AMERICAN MEDICAL ASSOCIATION HOUSE OF DELEGATES

Resolution: 416
(A-26)

Introduced by: American Society for Clinical Pathology, American Society of Cytopathology, American Society of Dermatopathology, College of American Pathologists, National Association of Medical Examiners

Subject: Clinical Laboratory Workforce Shortage and Sustainability

Referred to: Reference Committee (Assigned by HOD)

Whereas, medical laboratory professionals working in multiple disciplines throughout clinical, anatomic, and public health laboratories are indispensable, highly trained, and specialized members of the physician-medical director led health care team which generates critical diagnostic information that drives the majority of medical decisions across all clinical specialties; and

Whereas, the United States is experiencing a critical and worsening shortage of qualified clinical laboratory personnel due to workforce attrition, retirements, limited training program capacity, and insufficient recruitment, training only one third to one half of needed positions annually; and

Whereas, inadequate staffing in clinical laboratories can lead to delays in results, increased diagnostic errors, reduced access to specialized testing, and degraded quality of care, ultimately resulting in significant negative impacts on patient outcomes; and

Whereas, barriers to entering and remaining in the clinical laboratory workforce include limited awareness of the profession, insufficient compensation relative to educational requirements, lack of career advancement opportunities, and regulatory and reimbursement challenges; therefore be it

RESOLVED, that our American Medical Association recognize the unique and critical role of medical laboratory professionals in patient care and public health and the urgent need to address workforce shortages; and be it further

RESOLVED, that our AMA support advocacy efforts to sustain and strengthen clinical laboratory training and education programs, including assistance for faculty development and infrastructure, to address capacity and recruitment needs; and be it further

RESOLVED, that our AMA collaborate with relevant stakeholders, including accrediting bodies, educational institutions, health care organizations, and professional societies, to promote awareness of clinical laboratory careers, as members of the physician-led health care team, among students and the public.

Fiscal Note: (Assigned by HOD)

Received:

REFERENCES

1. Siemens Healthineers Survey: https://marketing.webassets.siemens-healthineers.com/1926e361ce2052a6/2001bddd29bb/physician-influence-lab-testing-survey.pdf
2. The United States is facing a critical, long-term shortage of medical laboratory professionals, with the Bureau of Labor Statistics (.gov) projecting a need for roughly 10,000–24,000 new professionals annually to fill vacancies, far exceeding the ~5,000–7,400 annual graduates. Bureau of Labor Statistics, US Department of Labor, https://www.bls.gov/ooh/healthcare/clinical-laboratory-technologists-and-technicians.htm
3. AACC Whitepaper on Overcoming Lab Staffing Shortages, Erika Deaton-Mohney MT(ASCP), CPP; Sharon Ehrmeyer, PhD, MT(ASCP); Christopher Farnsworth, PhD, DABCC; Theresa Kunzler, MS, MT(ASCP); Frederick Strathmann, PhD, DABCC; & Monica Thomas, MPA, CLS(ASCP); https://myadlm.org/advocacy-and-outreach/adlm-policy-reports/2023/adlm-whitepaper-on-overcoming-lab-staffing-shortages#:~:text=The%20mechanism%20by%20which%20many,to%20reference%20laboratories%20(25)
4. Edna Garcia, Jenny Diaz, Iman Kundu, Melissa Kelly, Ryan Soles, The American Society for Clinical Pathology 2024 Vacancy Survey of medical laboratories in the United States, American Journal of Clinical Pathology, Volume 164, Issue 5, November 2025, Pages 759–777, https://doi.org/10.1093/ajcp/aqaf101

RELEVANT AMA POLICY

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