



APHL COMMITTEE WORK PLANS AND PRIORITIES 2025-2026

2025-2026 Committee Work Plans and Priorities

1. Biosafety and Biosecurity
2. Environmental Health
3. Environmental Laboratory Science
4. Foodborne Diseases
5. Global Health
6. Human and Animal Food
7. Infectious Diseases
8. Informatics
9. Knowledge Management
10. Laboratory Systems and Standards
11. Newborn Screening
12. Overdose Biosurveillance Task Force
13. Public Health Preparedness and Response
14. The Committee*
15. Workforce Development Committee

*The Committee is now known as the Membership Empowerment and Impact mmittee



APHL Committee Priorities & Work Plan (2025 - 2026)

Committee Name: **Biosafety and Biosecurity**

1. Committee Charge

The Biosafety and Biosecurity Committee (BBC) provides leadership and guidance on policies and practices which impact Biosafety and Biosecurity in state, local and territorial governmental laboratories. Key activities for the committee include serving as technical experts and assisting state, local and territorial governmental laboratories and federal partners such as the US Centers for Disease Control and Prevention (CDC) with strengthening biosafety and biosecurity programs; collaborating with partners to provide guidance and resources to clinical laboratories to assist with implementing biosafety programs; and developing and delivering biosafety and biosecurity training programs.

2. Routine Functions of the Committee

- **Serve as a Subject Matter Expert for Biosafety and Biosecurity**
 - i. Provide and promote the use of tools such as risk assessment resources.
 - ii. Based on data obtained from APHL surveys, collaborate across APHL and with external partners to develop and deliver training programs using multiple modalities e.g. webinars, workshops, regional and national meetings.
 - iii. Promote current biosafety and biosecurity guidance e.g., Biosafety in Microbiological and Biomedical Laboratories (BMBL) 6th Edition and ISO 35001: *Biorisk management for laboratories and other related organisations* to address biosafety and biosecurity questions and provide support for discussions on the APHL Biosafety CoLLABorate Communities.
 - iv. Support the development and implementation of biosafety guidelines.
- **Advocate for Biosafety and Biosecurity Practices**
 - i. Promote sound biosafety and biosecurity practices through knowledge-based learning in public health, clinical laboratories and with external partners through national conferences, forums and in-person meetings.
 - ii. Collaborate with Public Policy to promote the updated Biosafety in Our Nation's Laboratories Position Statement and advocate for continued funding to improve biosafety and biosecurity in public health and clinical laboratories.
- **Promote Biosafety and Biosecurity at an International Level**
 - i. Collaborate with APHL committees such as the Global Health Program, Infectious Diseases and Food Safety and other partners to provide expertise to other countries to develop and implement Biorisk Management plans and safety related training programs.

3. Priorities and Work Plan

Priority 1: Continue to support members with safety in response to all known and emerging biological threats

Work Plan Details

- By December 30, 2025, Peter Iwen, Eric Lundquist, Tim Southern and Michael Pentella will finalize the Checklist for Clinical Laboratories to Handle a Specimen Containing a High Consequence Pathogen, which will be promoted through ColLABorate communities APHL e-updates and other communications platforms.
- By March 30, 2026, Michael Perry, Kate Fitzpatrick and Jasmine Guillet will draft an incident response roadmap to guide biosafety professionals in managing laboratory failures and exposure events. The draft will be shared with the BBC for initial feedback.

Priority 2: Develop and promote biosafety and biosecurity resources across laboratory levels

Work Plan Details

- By June 30, 2026, Drew Fayram, Michael Perry, Michael Pentella and Peter Iwen will explore and compile a list of existing resources and guidance on the biosafety and biosecurity implications of laboratory automation and artificial intelligence (AI) use, with the goal to identify gaps and inform future resource development.
- By June 30, 2026, Kayle Cirrincione, David Hill, Peter Davis and Leah Kloss will develop at least two educational resources such as one-pagers (e.g., biosecurity, infection control, risk assessment, benefits of establishing an on-site biosafety committee or mental wellness in biosafety) to be promoted via ColLABorate, APHL e-updates and other platforms.
- By June 30, 2026, Kayle Cirrincione, Julie Viruez, Michael Pentella and Eric Lundquist will draft a Biosafety Survival Guide that provides essential resources (e.g., onboarding resources) for biosafety professionals to succeed in their careers for utilization across public health laboratories, clinical laboratories and external partners.

Priority 3: Establish partnerships with laboratory instrument manufacturers to enhance biosafety and cyberbiosecurity issues

Work Plan Details

- By June 30, 2026, Michael Pentella, Tim Southern and Peter Iwen will hold at least two engagements with APHL corporate members and other partners to explore methods for manufacturers to include biosafety-specific information within the manufacturer's

Instructions for Use of laboratory instrumentation and to promote the APHL Pre-purchase Instrument Risk Assessment Checklist.

- By June 30, 2026, Casey Schroeder and Drew Fayram will collaborate to identify key biosecurity and cyberbiosecurity issues related to laboratory instruments to be later discussed with the BBC.

Priority 4: Strengthen biosafety and biosecurity workforce capacity through training and professional development

Work Plan Details

- By January 30, 2026, the BBC will review existing competency resources (e.g., MMWR) and determine if an update or a bridging document is needed to support biosafety professionals.
- By October 30, 2025, Carrie Anglewicz, Jasmine Guillet and Marian Downing will develop and launch a biosafety bootcamp to support professionals pursuing ABSA Professional Credentials in Biosafety.
- By June 30, 2026, the BBC will continue to support academic biosafety curriculum development (i.e., APHL Microcredentialing Program) with external partners, as needed.
- By June 30, 2026, the BBC will continue to promote the biosafety fellowship program through at least three targeted outreach efforts such as, newsletters, national calls and/or conferences, to increase visibility and interest.
- By June 30, 2026, Casey Schroeder and other BBC members will collaborate to identify opportunities to advance the field of biosecurity.

Priority 5: Advance integration of biosafety and biosecurity into laboratory quality systems

Work Plan Details

- By June 30, 2026, the BBC will promote the integration of biosafety and biosecurity into continuous quality improvement efforts. For example, the BBC will develop and share at least one resource or case study that demonstrates how these areas align with the laboratory quality management systems.
- By June 30, 2026, the BBC will continue to promote ISO 35001: *Biorisk management for laboratories and other related organisations* that blends both quality and safety processes with the overall goal to improve laboratory operations and reduce risks.

4. Joint Activities (with other committees)

Communicate with other committee(s) to maintain continuity across the organization.

- Collaborate with the APHL Laboratory Systems and Standards Committee to provide expertise to integrate laboratory safety and security into quality management systems.
- Collaborate with the APHL Workforce and Development Committee to advance professional development and knowledge on current biosafety practices and competencies for biosafety professionals.
- Collaborate with the APHL Infectious Disease Committee and the Public Health Preparedness and Response Committee to engage with APHL corporate members and other partners to explore methods for manufacturers to communicate biosafety-specific information on laboratory instruments.
- Collaborate with the APHL Global Health Committee to determine areas of engagement and to provide biosafety and biosecurity expertise to other countries.
- Collaborate with the APHL Public Health Preparedness and Response Committee to determine areas of engagement on biosafety and biosecurity practices within the Laboratory Response Network.
- Collaborate with the APHL Public Health Preparedness and Response Committee on high consequence pathogen resources and the Federal Select Agent Program (FSAP) to monitor regulations and impacts on APHL member laboratories, to include challenges associated with diagnostic testing during outbreaks that involve a high consequence pathogen.

5. Future or Parking Lot goals

- Assess laboratory needs related to cyberbiosecurity breaches, including impacts on data reporting and equipment functionality.
- Investigate and support applied biosafety research activities with a focus on data-driven science.
- Investigate potential biosafety challenges with the implementation of the Dual Use Research of Concern (DURC) and Pathogens with Enhanced Pandemic Potential (PEPP) Policy.
- Engage laboratory leadership across the APHL community to discuss strategies to better promote biosafety and biosecurity practices with the goal of building a stronger culture of biosafety.
- Investigate ways to address the lack of safety recommendations for clinical laboratory staff in handling highly infectious patient specimens.

6. Additional information you would like to share with board members.

Click or tap here to enter additional information.



APHL Committee Priorities & Work Plan (2025 - 2026)

Committee Name: **Environmental Health**

1. Committee Charge

The Environmental Health Committee (EHC) advises and influences public health and environmental laboratories about ongoing and emerging chemical, environmental and public health threats that impact human health. Key activities include:

1. responding to new and ongoing laboratory issues,
2. developing policy,
3. increasing awareness of environmental and public health conditions,
4. providing education within and external to the laboratory community, and
5. coordinating response to existing and proposed legislation.

2. Routine Functions of the Committee

1. Maximize and illustrate the value of the Laboratory Response Network for Chemical Threats (LRN-C).
 - a. Identify mechanisms to link the LRN-C with the National Biomonitoring Network (NBN) and Overdose Biosurveillance Task Force (OBTF), collect examples of utilizing LRN-C resources for biomonitoring and overdose biosurveillance work.
 - b. Identify mechanisms to link LRN-C with LRN-B, including providing input to the annual All-Hazards Survey and national LRN meeting agenda.
 - c. Representation on and from the Public Health Preparedness and Response (PHPR) committee, the APHL Chemical Threat Collaborative Work Group (CTCWG), and CDC's LRN-C monthly calls.
 - d. Promote LRN-C to cultivate consequential utilization during environmental contamination events. This work should be linked with epidemiologists and the medical community (coordinate with Environmental Laboratory Science Committee (ELSC)).
 - e. Communicate the effectiveness of the LRN-C as a model for formation of an LRN for radiological emergencies (LRN-R).
 - f. Provide input on LRN-C related training efforts.
 - g. Based on resource needs assessment, draft one original document or provide thorough document updates to address LRN-C laboratory needs.
 - h. Discuss integration and harmonization of High Resolution Mass Spectrometry (HRMS) across LRN-C.
2. Champion and advance the National Biomonitoring Network (NBN).
 - a. Promote the NBN and oversee the work of the NBN Steering Committee (NBNSC).
 - b. NBNSC to provide input to the National Biomonitoring Meeting and other biomonitoring training efforts as applicable, by offering feedback on speakers and session topics during the agenda planning process.

- c. NBNSC to work with epidemiologists, exposure scientists and biostatisticians to promote harmonization of methodology from study/questionnaire design through sample/data analysis.
 - d. Implement APHL Biomonitoring Position Statement.
 - e. Investigate the possibility of private sector support of NBN and explore other potential membership categories - e.g., academia
3. Provide subject matter expertise and a laboratory voice in the national environmental health arena.
 - a. Nominate members for federal advisory committees.
 - b. Explore EHC/APHL role around extreme weather issues, such as wildfires, air quality, flooding, and increase in tropical and tickborne diseases. (Potential collaboration with ELSC and Infectious Disease committee (ID).)
 - c. Elevate profile of PH laboratory scientists through involvement in national organizations promoting EH interest e.g., International Society for Exposure Science (ISES).
 - d. Elevate APHL members as key SMEs for testing of chemical hazards by developing outreach opportunities, such as sponsored webinar series, newsletter/journal articles, roster of experts for science reporters, etc.
 4. Data modernization and harmonization of laboratory measurements. Support work that will better define and improve the quality of environmentally relevant health data for use by end users and partner agencies (e.g., Environmental Protection Agency (EPA), CDC, etc.), including the determination of exposure information for a broad range of chemicals and toxins.
 - a. Promote and support development of public health laboratory (PHL) capabilities and capacities and best practices for public health surveillance activities related to the overdose crisis.
 - b. Provide support for activities conducted by the Partnership for the Accurate Testing of Hormones (PATH) and identify areas where PHLs can benefit and utilize PATH methodologies.
 - c. Increase understanding of biomonitoring and exposure data and how to best communicate it to various audiences (e.g., patient, medical community, public).
 - d. Encourage evolving bioinformatics infrastructure into an overall laboratory informatics solution that includes environmental health. Explore solutions to data storage issues associated with use of HRMS, including cloud-based platforms.
 5. Maintain EHC presence and input on the Food Chemistry Community of Practice.

3. Priorities and Work Plan

Priority 1: Expand existing resources and develop innovative approaches to outreach that assist LRN-C and biomonitoring programs in building strong collaborative relationships with local, state and federal partner agencies.

Work Plan Details

Create a list of desired national organizations for partnership development by October 2025.

Brainstorm ways to develop better partnerships by December 2025.

Request EHC CTCWG develop a list of potential outreach resources APHL could create in order to assist states in developing their outreach skillsets by December 2025. EHC will prioritize that list by February 2026.

Create at least one new outreach resource by June 2026 to assist states in developing their outreach skillsets.

Priority 2: Expand awareness of the intersection of forensic laboratory science with biomonitoring and LRN-C activities.

Work Plan Details

Broaden elemental analysis workgroup to cover mercury, cadmium, other heavy metals, expand membership on workgroup and identify new workgroup leader by October 2025.

Execute webinar on forensic/EH collaboration with former EHC member Amy Miles by December 2025.

Priority 3: Update expiring biomonitoring position statement and develop a new toxic metals position statement.

Work Plan Details

Create position statement development workgroups by July 2025.

Obtain approval for statements from APHL policy program by July 2025.

Schedule regular meetings of the workgroups to develop statements with full EHC input by January 2026.

Submit biomonitoring position statement to APHL Board for review by February 2026 (when current biomonitoring position statement expires).

Submit toxic metals position statement to APHL Board for review by June 2026.

Priority 4: Expand Chemical Threat Peer to Peer Exchange program to add biomonitoring and biosurveillance.

Work Plan Details

Request volunteers for a new EHC workgroup to assist with this effort by August 2025.

Schedule regular workgroup meetings to advise APHL program staff on how to best expand CT peer exchange program by September 2025.

Advertise new peer exchange program areas by November 2025.

Initiate and match applicants for new program areas by May 2026.

Priority 5: Increase visibility of challenges related to state cannabis programs and the public health issue of “smoke shop” drugs.

Work Plan Details

Provide a forum for discussion of challenges and best practices for PHL activities related to state medical cannabis programs. Schedule cannabis community of practice calls for every other month of the committee year.

Identify overlapping interest and host presentations discussing strategies to address analysis of hemp and edibles on food chemistry, and cannabis communities of practice in collaboration with Food Safety by February 2026.

Collaborate with OBTF to create resources that promote awareness of and explore the public health laboratory role in addressing “gas station” or “smoke shop” drugs like kratom/7-hydroxymitragynine and tianeptine by March 2026.

4. Joint Activities (with other committees)

1. Work with Environmental Laboratory Science committee (ELSC) on:
 - a. Radiochemistry issues, including liaison representation on the Radiochemistry Advisory Group [Evaluate effectiveness of University of Iowa radiochemistry graduate certificate program, mentor certificate program students, determine content for bi-monthly community of practice calls]
 - b. Launching an analytical chemistry graduate certificate program advisory group
 - c. Addressing contaminants of emerging concern, including EHC representation on the ELSC contaminants of emerging concern workgroup

- d. Exploring opportunities to enhance connections between environmental, public health, agricultural and forensic laboratories to enhance testing of environmental samples.
2. Work with foodborne disease and human and animal food committees on mutual topics of interest, including cannabis, PFAS, radiochemistry, OneHealth, and food chemistry.
3. Work with PPHR around LRN-C and LRN-R efforts. Review questions for the annual APHL All-Hazards Laboratory Preparedness Survey, promote the LRN, maintain partnerships and promote collaborative trainings among state and local PHLs, the Federal Bureau of Investigation (FBI), National Guard Bureau (NGB) Civil Support Teams (CST), Poison Control Centers (PCC), United States Postal Inspection Service (USPIS) and local first responder groups.
4. Work with Informatics committee around data modernization efforts.
5. Work with Workforce Development Committee (WFDC) around environmental health challenges.
6. Work with Overdose Biosurveillance Task Force (OBTF) to create resources that promote awareness of and explore the public health laboratory role in addressing "gas station"/"smoke shop" drugs like kratom and tianeptine.
7. Collaborate with Infectious Disease (ID) committee to develop a Weird Science annual conference session proposal around LRN-C/white powder response scenarios.

5. Future or Parking Lot goals

Work with toxicologists and other PH partners (e.g. CDC, ATSDR) to determine the process for identifying "actionable levels" of analytes in biomonitoring studies.

6. Additional information you would like to share with board members.

[Click or tap here to enter additional information.](#)



APHL Committee Priorities & Work Plan (2025 - 2026)

Committee Name: **Environmental Laboratory Science**

1. Committee Charge

The Environmental Laboratory Science Committee (ELSC) works on issues related to testing the natural and built environment, including water, soil, air, biota, consumer products and other matrices by:

- advising APHL about ways to drive government policy,
- providing technical assistance to environmental laboratories and programs,
- addressing emerging environmental issues and enhancing public awareness of the value of environmental laboratories.

2. Routine Functions of the Committee

Meet monthly for committee calls to further the work of all priorities.

3. Priorities and Work Plan

Priority 1: Facilitate collaboration among environmental laboratory scientists to share knowledge and develop resources on key issues.

Work Plan Details

By November 2025, each committee member will join at least one of the following committee-related workgroups that focus on key environmental laboratory work. Specific activities are listed below for each workgroup.

- **EPA Collaboration:** Through bi-monthly calls, help state and local laboratories optimize their engagement with US EPA, including: 1. With APHL policy, identify and articulate the impact of US EPA and other federal changes, 2. Update outdated EPA methods, 3. Determine the utility of principal drinking water laboratory status for states.
- **Contaminants of Emerging Concern (CEC):** Through bi-monthly calls, identify and meet state and local laboratory CEC resource needs on priority CECs such as 6PPD-quinone, PFAS and microplastics.
- **Wastewater Surveillance Advisory Group:** Through quarterly calls, identify challenges facing WWS laboratories and on quarterly calls discuss Community of Practice call topics, resources, and other activities that can help address those challenges.

- **Environmental Microbiology Outbreak Response:** Advise APHL on Community of Practice call topics and an EMOR program development guidance document.
- **Radiochemistry Advisory Group:** Evaluate effectiveness of University of Iowa radiochemistry graduate certificate program, mentor certificate program students, determine content for bi-monthly community of practice calls in collaboration with the Environmental Health Committee.
- **Environmental Monitoring Coalition:** Participate in monthly meetings between American Council of Independent Laboratories, American Water Works Association (AWWA), APHL, The NELAC Institute (TNI) and Water Environment Federation (WEF) to discuss technical and policy issues that affect the full environmental laboratory sector (private, governmental, and water and wastewater utility).
- **APHL-AWWA-WEF Collaboration Workgroup:** Share problems, needs, and resources with water and wastewater utility environmental laboratories several times per year.

Priority 2: Promote greater visibility and understanding of issues impacting environmental laboratories and available resources to address these issues.

Work Plan Details

By June 2026, committee members will work with staff to:

- Identify topics, plan, and host APHL's quarterly environmental laboratory calls that help engage all state and local environmental laboratory professionals, including current non-members.
- Participate in discussions and potentially review article drafts for four *Lab Matters* articles.
- Advise on and/or develop and host webinars on: 1. 6PPD-quinone and other tire treadwear product contamination, 2. wastewater surveillance epidemiology for laboratory scientists, 3. wastewater surveillance laboratory science for epidemiologists, and 4. an environmental microbiology outbreak response topic.
- Advise on wastewater surveillance messages of impact.
- Enhance the environmental laboratory experience at APHL 2026 through representation on the planning committee, working with APHL corporate relations on environmental laboratory vendor representation, and developing session proposals.
- Promote environmental chemistry travel and training awards and advise APHL on development of analytical chemistry graduate certificate program.

Priority 3: Explore and evaluate current environmental laboratory topics to determine new opportunities for change.

Work Plan Details

By September 2025, create a list of topics of interest and potential approaches. This will include determining interest, feasibility and next steps from last year's topics that have additional action steps. Additionally, the committee will explore adding new topics. Topics from this list will be advanced through subgroups and eventually be the topic of a committee call to present findings and recommended next steps for committee action. Topics from last year's list are:

- Environmental burden of disease
- One health
- Air quality
- Improving health and environmental impact of laboratories
- Helping environmental laboratories connect with and recruit through local universities

[Click or tap here to enter the detailed work plan text.](#)

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4. Joint Activities (with other committees)

Environmental Health

- Continue collaborating on crossover workgroups topics, including contaminants of emerging concern, radiochemistry, and the analytical graduate certificate program.
- Explore opportunities to enhance connections between environmental, public health, agricultural and forensic laboratories to enhance testing of clinical environmental health and environmental samples.

Workforce Development

- Help identify ways to continue to support environmental laboratory training needs.
- Continue to provide feedback for a best practices toolkit for engaging with academic institutions.

Foodborne Disease, Human and Animal Food

- Collaborate as needed on wastewater surveillance, environmental microbiology outbreak response, food chemistry community of practice and one health crossover work.

Infectious Diseases

- Collaborate as needed on wastewater surveillance, environmental microbiology outbreak response, Legionella and vector-borne crossover work.

Informatics

- Coordinate on LIMS and any other AI/informatics needs throughout the year.

Knowledge Management

- Promote the Public Health Laboratory Systems Database (PHLSD) with environmental laboratories.
- Promote the Knowledge Retention Toolkit with a specific emphasis on the radiochemistry tab.

5. Future or Parking Lot goals

ELSC would still like to pursue EPA funds to enhance environmental laboratory capability and capacity.

Evaluate the long-term impact of current federal changes on environmental laboratories.

6. Additional information you would like to share with board members.

The committee looks forward to working with the board to continue advancing the work of the Task Force to Engage Agricultural and Environmental Laboratories



APHL Committee Priorities & Work Plan (2025 - 2026)

Committee Name: **Foodborne Diseases**

1. **Committee Charge**

The Foodborne Diseases Committee advises and influences the practices of non-federal, governmental laboratories that perform clinical, food and environmental testing in support of public health surveillance and investigation of foodborne illness. The committee develops and disseminates standard practices; conceives, integrates, and helps drive collaborative activities with relevant stakeholders; ensures member advocacy through representation on national working groups and committees and monitors the capabilities and capacity of member laboratories.

2. **Routine Functions of the Committee**

1. Submit session proposals for the 2026 APHL Annual Conference.
2. In collaboration with APHL's Policy Program, monitor and respond to policies or regulations that affect foodborne disease surveillance and outbreak response efforts.
3. Promote FS resources (e.g., CIFOR products, FS Centers of Excellence products, foodborne outbreak training opportunities, etc.).
4. Collaborate with the CIDT Subcommittee to address false results observed from CIDT panels.
5. Arrange for at least one presentation from CryptoNet, CaliciNet and the Cyclospora group on monthly calls or during an annual committee meeting to continue to explore opportunities for collaboration.
6. Provide member representation and a laboratory voice on the CIFOR Council and on CIFOR work groups.

3. **Priorities and Work Plan**

Priority 1: Champion and advance foodborne disease surveillance programs.

Work Plan Details

1. Advise member laboratories on foodborne disease surveillance prioritization schemes in anticipation of major decreases in federally supported grants. This will include exploring NGS process efficiencies (e.g., scalability for smaller vs. larger laboratories, optimizing batch size and reagent usage) in collaboration with the NGS Subcommittee.
Leads: FDC Members; **Timeline:** By Mar 31, 2026.
2. Review 2024 FS survey data and suggest projects to address FS testing gaps. Based on 2024 survey findings, suggest updated questions for the next iteration of the survey.
Leads: Kirsten Larson, FDC Members; **Timeline:** By Dec 31, 2025

3. Work with QSA to build an FS survey dashboard to track data trends over time.
Leads: FS survey work group, FDC members; **Timeline:** By Mar 31, 2026.
4. Contribute success stories for CryptoNet's 10-year anniversary and champion continued network growth given recent staffing challenges at CDC.
Lead: Rhodel Bradshaw; **Timeline:** By Dec 31, 2025.

Priority 2: Support isolate-based sequencing and the advancement of non-isolate based sequencing for food safety testing.

Work Plan Details

1. Provide input on several aspects of NGS through pre-existing groups focused on sequencing including CDC's *PulseNet Steering Committee*, APHL's *NGS Subcommittee* and *AMD Communities of Practice*.
Leads: FDC Members and work group liaisons (Kelly Oakeson, *PulseNet Steering Committee*; Lauren Turner, *NGS Subcommittee*); **Timeline:** Jul 2025- Jun 2026
 - Continued use and improvement of PulseNet 2.0 and unmet bioinformatics analysis needs.
 - Integration of long-read sequencing technologies in PulseNet workflows
 - Validation/verification efforts
2. Share information on the use of NGS in food safety via publications and APHL's social media platforms.
Leads: FDC members; **Timeline:** By Mar 31, 2026
 - Explore submitting an article to a special edition of *Clin Micro Review* slated for release in spring 2026.
 - Work with MarComm on a blog post, podcast, or video clip(s).
3. Contribute to WGS quality improvement efforts via CIFOR's WGS Turnaround Time Workgroup
Leads: Kelly Oakeson, Dave Boxrud; **Timeline:** Jul 2025- Jun 2026
4. Assist CDC in rolling out the Salmonella HMAS protocol and begin contributing to the development of an STEC protocol.
Leads: HMAS pilot site members; **Timeline:** Jan- Jun 2026

Priority 3: Contribute to the development of best practices and guidelines related to food safety and foodborne illness testing.

Work Plan Details

1. Provide input on pathogen specific workflows designed to provide PHLs with methods to isolate and identify enteric pathogens from CIDT+ stool specimens as efficiently as possible.
Leads: Allison Gennety, Dave Boxrud; **Timeline:** Jul 2025- Jun 2026
 - *Shigella* in summer 2025
 - *Vibrio* in summer/fall 2025
 - *Campylobacter* in winter/spring 2026

2. Accelerate public health response by improving communication between laboratories and epidemiologists.

Lead: Kelly Oakeson; **Timeline:** By Jun 30, 2026

3. Assist with updating the Diagnosis of Shiga Toxin-Producing *Escherichia coli* Infections for public health laboratories (STEC Guidelines)

Lead: Rhodel Bradshaw; **Timeline:** By Jun 30, 2026

Priority 4: Support the Council to Improve Foodborne Outbreak Response (CIFOR) and CIFOR work groups.

Work Plan Details

1. In collaboration with the CIFOR SCRIPT work group and other public health associations, identify PHLs willing to co-host CIFOR Toolkit workshops and train the trainer events.

Leads: CIFOR reps & FS staff ; **Timeline:** By Jun 30, 2026

2. In collaboration with the HAF Committee, increase member awareness of CIFOR and assess use of CIFOR products.

Leads: CIFOR reps, FDC Members; **Timeline:** Jul 2025- Jun 2026

- i. Submit session proposals and/or posters highlighting CIFOR and CIFOR-related products at the APHL Annual Meeting, IAFP and other FS meetings.
 - ii. Present CIFOR content on network calls including a PulseNet 50-state call, LFFM track-specific calls, monthly GenomeTrakr call, etc.
 - iii. Provide content for success stories that can be used by CIFOR SCRIPT
 - iv. Assist with focus groups to assess CIFOR awareness and tool usage and identify solutions to address knowledge gaps.
3. Contribute to CIFOR Guidelines updates beginning with Chapter 4: Foodborne Disease Surveillance and Outbreak Detection

Leads: Kirsten Larson, Dave Boxrud, Kelly Oakeson; **Timeline:** Jul 2025- Jun 2026

Click or tap here to enter the detailed work plan text.

4. **Joint Activities (with other committees)**

1. In collaboration with the **NGS Subcommittee**, explore NGS process efficiencies (e.g., optimizing batch size and reagent usage) especially as budgets get reduced.
2. In collaboration with the **HAF Committee**, liaise with FDA and Laboratory Flexible Funding Model (LFFM) sites on sequencing efforts including PulseNet 2.0 and GenomeTrakr harmonization and ONT work.
3. In collaboration with the **HAF Committee**, develop session proposals for the 2026 APHL Annual Conference Regulatory Science Track.
4. In collaboration with the **ID and PHPR committees**, Support the end of life for various Illumina & Clear Labs sequencing instruments and subsequent transition (e.g., encouraging Illumina to offer trade ins or loyalty discounts).
5. In collaboration with other advisory committees, promote understanding and operationalization of the One Health initiative as it relates to food safety and foodborne illness testing.

Future or Parking Lot goals

1. Consider how to better integrate FDC next generation sequencing activities with other groups focused on sequencing including CDC's *PulseNet Steering Committee*, APHL's *NGS Subcommittee* and the *AMD Communities of Practice*.
2. Share information on the use of NGS in food safety via a Lab Matters article.
3. In collaboration with foodborne disease epidemiologists, pilot test and provide feedback on an updated Outbreaks of Undetermined Etiology (OUE) module in CDC's SEDRIC System.
4. Explore ways to increase submission of or metagenomics sequencing for outbreak specimens in support of the Undetermined (etiology) Outbreaks (UnO) pilot. Outbreak specimens or in-state metagenomics sequencing will help CDC build an HMAS detection panel and metagenomics pipeline.

Additional information you would like to share with board members.



APHL Committee Priorities & Work Plan (2025 - 2026)

Instructions: Replace the grey placeholder text with content specific to the committee. Each priority can have several SMART-aligned activities listed under work plan details. In addition to the italicized descriptions under the section heading, you will find further instructions in [this guideline](#) on how to complete this information.

This form is due on Thursday, July 24, 2025.

Committee Name: **Global Health**
Global Health
Committee

1. Committee Charge

A statement to assist you in determining your priorities.

The Global Health Committee advocates for and enhances the visibility of APHL's Global Health program. The committee advises and supports GHP strategies and activities, and at the request of other programs, serves as a resource for their global health activities. The committee informs members and partners on the Global Health Program Strategic Map and showcases APHL's global health program-related initiatives.

2. Routine Functions of the Committee

Activities not listed in the priorities below.

The Global Health Committee promotes and educates our members and our partners on the Global Health Program and its relevance and alignment with the association's strategic plan.

3. Priorities and Work Plan

Not more than five priorities, consider starting with a SWOT¹ analysis, set SMART² goals, including a timeline.

¹ [SWOT: Strengths, Weaknesses, Opportunities, Threats.](#)

² [SMART: Specific, Measurable, Achievable, Relevant, Time-bound.](#)

Priority 1: Advocate for the continued support from policymakers, legislators, and ambassadors to enhance the visibility of the work we do.

Work Plan Details

- Advocate for support for global health initiatives with congressional legislators, ambassadors, and other stakeholders as appropriate including at a Global Health Hill Day
- Increase engagement and involvement with the State Department with the intent to develop a mechanism for communication and funding.

Priority 2: Facilitate and contribute to the finalization of a business plan that includes the diversification of global health funding streams in collaboration with the global health program and APHL leadership.

Work Plan Details

- Development of Twinning standard protocol & Twinning Institute program. Diversify the network of Twinning laboratories by establishing a comprehensive database to pull from to facilitate diverse and well-matched twinning partnerships.
- Finalization of strategies for continued funding from the Centers for Disease Control and Prevention, and development of a diversification of funding plan that explores establishing new partnerships.

Priority 3: During the committee year, committee members will share subject matter expertise on various communities of practice sharing their US domestic experience to enhance partnerships and collaborations globally.

Work Plan Details

- The committee members will provide subject matter expertise on wastewater-based surveillance, next generation sequencing, biosafety and biosecurity, laboratory leadership, and laboratory data exchange.

Priority 4: [Click or tap here to enter Priority Four text.](#)

Work Plan Details

[Click or tap here to enter the detailed work plan text.](#)

Priority 5: Click or tap here to enter Priority Five text.

Work Plan Details

Click or tap here to enter the detailed work plan text.

4. Joint Activities (with other committees)

Make sure this is communicated to the other committee(s) so that there is continuity across the organization.

- The committee will work with the training and workforce development program and committee to explore ways to leverage APHL's learning platform for a global health audience.
- The committee will work with the training and workforce development program and committee to adapt and expand the domestic Workforce Survey tool for Global Health use.
- Develop a consultant recruitment plan (who to target, how to recruit, training/orientation requirements).
- Assist in recruiting efforts as activities expand, additional consultants will be needed to support training activities.
- Collaborating with the Informatics Committee to provide subject matter expertise.

5. Future or Parking Lot goals

Goals you hope to achieve in the future, or would like additional support, recommendations, and feedback to achieve. a) May be known upcoming policy change or new technology that will be released in the next year or so that committee needs to address.

- During the committee year, the membership will continue to explore partnerships with academia and expand partnerships with other organizations.
- Develop a database for key contacts in academia and identify potential areas of collaboration.

6. Additional information you would like to share with board members.

Click or tap here to enter additional information.



APHL Committee Priorities & Work Plan (2025 - 2026)

Instructions: Replace the grey placeholder text with content specific to the committee. Each priority can have several SMART-aligned activities listed under work plan details. In addition to the italicized descriptions under the section heading, you will find further instructions in [this guideline](#) on how to complete this information.

This form is due on Thursday, July 24, 2025.

Committee Name: **Human and Animal Food**

1. Committee Charge

The Human and Animal Food Committee identifies and responds to the needs of the human and animal food testing laboratory community and supports FDA's goal to build a fully integrated food safety system. The HAF Committee carries out the goals of APHL's cooperative agreement with FDA by collecting and disseminating resources, serving as a subject matter expert and providing content for training activities, identifying, disseminating and/or championing model practices to attain and maintain accreditation, identifying and addressing issues pertinent to human and animal food testing laboratories, and supporting mutual reliance. The Human and Animal Food Committee closely coordinates with the Foodborne Diseases (FD) Committee in support of a One Health approach to food safety.

2. Routine Functions of the Committee

1. Submit session proposals for 2026 APHL Annual Conference, particularly in support of the conference's Regulatory Science track.
2. Monitor for policy or regulations that affect human and animal food testing laboratories.
3. Support the implementation of recommendations from the BOD Task Force to Engage Agricultural and Environmental Laboratories
4. Coordinate with federal and state partners during national outbreak and investigation responses, including Highly Pathogenic Avian Influenza (HPAI)
5. Support efforts of the Partnership for Food Protection (PFP), particularly through the PFP Laboratory Science Work Group, to strengthen collaborations between strategic partners to protect the food supply.

3. Priorities and Work Plan

Priority 1: Engage with federal, state, and association partners to effectively communicate and advocate for the needs of all governmental human and animal food testing laboratories.

Work Plan Details

1. Communicate the impacts of HHS resource reductions and reallocations on state laboratory programs.

- Leverage federal and Associations' liaisons who present on monthly committee calls to communicate opportunities and challenges.

Timeline: Jul 1, 2025 – Jun 30, 2026

Leads: Federal liaisons (FDA, CDC, USDA) and Associations' liaisons (Sally Flowers [AFDO], Carrie Crabtree [AAFCO])

Strategic Plan: Engage Key Audiences about the Role and Impact of the Public Health Laboratory System

- Work with APHL Public Policy and MarCom staff to create an informational brief outlining the impact of FY25 funding cuts on the LFFM cooperative agreement.

Timeline: Jul 1 – Aug 30, 2025

Leads: Robyn Randolph (staff liaison), Cindi Mangione (HAFC chair), Sin Urban (HAFC co-chair)

Strategic Plan: Secure Funding to Enhance and Sustain the Public Health Laboratory System

2. Promote the successes and outcomes of federal grant programs to illustrate the necessity of state/federal grants and partnerships in keeping the food supply safe.

- Work with APHL MarCom staff to discuss how to promote the important work of the HAF laboratories. Work will be divided into smaller work groups, with members creating suggested marketing material (e.g., blog posts, videos, informational briefs, success stories) on both the LFFM cooperative agreement and general HAF testing. By December 2025, at least two work products will be completed. By June 2026, at least two additional work products will be completed.

Timeline: Jul 1, 2025 – Jun 30, 2026

Leads: Cindi Mangione (HAFC chair), Sin Urban (HAFC co-chair), HAFC members

Strategic Plan: Clearly Define the Impact of Public Laboratory System Services on the Public's Health; Engage Key Audiences about the Role and Impact of the Public Health Laboratory System

Priority 2: Facilitate data utilization and data defensibility efforts for human and animal food laboratories.

Work Plan Details

1. Develop and market resources for the HAF community, including upcoming webinars, BAM Update notifications, quality-related resources, etc.

- Encourage use of the Quality Assurance Community of Practice, Food Chemistry Community of Practice and other ColLABorate communities. At least one member will contribute to a ColLABorate community each month.

Timeline: Jul 1, 2025 – Jun 30, 2026

Leads: HAF Committee members

Strategic Plan: Strengthen the Laboratory Leadership Community with Relevant Professional Development

- Disseminate notifications when the FDA Bacteriological Analytical Manual (BAM) is updated.

Timeline: Jul 1, 2025 – Jun 30, 2026

Leads: Robyn Randolph (staff liaison)

Strategic Plan: Equip the Public Health Laboratory Workforce to be Adaptable to Change

- HAF's Quality Review work group will continue the development of a resource(s) and/or repository with guidance for laboratories on best practices for quality review of HAF laboratory data. By December 2025, the work group will have identified a path forward regarding a product and will work in 2026 on development.

Timeline: Jul 1, 2025 – Jun 30, 2026

Leads: Quality Review work group

Strategic Plan: Strengthen the Laboratory Leadership Community with Relevant Professional Development

2. Continue conversations with FDA partners regarding concerns with FDA review of state food chemistry laboratory data.

- Invite FDA Human Foods Program (HFP) partners (e.g., Office of Laboratory Operations & Applied Science, Office of Compliance & Enforcement, and/or Office of Food Chemical Safety, Dietary Supplements & Innovation) to join HAF Committee calls to continue discussing

Timeline: Jul 1, 2025 – Jun 30, 2026

Leads: Robyn Randolph, Christina Chrysogelos (FDA), Christopher Waggener (FDA)

Strategic Plan: Use APHL's Elevated Voice to Strengthen Laboratory Coordination and Response; Support Federal Partners in their Efforts to Strengthen the Laboratory System

3. Provide learning opportunities for HAF laboratorians on a variety of topics (technical and/or quality) to supplement training gaps.

- Using information from APHL Training Needs Assessments and HAFC members, identify critical priorities for training topics and preferred learning modalities (e.g., conferences, workshops, webinars).

Timeline: Jul 1, 2025 – Jun 30, 2026

Leads: TBD

Strategic Plan: Strengthen the Laboratory Leadership Community with Relevant Professional Development

- Work closely with FDA liaisons to HAFC to identify which program will be responsible for laboratory training at FDA following the elimination of HFP’s Staff College in April 2025.

Timeline: Jul 1 – Sept 30, 2025

Leads: APHL staff, FDA liaisons

Strategic Plan: Support Federal Partners in their Efforts to Strengthen the Laboratory System

- Provide/promote at least five learning opportunities for the HAF laboratory community.

Timeline: Jul 1, 2025 – Jun 30, 2026

Leads: Robyn Randolph, Associations Liaisons

Strategic Plan: Strengthen the Laboratory Leadership Community with Relevant Professional Development

4. Support the Regulatory and Laboratory Training System (RLTS) and the creation of a standardized and competent laboratory workforce.

- Provide regular updates on the implementation of the RLTS and how it will impact laboratory training opportunities for HAF members

Timeline: Jul 1, 2025 – Jun 30, 2026

Leads: Aalok Mehta, Shari Shea (APHL staff)

Strategic Plan: Strengthen the Laboratory Leadership Community with Relevant Professional Development; Support Federal Partners in their Efforts to Strengthen the Laboratory System

- As needed, provide subject matter expertise on the Laboratory Curriculum Framework courses and competencies in support of the RLTS.

Timeline: Jul 1, 2025 – Jun 30, 2026

Leads: TBD

Strategic Plan: Strengthen the Laboratory Leadership Community with Relevant Professional Development

Click or tap here to enter Priority Three text.

Click or tap here to enter text.

Click or tap here to enter text.

Click or tap here to enter text.

3. Joint Activities (with other committees)

1. In collaboration with the **Foodborne Diseases Committee (FDC)**, develop session proposals for the 2026 APHL Annual Conference, including the Regulatory Science Track.
2. In collaboration with the **FDC, Environmental Health Committee, and Environmental Lab Sciences Committee (ELSC)**, promote understanding and operationalization of the One Health initiative as it relates to food safety and foodborne illness testing
3. In collaboration with relevant advisory committees as needed (ELSC, EHC, FDC), provide input on the development of guidance for investigating chemical contamination outbreaks of undetermined etiology.
4. In collaboration with the **FDC**, liaise with FDA and Laboratory Flexible Funding Model (LFFM) sites on sequencing efforts including PulseNet 2.0 and GenomeTrakr harmonization and ONT work.
5. In Collaboration with the **ELSC**, identify and discuss topics of common interest through the Food Chemistry Community of Practice.

4. Future or Parking Lot goals

Goals you hope to achieve in the future, or would like additional support, recommendations, and feedback to achieve. a) May be known upcoming policy change or new technology that will be released in the next year or so that committee needs to address.

In collaboration with the Knowledge Management Committee, assist in efforts to improve search abilities for the myriad of available APHL resources.

Explore how food safety programs can leverage CDC funding for data modernization – potentially work with the Informatics committee.

Consider instrumentation or methods that identify foodborne illness to help identify those most appropriate for HAF laboratories (micro and/or chem).

5. Additional information you would like to share with board members.

None currently.



APHL Committee Priorities & Work Plan (2025 - 2026)

This form is due on Thursday, July 24, 2025.

Committee Name: **Infectious Diseases**

1. Committee Charge

A statement to assist you in determining your priorities.

The Infectious Disease committee serves to advise the board, the Association, and its partners on laboratory capacity and capability and the role of the laboratory in the detection, control, and prevention of infectious diseases of public health significance. In addition, the committee advises on the evaluation and implementation of new technologies for the detection of infectious agents, addresses challenges facing public health and provides input to shape public health policy as it relates to infectious diseases.

2. Routine Functions of the Committee

Activities not listed in the priorities below.

Prepare proposals and develop sessions for the APHL Annual Conference.

Maintain relationships with sustaining members to address challenges with instrumentation or reagents used in infectious disease testing and encourage support of public health laboratories.

Support APHL initiatives to develop and maintain relationships with organizations and other entities that influence practices related to infectious diseases including but not limited to:

- Participating in CORHA and ARSTF in collaboration with CSTE and ASTHO.
- Reviewing new or updated CSTE position statements on infectious diseases, annually.
- Identifying opportunities to submit public health laboratory related proposals to partner organization conferences (e.g. ASM Microbe, ID Week, or AMP Annual Conference)
- Working with ASM upon request to develop joint fact sheets on infectious disease issues.

3. Priorities and Work Plan

Priority 1: Address issues pertaining to the maintenance of laboratory capability and capacity for infectious diseases of public health importance, including the exploration of shared service models.

Work Plan Details

- Develop and publish a report describing the results of the HIV and HCV testing capabilities and capacity survey. (HIV, Viral Hepatitis STI (HVHS) Subcommittee)

- Finalize and publish a fact sheet on the impacts and value of federal investments in the AR Lab Network on laboratory capacity. (ID Committee) (In progress)
- Define core infectious disease functions of public health laboratories including what testing capacity means and what specific capacities are needed. (ID Committee)
- Address national gaps in infectious disease testing capacity through public health laboratory collaboration. (ID Committee)

Priority 2: Explore the use, performance and utility of new and existing diagnostic technologies and consider the impact of these technologies on public health practice.

Work Plan Details

- Evaluate the utility of and best practices for incorporating wastewater surveillance data into existing infectious disease surveillance systems for bacterial pathogens (ID Committee, collaborate with Environmental Sciences Committee)
- Identify data needs and evaluate potential changes to the HIV Diagnostic algorithm. (HVHS Subcommittee)
- Develop guidance and/or conduct webinar on implementation tNGS for molecular detection of drug resistance in TB. (TB Subcommittee)
- Publish a white paper better defining metagenomics and describing approaches and potential use cases for public health applications. (NGS Subcommittee)
- Evaluate expanded applications of existing equipment (e.g. Hologic Panther Fusion, X9) and share outcomes through white papers, webinars or conference sessions. (ID Committee)

Priority 3: Assist public health laboratories with guidance and tools for monitoring and responding appropriately to existing or impending infectious disease threats, outbreaks and/or emergencies.

Work Plan Details

- Work with CDC and other partners to review and develop guidance and resources to support expanded respiratory viral surveillance. (ID Committee and IRP Subcommittee)
- Execute recommend steps outlined in APHL's The Role of Molecular Testing in the Laboratory Diagnosis of Rabies to support implementation of molecular testing as a primary diagnostic test for animal rabies. (ID Committee and Rabies Diagnostic Workgroup)

- Develop an informational fact sheet on available measles tests including how those tests should be utilized and considerations for public health laboratories preparing for a measles outbreak. (ID Committee)
- Develop and publish guidance on a more unified approach to conducting MAC-ELISA and plaque reduction neutralization testing for arboviruses. (Vector-borne Disease Subcommittee).

Priority 4: Monitor and respond to changes in federal regulations, funding or public health infrastructure that may impact infectious disease testing in public health laboratories.

Work Plan Details

- Work with FDA, members and corporate partners to explore the appropriate pathway(s) for regulatory approval of specimen collection and testing in clinical and non-clinical settings for STI, HIV and other infectious disease testing including completing a self-collection fact sheet and revamping the NASTAD toolkit. (HVHS Subcommittee)
- Monitor and respond to potential changes in federal public health priorities and the pending fiscal cliff by providing input and comment on impacts to public health and a state and local level upon request and developing fact sheets to emphasize infectious disease needs. (ID Committee)
- Monitor impact of any changes to CLIA regulations on infectious disease testing and develop resources to assist laboratories on the implementation of any changes. (ID Committee with Lab Systems and Standards)

Priority 5: Identify and promote the role of public health laboratories in applied and collaborative research including publications and national conference presentations.

Work Plan Details

- Continue to conduct Pathogen Papers and develop the community to encourage more dialog on developing publications. (ID Committee)
- Develop one-pager for public health laboratory on navigating manuscript development and publication. (ID Committee)

4. Joint Activities (with other committees)

Make sure this is communicated to the other committee(s) so that there is continuity across the organization.

- Monitor impact of any changes to CLIA regulations on infectious disease testing and develop resources to assist laboratories on the implementation of any changes. (ID Committee with Lab Systems and Standards)
- Engage with APHL corporate members and other partners to explore methods for manufacturers to include biosafety-specific information on laboratory instruments and promote the APHL [Instrument Pre-purchase Risk Assessment](#) Checklist (Biosafety and Biosecurity)
- Collaborate with Environmental Health committee to develop a Weird Science annual conference session proposal that includes LRN-C/white powder response scenarios. (Environmental Health)
- Evaluate the utility of and best practices for incorporating wastewater surveillance data into existing infectious disease surveillance systems for bacterial pathogens (ID Committee, collaborate with Environmental Sciences Committee)

5. Future or Parking Lot goals

Goals you hope to achieve in the future, or would like additional support, recommendations, and feedback to achieve. a) May be known upcoming policy change or new technology that will be released in the next year or so that committee needs to address.

- Identify gaps in specimen or matrix availability for assay validation and identify or develop resources on the creation of synthetic materials and navigating interfering substances.
- Review resources currently available for infectious disease assay design and development and consider addressing any existing gaps.

6. Additional information you would like to share with board members.

Click or tap here to enter additional information.



APHL Committee Priorities & Work Plan (2025 - 2026)

Instructions: Replace the grey placeholder text with content specific to the committee. Each priority can have several SMART-aligned activities listed under work plan details. In addition to the italicized descriptions under the section heading, you will find further instructions in [this guideline](#) on how to complete this information.

This form is due on Thursday, July 24, 2025.

Committee Name: **Informatics**

1. Committee Charge

A statement to assist you in determining your priorities.

The Informatics Committee serves to advise the board and association on information systems, electronic lab messaging, and health information exchange. This committee is the Association's resource for subject matter expertise on information systems, systems standards and the informatics workforce. This informatics Committee will provide technical assistance to public health in the area of LIMS implementation and electronic data exchange.

2. Routine Functions of the Committee

Activities not listed in the priorities below.

- Support electronic ordering and reporting (ETOR) to enhance efficiency, accuracy, and data flow between laboratories and clinical/public health partners. Functions include providing targeted subject matter expertise and facilitation of member resource sharing.
- Support Informatics Workforce Development in addressing the critical need to strengthen and expand the public health informatics workforce. It involves promotion of training resources and fostering opportunities for improving informed data-driven hiring and retention strategies.
- Support Data Modernization in raising awareness, advocating for policies, and documenting advancements related to laboratory data modernization initiatives (e.g., HL7 FHIR, HTI-2, USCDI). Efforts involve collaboration across laboratory teams to effectively communicate advancements, support laboratories' modernization journeys, and shape relevant policy frameworks.
- Promotes and support adoption of data standards and interoperable systems within public health laboratories by supporting education, knowledge-sharing, and creation of guidance materials to streamline data exchanges and improve laboratory informatics practices. This includes convening the quarterly Interoperability Forum and providing technical assistance in the area of LIMS implementation and electronic data exchange.

- Promote and support Laboratory Informatics Sustainability by fostering proven strategies and resources for program resilience and adaptability to financial or operational disruptions. This includes knowledge sharing of strategies for resource sustainability and supporting collaborative platforms that foster open discussions on shared challenges and solutions.

3. Priorities and Work Plan

Not more than five priorities, consider starting with a SWOT¹ analysis, set SMART² goals, including a timeline.

Priority 1: Promote and support the enhancement of Electronic Test Order and Result (ETOR) capabilities across member PHLs

Work Plan Details

Expand DETOR adoption to additional public health laboratories while diversifying implementation to multiple test use cases and establishing a sustainable community of practice for knowledge sharing and collaborative problem-solving. This work will include the creation and launch of the DETOR Community of Practice with collaborative resource sharing through Collaborate.

- Led by Committee Members and APHL Informatics Staff Rachel Shepherd
- Set to be launched in May 2026

Priority 2: Create a comprehensive and centralized informatics specific workforce development portal and resource library.

Work Plan Details

Launch a centralized online library providing informatics specific training resources and professional development resources for current and aspiring public health laboratory informaticists. This work will include the curation of training modules covering core competencies, along with conducting a workforce survey to gather data on positions, skills gaps, compensation, and team augmentation strategies aimed at aiding PHL informatics lab divisions. Resources are to be shared and hosted via Confluence, Collaborate, and the Public Health Interoperability Training Catalog.

- Led by Committee Members and Staff Liaison Sean Hannigan
- Set to be launched in June 2026

¹ [SWOT: Strengths, Weaknesses, Opportunities, Threats.](#)

² [SMART: Specific, Measurable, Achievable, Relevant, Time-bound.](#)

Priority 3: Public Health Laboratory Data Modernization Readiness Assessment Survey

Work Plan Details

Field a survey to assess the status of data modernization initiatives throughout the public health laboratory community. The survey will collect information about data modernization projects and funding; challenges and successes; and the organizational structure for data modernization planning and rollout. From this survey, we hope to identify common themes, projects, and priorities across PHL modernization, as well as opportunities to act collectively, to learn from one another, or to develop shared solutions. The results of the survey will inform the priorities for the subcommittee in calendar year 2026.

- Led by Data Modernization Subcommittee Members and APHL Informatics Staff Melanie Kourbage.
- Set to be launched in September 2026 and report and recommendations finalized by December 2026.

Priority 4: Create a collaborative framework to ensure long-term financial and operational sustainability

Work Plan Details

Develop a multi-lab collaborative framework for sharing informatics resources, expertise, and infrastructure to reduce costs and improve sustainability. This work will include the development of three community forums led by the committee aimed at addressing the major pressing constraints on informatics programs along with the development of a shared library of resources for community consumption via Confluence and Collaborate.

- Led by Committee Chairs and Staff Liaison Sean Hannigan
- To be complete by end of June 2026

Priority 5: Click or tap here to enter Priority Five text.

Work Plan Details

Click or tap here to enter the detailed work plan text.

4. Joint Activities (with other committees)

Make sure this is communicated to the other committee(s) so that there is continuity across the organization.

- Continue to work with the Newborn Screening HIT Committee to advance the NBS use case for ETOR. There is currently a member that serves as a liaison between the NBS HIT and Informatics Committee.

- Continue to meet with the Global Health Informatics Committee and Staff to discuss informatics challenges and best practices on a domestic and global level.
- Continue to collaborate and advise the Environmental Laboratory Science Committee on Laboratory Information Management Systems replacement, advancements, and optimization efforts.
- Collaborate with the APHL Preparedness and Response Committee to address laboratory cybersecurity and informatics needs, strengthen ETOR and ELR capabilities and expand APHL's COOP guidance to incorporate cybersecurity incident planning and response.
- Work with other committees and programs, specifically Workforce Development, QSA, APHL Selection Committee, and Food Safety, to address informatics needs.

5. Future or Parking Lot goals

Goals you hope to achieve in the future, or would like additional support, recommendations, and feedback to achieve. a) May be known upcoming policy change or new technology that will be released in the next year or so that committee needs to address.

- Develop and present a position statement on TEFCA and the identified ECR use case.
- Develop guidance around FHIR implementation for laboratory specific use cases.
- Identify and present Artificial Intelligence solutions and applications specific to domestic PHL informatics.

6. Additional information you would like to share with board members.

Click or tap here to enter additional information.



APHL Committee Priorities & Work Plan (2025 - 2026)

Committee Name: Knowledge Management

Committee Charge

The Knowledge Management Committee (KMC) provides guidance on effective management and use of APHL resources for members to improve laboratory processes, procedures and systems. The committee adapts, develops, collects, organizes, and disseminates tools to promote public health practice.

(Approved by the APHL Board of Directors 10/29/18)

Routine Functions of the Committee

A. Collect, develop, and introduce Knowledge Management (KM) practices and tools to improve laboratory workforce knowledge retention and learning.

- Continue to **update the Public Health Laboratory Systems Database (PHLSD)** with Laboratory Profiles targeting workforce statistics and training facilities, including **publication of new reports** (with LSS & all committees).

Responsible Person: Deb Severson and Victor Waddell (PHLSD Taskforce Leads)	
Milestones/Deliverables	Timeline
Activate new PHLSD CoLABorate user group.	Sep 2025
Share video testimonials and implement CoLABorate messaging schedule for the year.	Sep 2025 & ongoing
Update Lab Profiles and complete data entry.	Oct 2025
Create new dashboards/reports for Lab Profiles. Beta-test and collect feedback from the PHLSD Taskforce, KMC and LSS committee.	Dec 2025
Develop a plan and engage non-participating laboratories, focusing on local PHL members, to enroll in the PHLSD. Strategy includes messaging from local PHL laboratory directors and a podcast on the benefits of using the database for training, surge support, and COOP.	Sep 2025 & ongoing
Encourage PHLSD users to review and update their data, using the new CoLABorate community and regional consortia meetings.	Jan 2026 & ongoing
Identify areas of growth and new data fields and reports within Lab Profiles, and any edits to the Test or Equipment inventories.	Apr 2026

- Identify and upload new workforce related documents** from member developed resources in the **Member Resource Center (MRC)** to enrich the resource repository. This **includes best practices** on reward and recognition programs, wellness programs, career ladders, training programs, and other workforce related topics (with LSS, EHSC).

Responsible Person: Kathleen Seiler, Chelcee Findley, and Maya Spann (MRC Workgroup Leads)	
Milestones/Deliverables	Timeline

Finalize best practices for laboratory celebrations, based on submissions shared from the field. Upload PHL examples of laboratory celebrations to the MRC.	Oct 2025
Coordinate with APHL MarComm to brand and publish new best practices for lab celebrations on www.aphl.org .	Feb 2026
Collaborate with the EHSC committee to develop best practices for wellness programs. Develop a wellness scorecard, to allow laboratories to conduct a self-assessment of their wellness program and identify areas for improvement.	Jan 2025
Coordinate with APHL MarComm to brand and publish new best practices and wellness scorecard on www.aphl.org .	Apr 2026

- Expand knowledge retention resources by **developing a new webpage** on the APHL website that provides workforce retention resources in one location. Assemble knowledge retention tools, including the redesigned Knowledge Retention Toolkit, new Retention Scorecard, and other informative guides and references.

Responsible Person: Kathleen Seiler, Chelcee Findley, and Maya Spann (KRT Workgroup Leads)	
Milestones/Deliverables	Timeline
Collect existing APHL workforce resources for the new webpage and catalogue by categories/themes.	Nov 2025
Design new webpage layout.	Dec 2025
Coordinate with APHL MarComm to publish new page and resources at www.aphl.org .	Apr 2026

- Update the Knowledge Retention Toolkit** for position specific questions: TB (with the IDC), Biosafety/Biosecurity Officer (with Biosafety/Biosecurity Committee), and Quality Manager (with LSS). **Publish new CT Coordinator position-specific questions** (with EHSC). Partner with the NBS Committee to promote the toolkit to support **succession planning**.

Responsible Person: Jennifer Fesler and Rachel Zinner (KRT Workgroup Leads)	
Milestones/Deliverables	Timeline
Publish new CT position-specific questions	Oct 2025
Review and finalize updated position-specific questions from ID, LSS, PHPR committees submit updates to their position-specific questions to the KMC workgroup (TB, Biosafety/Biosecurity, QM)	Mar 2026
Coordinate with APHL MarComm to republish toolkit with updated content on www.aphl.org .	Apr 2026

B. Guide and support the Quality Systems & Analytics (QSA) program by interpreting data, providing feedback and drawing conclusions from different APHL workforce surveys and evaluation projects (with WDC and LSS).

- Review and assist with **data collection needs for the Laboratory Profiles**, located within the PHLSD. Support the PHLSD taskforce by interpreting data metrics.
- Review and assist with **reports, infographics and dashboards** based on the Workforce Profiles survey. Launch and collect data for 2026 survey.
- Provide input on **reports on trends** for the new training needs assessments.

Responsible Person: Lorelei Kurimski (Senior Director, APHL)	
Milestones/Deliverables	Timeline
Lab Profiles: <i>See under Goal A</i>	
Workforce Profiles 2016-2024 Trends: Finalize new PowerBI dashboard/reports and trends, with beta-testing from WDC and KMC. Training Needs Assessments LIVE Dashboard: Finalize new PowerBI dashboards/reports and trends, with beta-testing from WDC and KMC. Use live dashboards to monitor response rates by state.	Aug 2025
Workforce Profiles 2016-2024 Trends & Training Needs Assessments LIVE Dashboard: Publish new dashboards to www.aphl.org and conduct a soft launch through the BOD, All Laboratory Directors, and regional consortia calls.	Sep 2025 & ongoing
Workforce Profiles 2016-2024 Trends & Training Needs Assessments LIVE Dashboard: Present new dashboards, findings, and recommendations at the APHL Public Health Training Conference (PHLTC).	Sep 2025
Training Needs Assessments LIVE Dashboard: Review findings and trends for 12-months of data collected.	Jun 2026
Strategy to Support Data Updates for the PHLSD: To monitor whether data is updated annually within the PHLSD, APHL has published a new live dashboard with details on “last date updated” so participating labs can see their last data entries. APHL will use the regional consortia in-person meetings to distribute individual reports on permissions, and summary of content and last data entries, to encourage participants to update all their data in the system. The taskforce will also use the new PHLSD User CoLLABorate community to message on annual update cycles and easy How-To videos. The taskforce will utilize targeted discussions with specific lab directors and editors as reminders to update their data.	

C. Promote the use of APHL resources, including tools and data-driven dashboards. Propose plenary, breakouts and/or roundtable sessions, and posters, for the **2026 APHL Annual Conference** on knowledge management-related topics, with an emphasis on workforce retention. Highlight the MRC, PHLSD, and other KMC resources at an APHL Experience Booth session, as available. Utilize other communication channels to reach APHL membership (with WDC and LSS).

- Promote data findings, publications, and visualizations/infographics** developed by the QSA program in support of the Workforce Profiles survey and training needs assessments.

- **Promote new member resources** through the MRC, PHLSD, and publication of new reports and best practices.
- **Promote new webpage** on workforce retention resources, including the Knowledge Retention Toolkit and Workforce Retention Scorecard.

Responsible Person: Ryan Bernard and Emma Levings (KMC Chair, Co-Chair)	
Milestones/Deliverables	Timeline
Annual Conference: Develop and submit annual conference proposals to the conference planning committee.	Oct 2025
Annual Conference: Identify and submit poster abstracts	Jan 2026
Annual Conference: Develop plan for experience booths	Feb 2026
Annual Conference: Finish all annual conference materials- presentations, handouts, posters	Apr 2026
Annual Conference: Complete rehearsal and deliver content at the annual conference	May 2026
Annual Conference: Review evaluation feedback and debrief with KMC on lesson learned and opportunities for improvement	Jun 2026
Strategy for Promotion Campaign: Following the APHL Annual Conference, the KMC will begin a promotion campaign using a strategy to reach members via multiple communication channels and a sequence of reminders, and utilize the KMC representatives to share the impact of their use. This includes eblast, CoLLABorate (including PHL Bench Scientist community), e-Update newsletter, regional consortia, and staff liaisons for committees and subcommittees, All Laboratory Directors call, and targeted discussions with APHL committees. The KMC will also develop specific publications on the use, benefit, impact, and testimonials via <i>Lab Matters</i> magazine.	

Priorities and Work Plan

Priority 1: Explore workforce knowledge and training needs regarding Artificial Intelligence (AI).

Work Plan Details

Launch a member-wide survey to identify level of knowledge and use of AI in the PHL, and resources needed to support workforce development. Identify and develop new member resources, including training webinars.

Responsible Person: Ryan Bernard & Emma Levings (KMC Chair, Co-Chair)	
Milestones/Deliverables	Timeline
Close-out AI survey	Aug 2025
Review findings at the KMC in-person meeting and develop an action plan	Oct 2025
Reach out to Informatics and other committees to partner on an action plan and identify next steps	Nov 2025
Hold one training webinar on AI for members or one session at the APHL Annual Conference	May 2026

Priority 2: Launch 2026 Workforce Profiles Survey (with WDC)

Work Plan Details

Launch .

Responsible Person: Lorelei Kurimski (Senior Director, APHL)	
Milestones/Deliverables	Timeline
Program and beta-test the new survey.	Nov 2026
Launch survey & live dashboard of responses to monitor progress and member representation.	Feb 2026
Close-out Survey	Mar 2026
Develop a summary report of findings	Jun 2026
Strategy to Support Response Rates for APHL Surveys: To monitor progress and member representation, APHL will publish live dashboards, with response rates aggregated at the state/territorial level via maps. KMC will utilize eblasts, CoLLABorate, the e-Update newsletter, regional consortia, staff liaisons for committees and subcommittees, an All Laboratory Directors call, and targeted discussions with specific lab directors to increase response rates and reminders to complete the surveys.	

Priority 3: See the activities under Routine Functions for remainder of the Work Plan to be accomplished

Work Plan Details

Click or tap here to enter text.

Priority 4: Click or tap here to enter Priority Four text.

Work Plan Details

Click or tap here to enter the detailed work plan text.

Priority 5: Click or tap here to enter Priority Five text.

Work Plan Details

Click or tap here to enter the detailed work plan text.

Joint Activities (with other committees)

- **Laboratory Systems & Standards (LSS) Committee, All Committees:**
 - Continue to update and improve the functionality of the PHLSD, reports and dashboards under the guidance of the PHLSD Taskforce. Support the PHLSD taskforce by interpreting data metrics on dedicated personnel.
 - Promote resources in the MRC, including best practices.
 - Update, publish and promote the Quality Manager position-specific questions for the Knowledge Retention Toolkit.
 - Review and assist with reports, infographics and dashboards based on the 2024 Workforce Profiles survey and real-time training needs assessment.
- **Infectious Diseases, Biosafety/Biosecurity, and EHSC (Chemical Threat Collaborative Workgroup) and Newborn Screening committees:**
 - Update, publish, and promote the position-specific questions for the Knowledge Retention Toolkit.
 - Collaborate with NBS Committee to promote toolkit to support succession planning.
- **Workforce Development Committee (WDC):**
 - Continue to identify, upload and promote resources available in the MRC.
 - Review and assist with reports, infographics and dashboards based on the 2024 Workforce Profiles survey and real-time training needs assessment.
- **Informatics Committee:**
 - Explore workforce knowledge and training needs regarding Artificial Intelligence (AI), including collecting new survey data.

Future or Parking Lot goals

- Explore new platforms and capabilities for hosting the PHLSD with LSS.
- With the fast-changing field of AI, continue to identify member training needs and partner with other committees to address those needs.
- Expand the KR Toolkit for new at-risk positions.
- Identify and expand best practices from the field, and topics, to expand the MRC.

Additional information you would like to share with board members.

Due to the uncertainty in future funding, the work of the KMC is currently under a CDC no-cost extension and a continuation of projects from last year, including the Priorities and Work Plan.

The Work Plan supports the following Strategic Map priorities:

- Engage Key Audiences about the Role and Impact of the Public Health Laboratory System.

- Support Members in Improving Staff Retention.



APHL Committee Priorities & Work Plan (2025 - 2026)

Committee Name: **Laboratory Systems and Sciences**

1. Committee Charge

The Laboratory Systems and Standards (LSS) committee strengthens quality management systems by promoting the sustainability of public health laboratory systems and supporting the improvement of accuracy and reliability of laboratory results and services in member laboratories. The committee identifies and develops tools and resources to optimize the performance quality of member laboratories and their systems.

2. Routine Functions of the Committee

A. Support national, state, local and regional public health laboratory system models. Maintain, promote, and advance the Laboratory System Improvement Program (L-SIP) through APHL Fellowships.

- Promote and share the tools from the seven APHL Regional Consortia and offer assistance as requested to support workforce.

Responsible Person: Tina Su (APHL Program Manager)	
Milestones/Deliverables	Timeline
Promote and share tools, and the L-SIP, during regional consortia calls and in-person meetings, as part of <i>APHL Updates</i> .	Jul 2025 & ongoing
APHL hold individual calls with potential PHLs who have reached out to APHL and would like to learn more about the L-SIP assessment process and resources available.	Aug 2025 & ongoing
APHL sponsor a member-wide L-SIP technical support call in the fall and spring for potential interest in hosting an assessment.	Nov 2025; Mar 2026
APHL hold regular technical support meetings with PHLs who have committed to an L-SIP assessment within the next six months. <ul style="list-style-type: none"> • Event Logistics • Facilitator Support • Budget & funding Support • Supplies, Materials & Shipping • Final Report Requirements 	Oct 2025-Apr 2026

B. Support continuous quality improvement in member laboratories by providing training and educational resources to meet regulatory requirements (i.e. CLIA, CAP, ISO, TNI, EPA, FDA, etc.) and public health agency accreditation.

- Support outreach and communicate the tools and resources available to the APHL membership through APHL committees.
- Promote laboratory systems and standards tools.

- Continue to promote the APHL Member Resource Center by highlighting quality improvement-relevant information in various formats.

Responsible Person: Crystal Barrett (LSS committee chair), LeAnne Burns (LSS committee co-chair)	
Milestones/Deliverables	Timeline
Develop list of resources and campaign responsibilities to promote throughout the year.	Oct 2025
Begin promotional campaign	Nov 2025 & ongoing
Strategy for Promotion Campaign: The LSS will begin a promotion campaign using a strategy to reach members via multiple communication channels and a sequence of reminders, and utilize the LSS representatives to share the impact of their use. This includes eblast, CoLABorate (including QA and PHL Bench Scientist community), eUpdate newsletter, QSA New Bytes newsletter, regional consortia, and staff liaisons for committees and subcommittees, All Laboratory Directors call, and targeted discussions with other APHL committees. The LSS will also develop specific publications on the use, benefit, impact, and testimonials via <i>Lab Matters</i> magazine.	

C. Promote LSS committee work and resources at the 2026 APHL Annual Conference. Propose a breakout or roundtable session for the 2026 APHL Annual Conference on a quality-related topic. Highlight the L-SIP and LSS committee resources at an APHL Experience Booth session.

Responsible Person: Tina Su (APHL Program Manager)	
Milestones/Deliverables	Timeline
Annual Conference: Develop and submit annual conference proposals to the conference planning committee.	Oct 2025
Annual Conference: Identify and submit poster abstracts	Jan 2026
Annual Conference: Develop a plan for APHL Experience booth(s)	Feb 2026
Annual Conference: Finish all annual conference materials- presentations, handouts, posters	Apr 2026
Annual Conference: Complete rehearsal and deliver content at the annual conference	May 2026
Annual Conference: Review evaluation feedback and debrief with LSS on lessons learned and opportunities for improvement	Jun 2026

3. Priorities and Work Plan

Priority 1: Support continuous quality improvement in member laboratories by providing training and educational resources.

Work Plan Details

Use the 2024 APHL Quality and Safety Systems-related training needs assessment findings, Quality Improvement Forum call evaluation surveys and other member feedback to identify quality-related topics and develop new workforce resources.

Responsible Person: Crystal Barrett (LSS committee chair), LeAnne Burns (LSS committee co-chair)	
Milestones/Deliverables	Timeline
Review historical and current training needs assessment data and prioritize and identify training topics.	Nov 2025
Develop training resource(s) and promote at the APHL Annual Conference.	May 2026

Priority 2: Host webinars to educate the laboratory community on quality initiatives and projects

Work Plan Details

Host four Quality Improvement Forum (QIF) calls, one per quarter. Topics to be determined at future LSS committee calls.

Responsible Person: Tina Su (APHL Program Manager)	
Milestones/Deliverables	Timeline
Host QIF #1 call on temperature control studies	Aug 2025
During the LSS in-person meeting, review historical and current training needs assessment data and prioritize and identify training topics, potential speakers and schedule.	Nov 2025
Complete quarterly QIF calls #2, #3, and #4 and collect evaluation data	Dec 2025; Mar 2026; Jun 2026
Review evaluation data with the LSS committee on lessons learned and opportunities for improvement.	TBD

Priority 3: Launch the 2025 CLIA Onsite Survey Experience and publish the summary report of findings, with comparison to the 2023 survey data.

Work Plan Details

Responsible Person: Lorelei Kurimski (APHL Senior Director)	
Milestones/Deliverables	Timeline
Review survey and complete beta-testing via established member workgroup.	Sep 2025
Launch survey & monitor response rates to ensure member representation.	Oct 2025
Close-out survey.	Nov 2025
Develop a summary report of findings and comparative analyses. Share findings with the workgroup and make final edits.	Jan 2026
Coordinate with APHL Marketing and Communications to publish the report on www.aphl.org .	Feb 2026

Priority 4: Click or tap here to enter Priority Four text.

Work Plan Details

Click or tap here to enter the detailed work plan text.

Priority 5: Click or tap here to enter Priority Five text.

Work Plan Details

Click or tap here to enter the detailed work plan text.

4. Joint Activities (with other committees)

- Collaborate with the Knowledge Management Committee by promoting the use of the Public Health Laboratory System Database (PHLSD), PHL Bench Scientist Collaborate Community and the Member Resource Center.
 - Support the PHLSD taskforce by interpreting data metrics on dedicated personnel.
- Collaborate with the Knowledge Management Committee to review and update the quality manager-position specific questions in the Knowledge Retention Toolkit.
- Collaborate with the Quality Systems and Analytics, Knowledge Management Committee and Workforce Development Committee to review and assist with reports, infographics

and dashboards based on the 2024 Workforce Profiles survey and training needs assessments.

5. Future or Parking Lot goals

- Review regional consortia survey findings to identify and prioritize new QSE resources needed for PHLs.
- Explore new platforms and capabilities for hosting the PHLSD with KMC.
- Enhance collaborations with CMS and other accrediting organizations, such as CAP, ISO, COLA, to support regulatory compliance and provide a voice for PHLs.

6. Additional information you would like to share with board members.

Due to the uncertainty in future funding, the work of the Laboratory Systems and Standards committee is currently under a CDC no-cost extension and a continuation of projects from last year, including the Priorities and Work Plan.

The Work Plan supports the following Strategic Map priorities:

- Engage Key Audiences about the Role and Impact of the Public Health Laboratory System.
- Support Members in Improving Staff Retention.



APHL Committee Priorities & Work Plan (2025 - 2026)

Instructions: Replace the grey placeholder text with content specific to the committee. Each priority can have several SMART-aligned activities listed under work plan details. In addition to the italicized descriptions under the section heading, you will find further instructions in [this guideline](#) on how to complete this information.

This form is due on Thursday, July 24, 2025.

Committee Name: **Newborn Screening**

1. Committee Charge

A statement to assist you in determining your priorities.

The Newborn Screening (NBS) Committee serves to advise the Board and the Association on matters regarding newborn screening as they relate to issues affecting the membership. Membership is open to all members having interest in newborn screening.

2. Routine Functions of the Committee

Activities not listed in the priorities below.

1. Monitoring and discussing trends affecting NBS programs, and evaluating potential impacts.
2. Monitoring policy changes affecting NBS programs.
3. Guiding the activities, education and training of the NBS community to address identified needs and priorities.
4. Submitting session proposals to the APHL Annual Conference and/or the annual Newborn Screening Symposium.

3. Priorities and Work Plan

Not more than five priorities, consider starting with a SWOT¹ analysis, set SMART² goals, including a timeline.

Priority 1: Identify gaps in the absence of historical review infrastructure

Work Plan Details

Generate a list of identified needs of NBS programs in the absence of ACHDNC (November 2025).

¹ [SWOT: Strengths, Weaknesses, Opportunities, Threats.](#)

² [SMART: Specific, Measurable, Achievable, Relevant, Time-bound.](#)

- Identify a mechanism to continue to sustain the recommended uniform screening panel (RUSP). (December 2025)

Prioritize list to determine which needs could be addressed by this committee (and how), as well as other APHL subcommittees (November 2025).

- Leverage recommendations issued in National Academies of Science, Engineering and Medicine (NASEM) report.

Priority 2: Consider initiating a collaborative of NBS partner organizations to develop a joint publication

Work Plan Details

Devote one or more NBS Committee calls to discuss:

- ideas for one joint publication and/or position statement addressing an identified need in the NBS Community (February 2026).
- which organizations should be part of the collaborative (up to four), e.g., Association of State and Territorial Health Officials (ASTHO), Society for Inherited Metabolic Disorders (SIMD), Association of Maternal and Child Health Programs (AMCHP) (March 2026).

Priority 3: Co-develop one or more new educational and/or follow-up resources on NBS, its benefits, and condition review process

Work Plan Details

Collaborate with the NewSTEPs Follow-up and Education Subcommittee on development of various educational resources (e.g., pre-natal providers). (March 2026)

Develop a resource to improve system-wide education of NBS staff. (April 2026)

Devote one or more NBS Committee calls to discuss with the Ethical, Legal, Social, and Policy Issues Subcommittee (or its leadership):

- updating [this fact sheet](#) on Adding Conditions to State NBS panels (December 2025);
- whether to update the pamphlet on [Four Facts Policymakers Need to Know](#), and/or specific content to include (December 2025).

Priority 4: Address methods to retain NBS knowledge in programs regardless of staff turnover

Work Plan Details

Devote one or more NBS Committee calls to discuss how programs could use APHL's [Knowledge Retention Toolkit](#) for succession planning purposes (March 2026).

Review the NBS Workforce Subcommittee’s focus group report (summarizing findings and key themes on NBS workforce challenges) to generate ideas for other methods to address knowledge retention (April 2026).

[Click or tap here to enter the detailed work plan text.](#)

4. Joint Activities (with other committees)

Make sure this is communicated to the other committee(s) so that there is continuity across the organization.

n/a

Collaborate with the Informatics Committee (via the NBS Health Information Technology Subcommittee) on electronic test ordering and reporting (ETOR) expansion.

Collaborate with the Knowledge Management Committee on use or application of the Knowledge Retention Toolkit for NBS programs.

5. Future or Parking Lot goals

Goals you hope to achieve in the future, or would like additional support, recommendations, and feedback to achieve. a) May be known upcoming policy change or new technology that will be released in the next year or so that committee needs to address.

National meeting or FAQ document or new resource on newborn sequencing

6. Additional information you would like to share with board members.

n/a



APHL Committee Priorities & Work Plan (2025 - 2026)

Committee Name:

Overdose Biosurveillance Task Force

1. Committee Charge

The Overdose Biosurveillance Task Force (OBTF) is an advisory group charged by the APHL Board of Directors in response to the evolving overdose epidemic to provide subject matter expertise and input into the creation, dissemination, and promotion of resources for public health laboratories (PHLs) developing and conducting overdose biosurveillance programs that contribute invaluable human laboratory results to complement existing non-fatal overdose surveillance infrastructure.

2. Routine Functions of the Committee

1. Promote overdose biosurveillance as a public health surveillance strategy for non-fatal overdoses.
 - a. Develop and present abstracts related to overdose biosurveillance at the APHL Annual Conference and other conferences.
 - b. Promote OBTF Model and Expanded Strategies.
2. Support: Provide technical assistance and develop resources for overdose biosurveillance programs.
3. Response: Examine and determine opportunities for public health laboratory responses to the evolving overdose epidemic on an ongoing basis.
4. Collaboration: Foster interdisciplinary collaborative relationships between laboratory science, epidemiology, addiction and emergency medicine, medical toxicology, forensic science, harm reduction and community-based public health to advance public health impact of overdose biosurveillance programs.
 - a. Collaborate with APHL Committees on topics of mutual interest.
5. Data: Enhance value, contribution and utility of biosurveillance data to contribute to existing surveillance systems, public health action, stakeholder engagement, advocacy, and policy.

3. Priorities and Work Plan

*Dates in brackets are [completion dates]

Priority 1: Expand OBTF Recommended Panel to incorporate emerging substances.

Work Plan Details

1. Host OBTF discussion to develop regular review and update process to the OBTF Recommended Panel. [November 2025]
2. Determine process for adding novel or emerging substances to OBTF Recommended Panel. [November 2025]
3. Determine process for removing substances from OBTF Recommended Panel, as appropriate. [November 2025]
4. Release first update to OBTF Recommended Panel [January 2026], then transition to routine update schedule.
5. Update OBTF PowerBI dashboards to incorporate information for added substances. [January 2026]

Priority 2: Create resources for qualitative analysis of nonfatal overdose specimens.

Work Plan Details

1. Host initial OBTF discussion to determine appropriate resources for method development, validation guidance and criteria, and quality assurance of qualitative methods. Consider adapting APHL Verification and Validation Toolkit to include drug chemistry. [December 2025]
2. Hold workgroup calls for OBTF members contributing to resource development. [March 2026]
3. Draft resources for group review and feedback. [April 2026]
4. Publish resources in collaboration with APHL Marketing and Communication. [June 2026]

Priority 3: Coordinate with subject matter experts in epidemiology and informatics to inform biosurveillance data collection, analysis, reporting and sharing.

Work Plan Details

1. Host OBTF discussion [January 2026] on:
 - Ability of biosurveillance data to contribute to real-time health alert systems at the local, state and national level, including community alerts, substances of interest, overdose anomaly identification, and Health Alert Network systems.

- Resources to enhance dissemination of biosurveillance data to partners, community members and the general public, including recommendations for data products (i.e. publications or dashboards) and impact reports.
2. Hold workgroup calls for OBTF members contributing to resource development. [April 2026]
 3. Draft resources for group review and feedback. [May 2026]
 4. Publish resources in collaboration with APHL Marketing and Communication. [June 2026]

Priority 4: Create a resource showing strengths of confirmatory testing at a public health laboratory in comparison to field-based drug testing techniques commonly used for public health purposes.

Work Plan Details

1. Host initial OBTF discussion to discuss creation of a resource that outlines strengths and weakness of testing techniques utilized in public health response and surveillance of overdoses, including immunoassay test strips, portable spectroscopy and mass spectrometry devices, gas and liquid chromatography-mass spectrometry, liquid chromatography-tandem mass spectrometry, and high-resolution mass spectrometry to emphasize the value of confirmatory testing conducted in a public health laboratory. [January 2026]
2. Hold workgroup calls for OBTF members contributing to resource development. [March 2026]
3. Collect and collate information from OBTF members and resources. [March 2026]
4. Draft resource for group review and feedback. [May 2026]
5. Publish at least one resource in collaboration with APHL Marketing and Communication. [June 2026]

Priority 5: Click or tap here to enter Priority Five text.

Work Plan Details

Click or tap here to enter text.

4. Joint Activities (with other committees)

Make sure this is communicated to the other committee(s) so that there is continuity across the organization.

1. Collaborate with Environmental Health Committee (EHC) to create resources that promote awareness of and explore the public health laboratory role in addressing "gas station"/"smoke shop" drugs like kratom and tianeptine.

5. Future or Parking Lot goals

Goals you hope to achieve in the future, or would like additional support, recommendations, and feedback to achieve. a) May be known upcoming policy change or new technology that will be released in the next year or so that committee needs to address.

Collaboration with other APHL Committees on response capabilities of public health laboratories, regarding:

- Coordination of testing support for mass overdose events or high-profile overdose events
- Definitive testing at PHLs for substances involved versus presumptive field testing

6. Additional information you would like to share with board members.

Click or tap here to enter additional information.



APHL Committee Priorities & Work Plan (2025 - 2026)

Committee Name: **Public Health Preparedness and Response**

1. Committee Charge

The Public Health Preparedness and Response Committee serves as technical experts to advise the Board and the association on all-hazards laboratory preparedness for, and response to, public health emergencies, natural disasters and emerging threats as they relate to issues affecting the membership. Key activities for the committee include: 1) promoting maintenance of laboratory capability and capacity to respond to all-hazard threats, 2) coordinating across the organization during response to public health emergencies, 3) identifying future risks and developing proactive strategies to strengthen the public health laboratory system, 4) guiding evaluations of new and emerging technologies, and 5) establishing and maintaining relationships and outreach efforts with key partners.

2. Routine Functions of the Committee

1) Provide Leadership and Technical Expertise to Enhance Laboratory Practice, Preparedness and Response through Rapid Detection and Identification of Emerging Threats

- a. Utilize member expertise to support the laboratory system to respond to public health events, including emerging threats.
- b. Collaborate with members to provide guidance to federal agencies (e.g., Centers for Disease Control and Prevention (CDC)) and other partners on laboratory studies designed to collect performance data on assays/technologies to detect threat agents.
- c. Utilize members to optimize and enhance assays in the Laboratory Response Network for Biological Threats Preparedness (LRN-B) by providing feedback to CDC, performing validations and promoting the need for automation as well as viable commercial options.
- d. Engage with the Department of Homeland Security (DHS) by providing information on the role of public health laboratories in surveillance and response and promoting the need to engage with the public health community on existing (e.g., BioWatch) and new programs.

2) Refine and Develop Public Health Preparedness Policy Documents, Funding Guidance and Performance Measures

- a. Collaborate with the APHL Public Policy Program to monitor and contribute to policies, regulations and legislations, which impact public health preparedness and response.
- b. Maintain two position statements, "[*Field Screening Kits and Devices Must Work*](#)" and "[*All-Hazard Preparedness and Response is Not Sustainable Without Increased Funding for*](#)

Public Health Laboratories,” by establishing working groups to help facilitate and track implementation activities, monitor progress and adoption of position statements over the next five years.

c. Review and provide input to CDC and other partners on the CDC Public Health Emergency Preparedness (PHEP) and Department of Health and Human Services (HHS) Administration for Strategic Preparedness and Response (ASPR) Hospital Preparedness Program (HPP) Cooperative Agreements and other relevant funding opportunities.

e. Provide input to CDC and other federal partners on performance measures and grant activities for public health laboratory preparedness and response.

f. Provide guidance to DHS, Department of Defense (DoD), Food and Drug Administration (FDA), the U.S. Department of Agriculture (USDA), CDC, and other partners on the development and implementation of the public health and related target capabilities.

g. Provide guidance to APHL’s Public Health Preparedness and Response Program on the annual All-Hazards Laboratory Preparedness Survey, Trust for America’s Health (TFAH) preparedness measures, and laboratory measures used in the National Health Security Preparedness Index (NHSPI) and other performance measurement indices.

h. Engage the Federal Select Agent Program (FSAP) to share information on the role of public health laboratories in preparedness and response and to provide opportunities for FSAP to interact with public health laboratories.

i. Address policy changes and guidance on the transportation and handling of specimens and infectious agents, including select agents and toxins.

3) Strengthen Public-Private Partnerships for Threat Detection and Rapid Response

a. Maintain the Clinical Laboratory Partnerships and Outreach Subcommittee (CLPOS), comprised of representatives from APHL, CDC, clinical laboratories, and the American Society for Microbiology (ASM), to provide guidance and educational materials to laboratories on clinical laboratory training and technologies for biological threat and emerging infectious agents and provide technical guidance to the College of American Pathologists (CAP) on the national Laboratory Preparedness Exercise (LPX).

b. Establish and maintain partnerships by collaborating with federal agencies, non-governmental organizations and other partners to implement agreements, provide tools and training opportunities for first responders, public health and clinical laboratories.

c. Collect success stories and model practices to share with member laboratories.

4) Promote a Consistent, Coordinated Lab Systems Approach in Federal Responses

a. Collaborate with CDC Emergency Operations Center and other partners such as Federal Emergency Management Agency (FEMA) to improve incident management training system for public health laboratories at all levels (local to global).

b. Serve as public health lab systems experts to CDC and other federal agencies to support effective responses including providing guidance on continuity of operations planning and surge capacity.

d. Collaborate across APHL and other partners such as CDC and the Council of State and Territorial Epidemiologists (CSTE) to enhance laboratory informatics capabilities including electronic test ordering and reporting (ETOR) and electronic laboratory reporting (ELR) for biothreats and other emerging pathogens.

e. Collaborate across APHL and with federal partners, CDC, Tri-Agency Taskforce, to provide guidance on emerging technologies to include the Food and Drug Administration (FDA) Emergency Use Authorization (EUA) approval process.

f. Collaborate with APHL Training and Workforce Development Program and other partners to strengthen the laboratory workforce. For example, the PHPR Committee will continue to provide guidance to shape the development of the emergency preparedness and response fellowship focus area.

3. Priorities and Work Plan

Priority 1: Develop and Improve Laboratory Resources for Biological Threat Preparedness and Response

Work Plan Details

- By November 2025, the PHPR Committee (All) will develop an appendix for the [Biosecurity Exercise Toolkit](#) with preparedness and response drills and exercise examples to assist members with meeting requirements included in the PHEP Cooperative agreement exercise framework and FSAP.
- By December 2025, Dr. Christina Egan will develop a biological threat component for the [APHL Verification and Validation Toolkit](#).
- By April 2026, Dr. Michael Pentella and Dr. Andrew Cannons will update the APHL Biothreat Identification [Bench Cards](#) and [Poster](#) to include guidance on sample receiving and awareness of emerging and unknown threats.

Priority 2: Support Surge Capacity Planning for Public Health Laboratories

Work Plan Details

- By January 2025, Dr. Dee Pettit and Dr. Jeremy Corrigan will develop a laboratory-specific surge capacity plan template, incorporating elements outlined in the PHEP Cooperative Agreement.

Priority 3: Increase Laboratory Awareness for Cybersecurity Challenges and Expand Continuity of Operations Planning (COOP)

Work Plan Details

- By October 2025, the PPHR Committee (All) will develop and facilitate a webinar to share lessons learned from past cybersecurity and information technology incidents.
- By February 2026, Dr. Andrew Cannons will assess laboratory needs related to cybersecurity breaches and expand APHL’s existing COOP guidance to include enhanced cybersecurity incident planning and response.

Priority 4: Strengthen Public Health Laboratory Workforce Capabilities for the LRN

Work Plan Details

- By March 2026, the PPHR Committee (All) will establish objectives for priority training areas and recommend topics for future training content.
- By May 2026, Alexandra Portman will develop an LRN training resource document outlining training priorities and guiding laboratories on how to access appropriate staff training and resources to maintain competency.

Click or tap here to enter text.

4. Joint Activities (with other committees)

- 1) Collaborate with the **APHL Board of Directors** to support the CDC Laboratory Response Network for Biological Preparedness (LRN-B) and provide public health laboratory input on strategic and operational changes.
- 2) Collaborate with the **APHL Environmental Health Committee** to review questions for the annual APHL All-Hazards Laboratory Preparedness Survey, promote the LRN, maintain partnerships and promote collaborative trainings among state and local PHLs, the Federal Bureau of Investigation (FBI), National Guard Bureau (NGB) Civil Support Teams (CST) and local first responder groups.
- 3) Collaborate with the **APHL Biosafety and Biosecurity Committee** to monitor regulations and impacts of high-consequence pathogens and FSAP on member laboratories—including challenges in testing select agents during outbreaks—identify areas of engagement within the LRN and establish partnerships with laboratory instrument manufacturers to enhance biosafety practices.
- 4) Collaborate with the **APHL Workforce Development Committee** on workforce development challenges and solutions for public health laboratory preparedness and response, such as

training needs and increased awareness of the career pathways fellowship track for emergency preparedness and response.

5) Collaborate with the **APHL Global Health Committee** to provide leadership for the implementation of Global Health Security initiatives, such as national laboratory systems development, biosafety and biosecurity, emergency operations, and laboratory preparedness and response.

6) Collaborate with the **APHL Infectious Diseases Committee** on instrumentation being used in public health laboratories and preparedness for emerging infectious diseases.

7) Collaborate with the **APHL Knowledge Management Committee** to maintain and improve the Public Health Laboratory System Database (PHLSD).

10) Collaborate with the **APHL Informatics Committee** to address laboratory cybersecurity and informatics needs, strengthen ETOR and ELR capabilities and expand APHL's COOP guidance to incorporate incident planning and response.

5. Future or Parking Lot goals

1) Cross border Partnerships and Outreach: Increase engagement with cross-border and tribal nation public health laboratory partners to understand their emergency preparedness and response needs.

6. Additional information you would like to share with board members.

None



APHL Committee Priorities & Work Plan (2025 - 2026)

Instructions: Replace the grey placeholder text with content specific to the committee. Each priority can have several SMART-aligned activities listed under work plan details. In addition to the italicized descriptions under the section heading, you will find further instructions in [this guideline](#) on how to complete this information.

This form is due on Thursday, July 24, 2025.

Committee Name: **The Committee**

1. Committee Charge (Proposed)

A statement to assist you in determining your priorities.

The Empowerment and Impact Committee is committed to fostering a community where every individual feels valued, respected, and empowered. We strive to create an environment that embraces a wide range of perspectives, backgrounds, and experiences. We are dedicated to encouraging open dialogue, understanding, and collaboration that uplifts all voices and supports opportunities for everyone.

2. Routine Functions of the Committee

Activities not listed in the priorities below.

Annual Conference Proposal submission

Book club events and multi-media events to engage membership in topics of interest and concern

Provide regular updates to the Board of Directors through quarterly reports and periodic updates/presentations as they are scheduled

3. Priorities and Work Plan

Not more than five priorities, consider starting with a SWOT¹ analysis, set SMART² goals, including a timeline.

¹ [SWOT: Strengths, Weaknesses, Opportunities, Threats.](#)

² [SM Renaming and relaunching APHL Gathering Place ART: Specific, Measurable, Achievable, Relevant, Time-bound.](#)

Priority 1: Update the new committee charge

The DEIA Committee will be reestablished under a different name and charge. We recognize the value in the work accomplished and continue to see ongoing value in what this committee can effectuate.

The committee will submit a finalized charge for Board consideration in September 2025 in order for the work on behalf of the APHL membership to continue. Marilyn Bibbs Freeman and Kimyattia Smith lead this priority.

Click or tap here to enter text.

Priority 2: Renaming and relaunching APHL Gathering Place

Work Plan Details

Committee will submit final proposal for new CoLLABorate Community and launch in 4th quarter. This will be an opt-in community, so building this community may be slow. Committee must adopt a plan in order for APHL membership to understand and appreciate the importance of their engagement in this community. Committee work group members responsible for this priority include Marilyn Bibbs Freeman, Kimyattia Smith, Latricia Lewis, Blair Adams.

Priority 3: Click or tap here to enter Priority Three text.

Work Plan Details

The Committee will submit its recommendations to the board of directors on the new APHL Member Values to replace the previous version for initial review in August 2025. The priority owners are Marilyn Bibbs Freeman and Kimyattia Smith.

Priority 4: While the committee maintains core members, it has lost a number of members during its recent transition period. The roster is not sufficient to carry out the committee’s goals in a fair and equitable manner. There is a need to rebuild membership through outreach and possible recruitment outside the normal committee application period, which will take place in the spring of 2026. The committee will therefore seek to add 2-3 people to the roster before the end of 2025, while still being able to accept new members when the official application period begins. Committee leadership will seek input from within and outside of the committee in this effort.

Work Plan Details

Click or tap here to enter the detailed work plan text.

Priority 5: Click or tap here to enter Priority Five text.

Work Plan Details

Click or tap here to enter the detailed work plan text.

4. Joint Activities (with other committees)

Make sure this is communicated to the other committee(s) so that there is continuity across the organization.

Creating Courageous Spaces – The former Diversity, Equity, Inclusion and Accessibility initiated a partnership with the Workforce Development Committee to offer sessions on creating courageous spaces. The new committee seeks to revisit this topic for the upcoming year.

5. Future or Parking Lot goals

Goals you hope to achieve in the future, or would like additional support, recommendations, and feedback to achieve. a) May be known upcoming policy change or new technology that will be released in the next year or so that committee needs to address.

- 1) Determine a way to automate topics for the new COLLABorate community.
- 2) Increase active membership in the committee.
- 3) Partner in some manner with each of the other committees to enhance opportunities for all within their areas of specialization.

6. Additional information you would like to share with board members.

Revisioning the committee comes with challenges in redefining its purpose, structure, and operations. This forces us to also redefine how we evaluate the usefulness and effectiveness of the committee. There is additional concern that those interested in the committee's original purpose may lose interest in the new structure, which may negatively impact the success of the committee.



APHL Committee Priorities & Work Plan (2025 - 2026)

Instructions: Replace the grey placeholder text with content specific to the committee. Each priority can have several SMART-aligned activities listed under work plan details. In addition to the italicized descriptions under the section heading, you will find further instructions in [this guideline](#) on how to complete this information.

This form is due on Thursday, July 24, 2025.

Committee Name: **Workforce Development**

1. Committee Charge

A statement to assist you in determining your priorities.

The APHL Workforce Development Committee (WDC) helps to identify and recommend strategies to solve current and future workforce needs, steer training and continuing education, and promote and encourage diversity in the workforce. WDC supports the fielding of workforce characterization and salary surveys and translates relevant data into key messages for the APHL membership.

2. Routine Functions of the Committee

Activities not listed in the priorities below.

1. WDC members support the APHL portfolio of professional development activities through the promotion, review and updating of resources originally developed within our committee.
 - A. Support the Academic Partnerships team with ideas or capacity when requested.
 - B. Promote career awareness, professional development, and STEM activities; review existing career awareness resources and recommend updates or additions as needed.
2. Submit proposals for sessions at APHL Conferences, including Annual Conference pre-conference workshop and roundtable sessions that promote member interaction and workforce needs.
3. Continue to promote pathways to certifications and professional development opportunities, including the development of resources and supporting the APHL sponsored Laboratory Director Boot Camp for public health laboratory professionals and with other workforce initiatives external to APHL. Participate in organizations and workgroups that are consistent with WDC goals for workforce development, such as ASCLS, CLSI, WAA, NAACLS, other thought leaders within the field.

3. Priorities and Work Plan

Not more than five priorities, consider starting with a SWOT¹ analysis, set SMART² goals, including a timeline.

Priority 1: Develop a “Pathways to Certification” resource document for public health laboratory professionals.

Work Plan Details

- Workgroup formed in August 2024 to outline a project plan to develop a resource for laboratory certification pathways.
- Workgroup has identified and listed relative laboratory certifications that PHL hiring managers are looking for when hiring or promoting staff. This list takes into account areas particularly overlooked, such as public health informatics and environmental science, as well as more common areas such as microbiology and safety.
- Resource being developed with support from the APHL Marketing and Communication (MarCom) department will be an online searchable database of laboratory certifications and their individual requirements.
- Target audience is public health laboratory professionals that are looking for additional certifications/qualifications and professional development opportunities.
- Expected completion and launch of website (resource) to be January 2026.
- Lead: Carrie Anglewicz; WDC workgroup members: Julie Viruez, Lixia Liu, Teresa Wolfe, Deb Severson, Bernadette Matthias, Dana Baker, Rob Nickla.

Priority 2: Strengthen collaboration and enhance engagement between WDC and other APHL Committees on workforce initiatives.

Work Plan Details

- During the APHL 2024 Council of Chairs meeting in September, the WDC requested time for a facilitated focus group discussion to identify cross-cutting APHL committee workforce needs and gaps.
- Expected outcomes include: a robust list of individual and cross-cutting workforce development needs that can be addressed through collaboration; enhanced collaboration and engagement between APHL committees; a cross-cutting workgroup to address key workforce gaps.
- By October/November 2025, WDC will establish collaborations with two additional APHL Committees to address workforce needs.

¹ SWOT: Strengths, Weaknesses, Opportunities, Threats.

² SMART: Specific, Measurable, Achievable, Relevant, Time-bound.

- WDC will establish a connection with and provide the Biosafety & Biosecurity Committee (BBC) support for the development of a BBC Biosafety Credentialing Bootcamp so we can share best practices from the Lab Director Boot Camp.
- Additional collaborations will be discussed at the August 2025 in-person WDC meeting at APHL.
- Leads: Anna Strain, Adam Perkins; WDC workgroup members: Denise Toney, Christopher Guido, Bill Lee.

Priority 3: Address recruitment and retention challenges in areas with geographic challenges.

Work Plan Details

- The WDC recognizes that all laboratories face recruitment and retention challenges, and some public health and affiliate laboratories have an added challenge due to a remote, jurisdictional, or rural location.
- Using the APHL workforce profiles survey and other published resources, this group will work to identify commonalities between areas, identify reasons people stay in geographically challenged areas (January 2025), and develop resources to promote positions and encourage lab scientists to stay at jobs in these areas.
- This workgroup will be creating a set of “Day in the Life” videos to highlight the reasons that people enjoy working at geographically challenged laboratories to improve recruitment and retention. During fiscal year 2026, there will be 2-5 videos drafted and submitted to MarCom for editing.
- Lead: Sam Hallis; WDC workgroup members: Sharon Massingale, Anita Keese, Daphne Ware, Savannah Bergman.

Priority 4: Increase Professional Awareness for a Lab Society (PALS) and create an identity for our workforce to enhance promotion, engagement and improve workplace morale.

Work Plan Details

- PALS Workgroup renamed in 2024 from the prior Professional Identity workgroup that presented at the 2024 Annual Conference. Data from that conference was used to identify resources for public health laboratory outreach and engagement and to develop conference proposals for 2025.

- Workgroup submitted three conference proposals in 2025, with one being accepted for the 2025 PHLTC conference. Moving ahead from our PHLTC 2025 presentation we will work to develop messaging around “service through science” as a motto that can bring laboratory scientists from all disciplines together.
- Workgroup will develop a series of resources in 2025-2026 that identify and showcase the interdisciplinary applications of the motto: “Service thru Science” with the target audience being public health laboratory professionals and the broader laboratory professional community.
- Lead: Teresa Wolfe; WDC workgroup members: Kimyattia Smith, Denise Toney, Bill Lee, Anita Keese, Mariane Wolfe, Deb Severson.

Priority 5: Promote professional development through the Leadership for Everyone Framework.

Work Plan Details

- The Leadership for Everyone Workgroup was formed to promote and share leadership attributes and resources with all public health laboratory members.
- Workgroup will develop, deliver and promote everyday leadership resources on a monthly based, expected to begin September 2025. Workgroup has met with MarCom to develop a template that will be used to share information each month.
- Utilizing publicly available resources or those developed by WDC members and granted permission to share, this workgroup will create a “Leadership for Everyone Newsletter” with links to trainings, videos, or other resources that promote professional development.
- By August 2025, this workgroup will begin communicating resources to the public health laboratory community, using the template developed in partnership with APHL MarCom. The identified resources will provide access to materials that provide opportunities for employee development, engagement and career growth. Additional resources will be distributed on a regular basis for the remainder of the fiscal year.
- Leads: Denise Toney, Daphne Ware; WDC workgroup members: Carrie Anglewicz, Kathleen Street, Rob Nickla.

4. Joint Activities (with other committees)

Make sure this is communicated to the other committee(s) so that there is continuity across the organization.

Knowledge Management Committee (KMC)

1. Continue to collaborate with KMC to build a sense of belonging and engagement with bench level scientists, including building more pathways to APHL memberships and to

Annual Conference attendance, and to utilize data from the Workforce Profiles and training needs assessments.

- a. Support the PHL Bench Scientist Community of Practice through ColLABorate site - to build a sense of belonging and engagement with bench-level public health laboratorians.
- b. Develop knowledge resources and novel approaches to support engagement, recruitment, onboarding, and retention of laboratory staff.
- c. Provide input on reports on trends identified from training needs assessments administered in 2024 and ongoing training needs assessments.

Environmental Health Committee (EHC)

1. Collaborate with the Environmental Health Committee to examine environmental and environmental health laboratory workforce development challenges and solutions, especially recruitment, retention, compensation, and the career pathways program. Work with EH committee liaison to the WDC to expand this collaboration.

Biosafety and Biosecurity Committee (BBC)

1. Collaborate with BBC to advance professional development and current biosafety practices and competencies for biosafety professionals.
 - a. Support BBC in development of the Biosafety Credentialing Bootcamp.

5. Future or Parking Lot goals

Goals you hope to achieve in the future, or would like additional support, recommendations, and feedback to achieve. a) May be known upcoming policy change or new technology that will be released in the next year or so that committee needs to address.

- The WDC would like to consider ways to create incentives to stay in jurisdictional or rural/remote laboratories, potentially through a “rural bonus” or scholarship requirements.
- Learn more about KMCs’ approach to AI within PHLs and explore a new collaboration with KMC regarding the use and future impact of AI in the public health laboratory.
- Re-engage with the Global Health Committee on workforce development, training and recruitment efforts.

6. Additional information you would like to share with board members.

- The Workforce Development Committee recommends creating a shared single hashtag that could be used to raise “brand awareness/brand identity” when trying to promote lab careers. This is something that seems would be best coming from APHL and not a single committee.

- Laboratories continue to struggle with how to fully address burnout and resiliency in the current workforce that can then impact recruitment and retention of new members of the workforce. WDC recommends continuing to address this on a broader APHL platform, and to encourage PHLs to utilize these resources.
- WDC with support from Dr. Sharon Massingale, submitted a proposal and a Motion Control to the APHL Board of Directors July 2025 meeting for the creation of a new subcommittee under WDC, the Training Partner Subcommittee. The new subcommittee was approved and will assist with WDC priorities, support APHL Training and Workforce Development initiatives, develop resources to meet the public health laboratory training needs and will promote the identify and role of the PHL trainer.