

Government Relations

In 2025, our government relations activity soared with AIHA issuing **more than 40 letters to policymakers**. Additionally, **2,475 volunteers sent over 9,900 messages** to policymakers advocating full funding for OEHS agencies and the reinstatement of hundreds of NIOSH workers put on administrative leave on April 1. As we go to press, we received news that our efforts paid off with staff reinstatement and FY26 appropriations bills containing full funding for NIOSH, OSHA, MSHA, and CSB (Chemical Safety Board).

In 2026, we will ramp up our state-level advocacy with a focus on our **top five (5) public policy priorities**: preventing heat-related injuries, illnesses, and deaths; disaster preparedness, response, and recovery; workforce development; noise/occupational hearing protection; and reform of the Toxic Substances Control Act (TSCA).

AIHA Connect

AIHA Connect 2025 was held in-person in Kansas City, Missouri, with half of the program live-streamed to a virtual audience. In 2025, the conference **welcomed 2,492 in-person and 843 virtual attendees**.

The conference featured two keynote sessions; more than 200 education, pop-up, and main stage sessions; nearly 65 professional development courses; 160 exhibitors; two learning pavilions; 23 innovation stations; 28 health and wellness sessions and activities; and four professional and student poster sessions. Students and early career professionals benefited from an enhanced Nexus Lounge, which featured our “Lessons in Leadership” program and an opportunity to receive a new professional headshot. In addition, the conference featured numerous networking opportunities for OEHS professionals attending in-person, and nearly 50 committee and volunteer group meetings to engage attendees in their areas of interest.

AIHA thanks our key 2025 sponsors: DuPont, SGS, TSI, Assay Technology, Board for Global EHS Credentialing (BGC), Bureau Veritas, SKC, and VelocityEHS.

AIHA Connect 2026 will take place in New Orleans, LA, June 1-3, 2026. The conference will offer in-person and virtual participation methods.

Guideline Foundation

Two Advancing the Science and Practice initiatives—Defining the Science and Principles of Good Practice—resulted in updates to existing projects. The AIHA/ACGIH Research Agenda was updated with **two new research ideas**. The Member’s Guide was updated with results of a Brainstorming Session on Dermal and Surface Sampling, and the Barriers to Practice List was updated. **Two new areas of practice**—Waterborne Pathogens and Thermal Stress—were added to the Principles of Good Practice document. Publication of these documents is forthcoming.

The Standards Advisory Panel (SAP) worked on improving the process for communicating standards activities with AIHA members, identified two standards to sunset, and appointed representatives to three new standards.

We **updated the logo and website** for Emergency Response Planning Guidelines (ERPGs) and **launched a new web application**. In addition to updating ERPG values, the Working Group established a Lithium-Ion Battery Fire team of subject matter experts who will develop a White Paper on community exposures to combustion products. The ERPG Working Group also created a one-hour adult learning training module on the use of ERPG values via funding from a TRANSCAER grant.

In its first full year of operation back under the AIHA GF, with a new look and new name, the OEL Committee received sponsorship from the American Chemistry Council to review and develop a new OEL. They also conducted their first training program on OEL development. They continue to update and revise existing AIHA WEELS.



Hamilton Club

Hamilton Club partners are thought leaders and contributors who shape the future of the OEHS profession through their innovation and expertise. **AIHA thanks our 2025 Hamilton Club partners:** Amazon; EMSL Analytical, Inc.; SKC Inc.; SGS North America Inc.; TSI Incorporated; VelocityEHS; Assay Technology; Bureau Veritas North America; DuPont Personal Protection; OHD; and Sensidyne, LP.

AIHA LLCs

Laboratory Accreditation Programs: The 2025 AIHA LAP Annual Meeting was held as a virtual Joint Session, including Site Assessors, TAP members, AAB members, and staff.

We made significant progress in developing a Sensor Technology Testing laboratory accreditation program.

AIHA LAP was re-evaluated by the Asia Pacific Accreditation Cooperation (APAC) and approved to maintain its APAC MRA signatory status for Testing, ISO/IEC 17025:2017. At the 2025 IAF ILAC Joint Annual meeting, we were accepted into and recognized as the accreditation body of the Global Accreditation Cooperation Incorporated.

A successful Train-the-Trainer session for five Site Assessors was held in October. Based on the results of research and input from volunteers, site assessors, and accredited labs on training needs for ISO/IEC 17025:2017 and other requirements, LAP will revamp its training program for new Site Assessors and Volunteers.

AIHA Future Leaders Institute (FLI)

AIHA hosted its triennial FLI, which brought together **25 OEHS professionals** with less than 15 years of applied work experience to focus on strengthening their leadership skills. The program’s content targeted interpersonal perspectives, organizational perspectives, collaborative/teamwork efforts, and managing the future. It included large group discussions, small group breakouts, and team building activities. **AIHA is grateful for financial support from Amazon, BCSP, ExxonMobil, and the Stephen C. Davis FLI Memorial Grant Fund.**

Product Stewardship Society

PSS hosted the Society’s fourth annual Demo Day, showcasing technologies from a record-setting seven industry-leading companies to **more than 160 attendees**. Member Meetups—the monthly online networking sessions for PSS members—continued with a diverse offering of industry experts discussing emerging trends among product stewards.

With the Society’s shift in management to a volunteer-led organization, AIHA relinquished association management services for the Society at the end of December.



Proficiency Analytical Testing Programs

We launched an On-Demand Rapid Management of Proficiency (On-RAMP) program for current participants, providing additional opportunities to demonstrate analytical capability outside of standard round schedules. We attained expanded accreditation to ISO/IEC 17043:2023 for the Airborne Particulates and Mercury analytes, resulting in all Proficiency Analytical Testing programs being accredited.

AIHA 2025 Donations and Microgrants

- Occupational Hygiene Training Association (OHTA): **\$15,000**
- American Red Cross to help those impacted by California wildfires: **\$5,125**
- Emerging Economy microgrant funding to 10 organizations: **\$31,900**
- **AIHA thanks Amazon** for its 2025 sponsorship.



Registry Programs

We streamlined key internal processes to improve customer service and operational efficiency across Registry Programs. We also continued to update program benefit pages to more clearly communicate the value proposition of registry credentials, supporting greater clarity around professional recognition and program benefits for current and prospective registrants.



American Industrial Hygiene Foundation (AIHF)

- Student scholarships awarded: **53**
- Total scholarship amount awarded: **\$199,975**
- New AIHF Scholarships: **5**



PSX

PSX 2025, held in Houston, Texas, **welcomed 272 in-person attendees**. Highlights of the conference included 2 keynote sessions, 32 education sessions, 24 partners in The Exchange, 2 preconference workshops, 5 partner showcases, 3 mind meetups, and multiple networking and engagement opportunities.

AIHA thanks our 2025 sponsors: 3E, Benchmark Gensuite, Assent, SAP, Yordas Group, Arcadis, EcoPulse, iLenSys, Society of Toxicology, and Source Intelligence.

With the shift of association management for the Product Stewardship Society, PSX will now be managed by the new PSS organization.



2025 Annual Report

AIHA’s Highlights and Successes

aiha.org

American Industrial Hygiene Association

3120 Fairview Park Drive
Suite 360
Falls Church, VA 22042



AIHF Fun Run

AIHF hosted the 39th Annual Fun Run, which raised nearly \$23,455 for the foundation’s various scholarship funds. **Special thanks** to premier sponsor, Amazon; presenting sponsor, Technical Environmental Services (TES); silver sponsor, the Board for Global EHS Credentialing, and bronze sponsor, Half Draft Acres.



"I'm excited to bring you AIHA's 2025 Annual Report."

Dear AIHA member,

As we begin 2026, I'm pleased to highlight my "top five" list of AIHA's 2025 achievements. These milestones underscore our collective progress in advancing the occupational and environmental health and safety (OEHS) profession and moving closer to our vision of a world where all workers and their communities are healthy and safe:

1. Strengthening the Voice of the OEHS

Profession Through Grassroots Advocacy: AIHA amplified its presence and influence through a series of nationwide grassroots advocacy efforts. These included a series of campaigns to reinstate NIOSH staff furloughed in April and another calling for a fully functional "OHS ecosystem," which includes the Chemical Safety Board, NACOSH, and OSH Review Commission. We also co-led the Workplace EHS Coalition, a collaboration of 30 OEHS organizations, which published a core principles document that conveys our collective interest in strengthening US business through robust investment in worker health and safety.

2. Expanding the Reach of the AIHA Heat

Stress App: In partnership with East Carolina University and our external app developer, AIHA expanded the Heat Stress App to include guidance for indoor workers—a critical step toward addressing the growing risks of heat-related illnesses in diverse environments. This updated version offers tailored recommendations that empower both employers and employees to mitigate heat stress hazards wherever work is conducted. Outreach to states with existing heat standards is planned for 2026.

3. Stewardship of the Commit to C.A.R.E. Initiative:

AIHA assumed full management of the Commit to C.A.R.E. (Community, Awareness, Responsibility, Engagement) initiative, ensuring broader dissemination of its trusted guidance documents for small and medium-sized businesses. These resources, including our updated eBook, *Healthier Workplaces and Schools*, offer practical tools to sustain operations during pandemics or other large-scale public health crises, reinforcing AIHA's leadership in protecting the health of both workers and communities. The first-of-its-kind, federal grant awarded AIHA nearly \$800K over a five-year timeframe from 2020-2025.

4. Addressing Emerging Issues Through the

Grand Challenges Series: AIHA published four new Grand Challenges documents, each tackling a critical challenge affecting the global workforce. These forward-looking papers on *The Changing Work Environment*, *Mitigating the Impacts of a Changing Climate on Workers*, *Promoting Health Equity and Eliminating Precarity in the Workplace*,

and *Improving Exposure Assessment* synthesize expert insights and actionable strategies to help OEHS professionals anticipate, adapt, and lead in an evolving global landscape.

5. Advancing OEHS Science and Practice: AIHA launched an expanded communications campaign around Improving Exposure Judgments (IEJ) and updated our complimentary Principles of Good Practice (PGP) and Defining the Science (DTS) research agendas. Both PGP and DTS are housed within our Guideline Foundation. A new Continuous Improvement Plan (CIP) is now launching, which leverages findings from these programs as well as a series of State of the Art v. Practice membership surveys conducted over the past several years. CIP is a program designed to help practitioners elevate field practices.

These accomplishments reflect the dedication and expertise of our volunteers, members, partners, and staff, whose commitment continues to drive AIHA's success and impact. Together, we are strengthening the OEHS profession, influencing policy, and improving the lives of workers everywhere.

I am confident that 2026 will be another remarkable year for AIHA as we continue to lead with purpose, collaboration, and vision.

Best regards,

Lawrence D. Sloan, MBA, FASAE, CAE
Chief Executive Officer, AIHA

The Synergist

In June, staff launched a redesigned digital Synergist on a new platform that integrates the AIHA.org login process. Members now access the digital magazine by entering their AIHA website credentials at synergist.aiha.org. The improved search engine displays the titles of articles, the issues in which they appear, and snippets of text with the search term highlighted.



We now offer PDFs of Synergist issues from 2023 onward on the AIHA Marketplace. To download PDFs, members log in to aiha.info/marketplace and navigate to the Synergist PDF library by clicking or tapping on the "Other Publications" tab.

Local Sections

Annually, AIHA provides local sections numerous support services, including dedicated staff support, guest speakers, leadership development, officer training, website hosting, and community management via Catalyst. There are now **60 local sections**, including international sections, and **27 student local sections** sponsored by universities (25 US-based and 2 international).

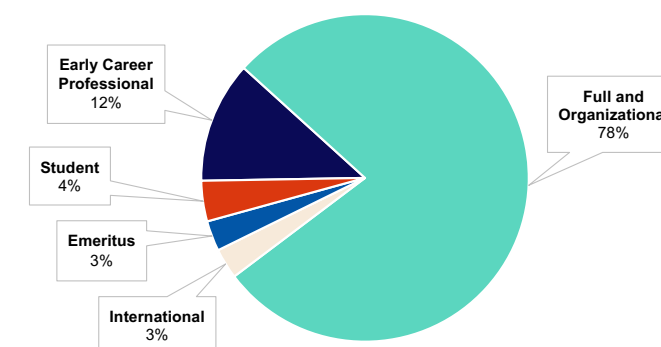
2025 Key Achievements:

- Established **two annual officer training programs** to inform local section leaders of key AIHA and Local Section resources, including membership benefits.
- Supported local sections with **event promotion and planning** to enhance member engagement and improve membership growth and retention.
- Launched **facilitated virtual events** to provide officers and members with more accessible opportunities to participate, addressing geographic and time constraints.
- Led **Local Section business meetings** with current presidents focused on strategies for membership recruitment, retention, and sustained engagement.
- Successfully **revitalized two Local Sections** (Delaware and Arkansas) and launched **two new international student sections** in Puerto Rico and Lima, Peru.
- Expanded **AIHA student sections internationally** and developed a **scalable work plan** to support future international student section development.
- Introduced a **new AIHA merchandise store** promoted to local sections and members for event giveaways, creating an additional revenue stream to support ongoing and future organizational initiatives and expansion.

Membership

- Retention rate: **85%**
- New members (as a percentage of existing members): **13%**

Membership by the Numbers



Volunteer Groups

In 2025, we made meaningful progress in strengthening volunteer group (VG) engagement and alignment by refining group structures, expanding access to tools and resources, and leveraging centralized and automated tools to support volunteer connection, participation, and leadership. Efforts throughout the year focused on creating clearer, more sustainable group operations while enabling volunteers to focus time and energy on meaningful, mission-driven work:

- Restructured and merged volunteer groups** to strengthen alignment, reduce duplication, and support clearer leadership and participation pathways.
- Equipped volunteer leaders with clearer tools, templates, and guidance** so groups manage meetings, rosters, and communications more independently and consistently.
- Leveraged centralized and automated tools** to streamline coordination and communication. Volunteer resources were expanded to support success, with increased engagement in webinars and tools that received positive feedback throughout the year.

Volunteer Groups/Engagement by the Numbers:

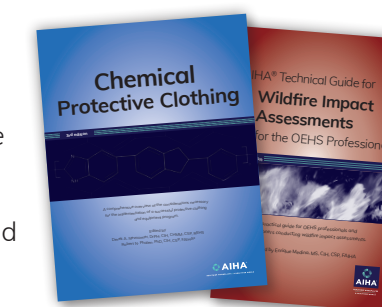
- Volunteer Positions filled across committees, working groups, and advisory groups: **685**
- Unique Volunteers: **418**
- Catalyst Unique Active Users*: **3,160** (18% increase)
- Catalyst Logins*: **20,424** (66% increase)

*These trends reflect progress toward our goal of sustained member engagement on the platform.

New AIHA Publications for 2025

Book Titles

- Chemical Protective Clothing*, 3rd edition
- AIHA® *Technical Guide for Wildfire Impact Assessments for the OEHS Professional*, 2nd edition



Guidance Documents

- Aerosolized Transmissible Diseases Guidance
- Using AI to Enhance OEHS
- FAQs about Spore Trap Air Sampling Guidance (Update)
- Construction Health: COVID-19 (Spanish Version Update)

White Papers

- Young Worker/Child Labor in the U.S.
- Recommended Skills for Silica Competent Persons (Update)

Fact Sheets

- Sound Level Meters Fact Sheet

Position Statement

- Workers' Rights Position Statement (Update)

AIHA University

In 2025, we advanced our commitment to innovative education and professional development through three major accomplishments:

- Launch of a strategic partnership with **360 Immersive**, introducing cutting-edge virtual reality training experiences that bring real-world scenarios to life for OEHS professionals.
- Publication of the updated **Core Competencies for the Practice of Industrial and Occupational Hygiene**, ensuring our members have a modern framework to guide their careers and uphold the highest standards of practice.
- Debut of our first **Learning Pathway in Fatigue Management**, offering a structured, multi-course approach to help professionals address one of the most critical issues impacting workplace health and safety today.

These initiatives reflect our dedication to equipping the OEHS community with forward-thinking tools and resources that drive excellence and protect worker health.

The Healthier Workplaces Show



AIHA's bi-monthly video podcast, **The Healthier Workplaces Show**, highlights the efforts of OEHS professionals who protect workers and their communities from occupational and environmental hazards. Season 4 included **24 episodes** on topics such as the introduction to AIHA's 2025-2027 strategic plan; *IH Study Guide*, 4th edition; neurodiversity in the workplace; the impact of safety and wearable technologies on the industry; and the use of automated intelligence (AI) to enhance OEHS.



SAVE THE DATE!

AIHA Connect 2026

- June 1-3, 2026 | New Orleans, LA

AIHA Road Course Fundamentals of Industrial Hygiene

- March 16-19, 2026 | In-Person (Westerville, OH)
- June 22-26, 2026 | Virtual (Zoom)
- September 14-17, 2026 | In-Person (Westerville, OH)

AIHA Road Course, Exposure and Chemical Monitoring – Beyond Industrial Hygiene Fundamentals

- October 19-21, 2026 | In-Person (Westerville, OH)



Education by the Numbers

- Credit hours provided: **68,948**
- Professionals served: **6,080** (an average of 11.34 credit hours per person)
- e-Learning products available: **171**, not including AIHA Connect sessions or publications