition Program; Partners for Cancer Diagnosis and Treatment in Africa, which provides rapid cancer diagnostics, care, and treatment to Sub-Saharan

Africa; the ASCP Foundation to support diagnostic medicine and public health; and numerous collaborations to bring pathology and laboratory medicine to under-resourced countries.

Click [here](#) to view the ASCP most recent annual report.

History

The ASCP has celebrated more than 100 years of impact and influence in the field of pathology and laboratory medicine, and has become synonymous with excellence in advocacy, education, and certification for pathologists and laboratory professionals.

Founded in 1922, a group of 39 physicians formed ASCP to achieve important goals to further the laboratory in healthcare. From promoting the efforts of clinical laboratory methods in the diagnosis of disease to stimulating original research in clinical laboratory work, ASCP has long been a leader in advancing the practice and understanding of pathology and laboratory medicine. Additionally, ASCP has been instrumental in establishing uniform standards in the field and encouraging better cooperation between healthcare providers and the laboratory.

In 1936, ASCP joined forces with the American Medical Association to create the American Board of Pathology, offering certification in anatomic and clinical pathology.

To say that the original group of physicians succeeded in their aims is an understatement. More than 100 years later, ASCP is the largest professional organization of its kind for pathologists and laboratory professionals. By 1940, ASCP published its first issue of the peer-reviewed American Journal of Clinical Pathology, contributing to medical and scientific research in areas of pathology and laboratory medicine. Today it publishes an additional peer-reviewed journal Laboratory Medicine, along with the Society's magazine, Critical Values.

From its earliest years, ASCP has had a focus on inclusion. It was the first medical society ever to elect a woman president, Emma S. Moss, MD, in 1955. Since then, ASCP has also been an inclusive place for non-physician members of the Society, electing its first medical technologist to its Board of Directors in 1992, an important step in elevating non-pathologist laboratory professionals.



Impact

Today, ASCP is recognized as the leading Society of its kind, with a global membership and impact, and its influence on the field of pathology laboratory medicine is unparalleled. It has more than 100,000 pathologist and laboratory professional members across multiple specialties, including pathology, hematology, microbiology, and molecular diagnostics, certifying new members every year in many sub-specialties.

Credentialing

The ASCP Board of Certification (BOC) is a patient-centric credentialing agency that elevates laboratory professionals through twenty-nine rigorous certification and qualification examinations that span the spectrum of medical laboratory and pathology specialties. Its mission is to provide excellence in certification of laboratory professionals on behalf of patients worldwide.



Diversity, Equity, and Inclusion

ASCP's Diversity, Equity, and Inclusion (DE&I) initiative aims to foster a thriving pathology and laboratory medicine field marked by appreciation, respect, and engagement for all. Through strategies in awareness, recruitment, talent development, and workplace inclusivity, the ASCP is working to empower women and underrepresented minorities through the creation of equitable environments that reflect the diversity of the communities the laboratory serves, allowing both individuals and laboratories to flourish.

Why Diversity, Equity, and Inclusion Matters

Fostering a diverse, equitable, and inclusive laboratory workforce enables laboratories to better address disparities and inequities while simultaneously strengthening the workforce pipeline; increasing employee retention, productivity, and morale; and generating greater revenue, margin, and value creation. Laboratories must represent the communities they serve and expand their cultural competency and awareness of patients' cultures to thrive.

DE&I Initiatives

Building awareness through the ASCP Career and Pathology Ambassador programs, which empower pathologists, laboratory professionals, and residents to promote careers in the laboratories to their communities.

Mentoring through the ASCP Mentorship program to provide support, learning, and development to help all individuals grow professionally.

Educating laboratories and their employees with content and training solutions specifically developed around areas that foster DE&I, including implicit bias, cultural competency, talent management, and leadership development.

Collaborating with outside partners and fostering partnerships with programs and associations focused on advancing DE&I to better empower laboratories and members of the profession.

ASCP Foundation

The mission of the ASCP Foundation is to promote excellence in laboratory medicine on behalf of patients, pathologists, and laboratory professionals across the globe. Founded in 2017, the ASCP Foundation was created to serve as the philanthropic arm of ASCP. One hundred percent of donations to the ASCP Foundation go to member programs and services. All personnel and administrative costs are made possible with the generous support of the ASCP.

Participation

The ASCP Foundation sponsors various events throughout the year to engage ASCP members and provide opportunities for education and connection. We are proud to host the ASCP Annual Meeting 5K Run/Walk, our most recently established fundraising event.

Legacy

The ASCP Foundation provides a variety of planned giving opportunities for members looking to cement their legacy within the ASCP.

Visibility

The ASCP Foundation aims to bring more visibility to the laboratory, specifically through scholarship opportunities. This allows students and members to remain engaged in the laboratory community and contributes to solving the ongoing work to counter the laboratory workforce shortage.

ACCME Accreditation

Accreditation in the ACCME System assures the medical community and the public that ASCP delivers education that is relevant to clinicians' needs, evidence-based, evaluated for its effectiveness, and independent of commercial influence. The ACCME System employs a rigorous process for evaluating institutions' CME programs according to standards that reflect the values of the educator community and aim to accelerate learning, to inspire change, and to champion improvement in healthcare. Through participation in accredited CME, clinicians and teams drive improvement in their practice and optimize the care, health, and wellness of their patients.



The American Society for Clinical Pathology (ASCP) has been reviewed by the Accreditation Council for Continuing Medical Education (ACCME) and awarded Accreditation with Commendation status. This achievement grants the ASCP accreditation through July 2031 and has placed the organization in the highest tier of all continuing medical education (CME) providers.

About Accreditation with Commendation Status

In achieving Accreditation with Commendation status, the ASCP demonstrated:

- Integration of CME into the process for improving practice
- Utilization of non-educational strategies to enhance change
- Identification of factors outside its control that impact patient outcomes
- Implementation of educational strategies to remove, overcome, or address barriers to change
- Collaboration and cooperation with multiple stakeholders
- Participation within an institutional framework for quality improvement

Executive Leadership



Gregory G. Davis, MD, MSPH
President (2025-2026)
American Society for Clinical Pathology (ASCP)

Gregory G. Davis, MD, MSPH, was installed as the 2025-2026 President of the American Society for Clinical Pathology (ASCP) during the Society's Annual Meeting, November 17-20, in Atlanta, GA. Dr. Davis, a nationally recognized leader in forensic pathology, has dedicated his career to advancing medical science, public health, and the mission of ASCP.

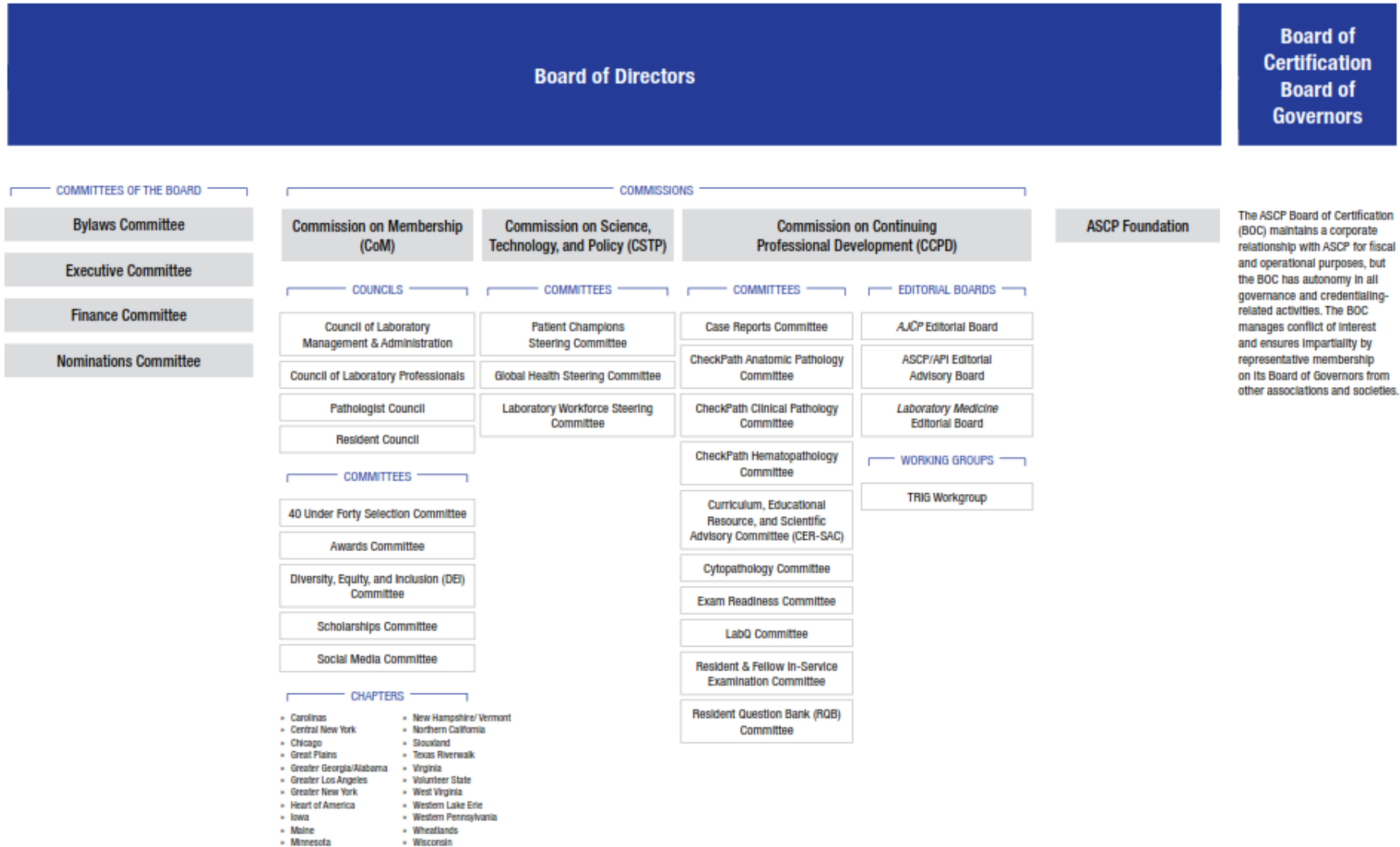
Dr. Davis graduated from Vanderbilt University School of Medicine and completed his pathology residency at Vanderbilt University Medical Center in Nashville, TN. He pursued a fellowship in forensic pathology at the San Diego County Medical Examiner Office in San Diego, CA, before joining the faculty at the University of Alabama at Birmingham (UAB). At UAB, he currently serves as Professor and Director of the Forensic Division in the Department of Pathology. He is also the Chief Coroner/Medical Examiner for Jefferson County, Alabama.

In addition to his clinical and academic leadership, Dr. Davis earned a Master of Science in Public Health from the UAB School of Public Health. His research focuses on applying epidemiology to forensic pathology, particularly in the area of drug abuse. He has authored 80 peer-reviewed publications, including serving as lead author on the 2013 opioid position paper of the National Association of Medical Examiners and the 2020 revision. He also serves on the editorial board of Forensic Science, Medicine, and Pathology.

Dr. Davis is a past president of the National Association of Medical Examiners and has served on the ASCP Board of Directors since 2018. His leadership within ASCP includes serving as Chair of the Commission on Science, Technology & Policy, Chair of ASCP Case Reports, and member of the Bylaws Committee. He began his volunteer service with ASCP in 2005 as co-editor of the forensic pathology section of ASCP Case Reports (then known as Check Sample), later serving as chief editor of ASCP Case Reports from 2011–2017.

As ASCP President, Dr. Davis leads the organization in its mission to empower laboratory professionals, pathologists, and patients by advancing knowledge, fostering innovation, and advocating for the critical role of diagnostic medicine in healthcare.

Organizational Chart



Position Description

The Chief Executive Officer (CEO) serves as the senior executive of the ASCP, responsible for advancing its mission, vision, and values. The CEO leads all operational, financial, membership, advocacy, and programmatic functions while engaging members, volunteers, and external partners to strengthen the society's impact on the profession and the communities it serves. Reporting to and under the direction of the Board of Directors, the CEO ensures organizational excellence and financial sustainability.

Reporting Relationship

The CEO, employed by written contract, shall report to and be directly responsible to the Board of Directors; has authority to appoint and discharge staff of the Society; and fulfills other duties that may be assigned by the Board of Directors.

Principal Accountabilities

Strategic Leadership & Vision

- Partner with the Board of Directors to develop and implement the Society's strategic plan, consistent with ASCP's culture, mission and vision.
- Provide forward-thinking leadership on emerging trends in pathology, professional development, health policy, and association management.
- Identify and pursue opportunities to expand the Society's influence, programs, and value to members.
- Foster a culture that embraces innovation, collaboration, equity, and continuous improvement.
- Work with the Board of Directors, key volunteers, and staff leadership to ensure ASCP remains the recognized leader in pathology and laboratory medicine.

Governance & Board Relations

- Serve as primary staff liaison to Board of Directors; Executive Committee; President; Board task forces and ad hoc committees; and professional associations.
- Advise the Board on organizational performance, opportunities, and risks.
- Ensure board meetings, committees, and volunteer structures operate effectively, with timely documentation, reporting, and support.

Operational & Financial Management

- Lead and develop senior leaders and staff, promoting a collaborative, high-performance culture toward a shared vision of teamwork and excellence.
- Oversee day-to-day operations and resource allocation to ensure efficiency and high performance of the organization.

- Represent the organization, as appropriate, in its relationships with its employees, its members, professional societies, government agencies, funding groups and the public at large.
- Develop and manage the Society's budget, financial strategy, and reporting in partnership with the CFO and finance staff to the Treasurer and Finance Committee.
- Ensure compliance with legal, accreditation, certification, regulatory, and international standards and other requirements, and goals.
- Establish and maintain strong systems, processes, and technology to support organizational effectiveness.

Membership Engagement & Growth

- Lead efforts to attract, engage, and retain members, ensuring programs and services deliver high value.
- Promote inclusive member engagement across demographics, specialties, and career stages.
- Build and maintain strong relationships with key member leaders, committees, and local chapters/affiliates.

Education, Programs & Products

- Oversee the development and execution of high-quality educational programs, annual conferences, and professional development offerings.
- Ensure programs advance clinical excellence, leadership growth, and member needs.
- Promote innovation in learning formats, content delivery, and certification/continuing education.

Advocacy & External Relations

- Represent the Society with legislators, regulatory agencies, coalitions, partner organizations, and the public and serve as a key spokesperson on issues affecting the profession and the patients they serve.
- Lead policy strategy aligned with member priorities and Society positions.
- Build strategic partnerships that enhance the Society's reach and influence.

Culture & People Leadership

- Build and lead a high-performing staff team that is mission-driven, member-centric, and accountable.
- Promote a culture of transparency, communication, trust, and professional development.
- Ensure diversity, equity, and inclusion principles guide internal operations and member-facing programs.

Experience and Qualifications

- Master's or doctoral level degree(s) with a preference toward pathology, laboratory medicine or related medical discipline.

Position Description

- Minimum of 10 years of relevant executive-level administrative management experience in association, healthcare, or nonprofit management with minimum revenue size of \$30M.
- Proven success in strategic planning, financial management, governance support, and organizational leadership.
- Previous experience in engaging physicians or healthcare professionals strongly preferred.
- Exceptional communication, relationship-building, and public-speaking skills.
- The ability to work effectively with the Board of Directors and leaders in healthcare, research, business, and government.
- Ability to lead in a complex, fast-paced, and dynamic environment with a distributed infrastructure of chapters, staff, and volunteers.
- Demonstrated leadership skills of integrity, accountability, adaptability, empathy, and emotional intelligence.
- Ability to travel is required.

Personal and Professional Attributes

Executive Presence – Seasoned executive with an engaging leadership style, including openness, transparency, forthrightness, and active listening.

Leading Organizational Change and Culture Reset - Lead thoughtful, values driven change that strengthens trust, transparency, and psychological safety following a leadership transition. Guide cultural reset through consistent behavior, open communication, and visible integrity rather than disruptive change. Create stability while enabling evolution and shared purpose. Demonstrate sensitivity to organizational history, professional norms, and a federated governance structure. Anticipate human dynamics of change, surface challenges early, invite dialogue, and model resilience. Reinforce accountability and continuous improvement.

Collaborating and Building Influence Across Stakeholders - Build strong, trust-based relationships with the Board, volunteer leaders, staff, and partners. Establish a productive CEO Board partnership grounded in transparency, strategic dialogue, and shared accountability. Navigate a complex ecosystem of members, committees, regulators, professional societies, and global stakeholders with credibility and diplomacy. Align diverse perspectives through listening, influence, and collaboration rather than authority. Ensure governance processes and communication enable clarity and confidence.

Thinking Strategically and Systemically – Under the direction and in partnership with the Board of Directors, define and communicate a clear strategic north star that aligns mission, culture, and long-term relevance. Think systemically across education, certification, advocacy, membership, finance, and operations, recognizing interdependencies. Anticipate trends in pathology, laboratory medicine, workforce dynamics, education delivery, and health policy. Translate insight into focused strategic choices. Partner with the Board to set direction, evaluate risk, and make disciplined tradeoffs while maintaining adaptability.

Driving Results and Organizational Performance - Ensure ASCP delivers measurable, mission aligned outcomes across education, certification, advocacy, and membership. Establish clear goals, metrics, and accountability that align staff, volunteers, and leadership. Demonstrate strong financial

and operational stewardship. Oversee budgets, assets, systems, and processes with rigor and transparency. Convert strategy into execution through focus, follow through, and performance management.

Representing and Advancing External Leadership and Advocacy - Serve as a credible external face of ASCP, representing the profession with clarity, integrity, and gravitas. Lead advocacy aligned with member priorities, including workforce sustainability, quality, patient safety, and professional standards. Build strategic partnerships that expand ASCP's influence and global reach through certification and credentialing. Engage policymakers, regulators, peer organizations, and industry partners while reinforcing ASCP's role as a global standard setter.

Inspiring and Aligning People - Inspire alignment by connecting people to purpose, priorities, and shared goals. Build a mission driven organization that remains collaborative, accountable, and member centric. Lead with emotional intelligence, empathy, and integrity to foster trust and engagement. Create clarity around expectations, communicate direction consistently, and address performance directly and fairly. Motivate through purpose and credibility rather than charisma. Set a tone of professionalism, inclusion, and respect.

Developing Talent, Capability, and Organizational Capacity - Invest in long term organizational strength by recruiting, developing, and retaining talent and leadership capability. Identify high potential leaders, support succession, and ensure the organization possess skills required to deliver education, certification, advocacy, and global engagement. Champion inclusive talent practices and equitable development. Make intentional choices about structure, resourcing, and capability building to balance ambition with capacity and ensure sustainability.

Furst Group

Furst Group is in its fourth decade of providing leadership solutions for the healthcare industry. Our experience in evaluating talent, structure, and culture helps companies align their organizations to execute their strategic initiatives.

Our talent and leadership solutions provide a comprehensive array of retained executive search and integrated talent management services, from individual leadership development to executive team performance to organizational/cultural assessment and succession planning.

Our clients include hospitals and health systems, managed care organizations, medical group practices, healthcare products and services companies, venture capital- or equity-backed firms, insurance companies, integrated delivery systems, and hospice and post-acute care businesses.

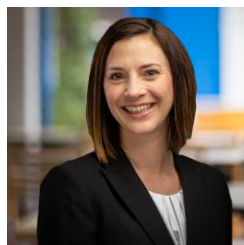
Furst Group recognizes partnerships are the cornerstone of our business. In today's competitive talent environment, having a defined process that provides clients and individuals with clarity and feedback throughout the entire job search is paramount to our business model.

We take extra steps to ensure candidates:

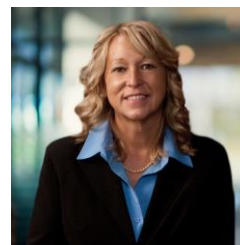
- Understand the nuances of a particular position or organization.
- Are prepared for interviews and conversations.
- Have access to interview and travel schedules.
- Are provided timely feedback.
- Remain in our database for future contact.
- Value diversity and the principles and ethics practiced by our client organizations.

We look forward to working with you as a potential candidate for the Chief Executive Officer position for the American Society of Clinical Pathology in Chicago, Illinois.

For additional information on Furst Group, please visit our website at www.furstgroup.com. To learn more about this particular position, please call (800) 642-9940 or contact:



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