

## Goals of the Association of Pathology Chairs

### Senior Fellows Group

1. Continue the Senior Fellows Group mentoring program for new interim and permanent chairs and launch a brief annual survey for mentees to evaluate the program's effectiveness.
2. Continue Senior Fellows Group oversight and planning for the APC annual meeting chairs' boot camp.
3. Expand Senior Fellows Group membership by proactively inviting chairs who intend to step down within the year to attend SFG meetings as "guests" while applying for membership that will not become effective until they formally step down.
4. Have all Senior Fellows Group members submit their profiles for the Senior Fellows Group biographical directory.
5. Support APC's fundraising activities by: 1) donating to the Society of '67 (maintaining the SFG as the lead APC section for donations); and 2) supporting potential new APC fundraising activities proposed by APC Council.
6. Establish an exploratory committee to evaluate a review consulting service.

### Advocacy

1. Test, assess and reconfigure (as needed) the processes by which the Advocacy Committee operates to reach its objectives.
2. Practice differentiating APC's advocacy to be focused on those issues that are most pertinent to academic pathology, especially that which is not represented effectively by other organizations.
3. Develop the role of the Deputy Director to be effective in advocacy; for example, by drafting or editing communications and by serving in continuous, longitudinal relationships with select organizations or agencies.
4. Reconstitute the committee membership to consist explicitly of APC members charged with reporting from and to APC committees and key organizations or agencies outside of APC.
5. Build into processes the ability to respond in a timely fashion.

### Practice & Management

1. Evaluate a formal academic pathology salary and workload data collection/benchmarking process.
2. Assess whether and how academic departments are getting paid for new consultation codes and digital pathology.
3. Work with PDAS to intentionally expand their membership and develop synergies with the committee.
4. Support efforts to retain and recruit the academic laboratory workforce.
5. Review the committee's operating procedures to ensure they accurately reflect its activities and goals.

### Graduate Medical Education

1. Fellowship Applications: Follow up on revised application processes; promote adherence to uniform timeline (in partnership with PRODS, FDAHC, and subspecialty societies as appropriate for this goal).
2. Residency Curriculum Reform: Promote increased resident responsibility with experience, and continue exploration of curriculum changes (in partnership with the Residency Curriculum Working Group, PRODS, ACGME, and ABPath).
3. Promote resident (and faculty, including PRODS) wellness, including providing for welcoming environments for residents from diverse backgrounds (in partnership with the LD&D Committee, PRODS, and UMEDS).

### Undergraduate Medical Education

1. Increase medical student competence in Pathology and Laboratory Medicine by: 1) providing medical schools with access to the APC-created laboratory medicine modules, and provide models by which these may be used by medical schools in their curricula; 2) supporting ongoing revisions of the Pathology Competencies for Medical Education; and 3) continuing support of academic cases in *Academic Pathology* by encouraging authoring of cases and serving as reviewers.
2. Enhance faculty development as clinical educators by: 1) developing guidance for chairs that help them influence promotion and tenure processes that more fully value educational activities; 2) encouraging chairs to place excellent, enthusiastic faculty into UME roles, adjusting their clinical responsibilities as necessary; 3) creating guidance by which chairs/institutions reward educators for taking on increased responsibility in UME roles; and 4) establishing an innovative medical educator grant (if one does not already exist).

3. Demonstrate to medical students the opportunities afforded by a career in pathology by: 1) developing models of pathology experiences for medical students ranging from standalone mandatory rotations, dedicated time within existing required rotations or mini-electives in pathology; 2) using social media tools most relevant to medical students (e.g. Twitter, Instagram, TikTok) to convey our passion for our specialty; 3) encouraging pathologists to take an active role as advisors for pathology student interest groups (PSIGs); 4) developing or enhancing opportunities for pathologists and medical students to have substantive person-to-person interactions; 5) engaging with other pathology societies to develop tools that can be used by UME training programs to enhance visibility of pathology as a discipline; and 6) proposing models that institutions can use to promote the ability of outside medical students to participate in electives within our university affiliated programs.

#### **Research**

1. Continue to develop content that supports recruitment of physician-scientists to pathology, and present this at relevant forums, including those organized by AAMC.

2. Form a workgroup to formulate and implement research-related advocacy goals for the field.

3. Collect research-related survey data from academic pathology departments, both longitudinally (by repeating past surveys) and on timely issues as determined by the committee.

4. Share best practices and explore new opportunities to sustain research; consider the importance of unfunded research and alternative funding sources, such as non-NIH grants, industry sponsorship, donors, and interdisciplinary collaboration.

5. Evaluate the possible role and function of the PhD Program Leaders Committee to achieve goals of the Research Committee.

#### **Leadership Development & Diversity**

1. Continue to sponsor and improve the leadership development programs for aspiring leaders and new department chairs.

2. Develop programming and surveys focused on topics in diversity and inclusion to enhance understanding and implementation within APC.

3. Maintain and improve online resources related to leadership development and diversity.

4. Form a DEI Faculty Network under the LD&D Committee.

#### **ADDITIONAL LARGE-SCALE GOALS**

Explore opportunities to increase the role of the pathologist in a consultative fashion (M. Laposata and APC Work Group).

Explore renaming/rebranding opportunities for the APC and broadening meeting attendance opportunities (L. Howell and APC Work Group).

Evaluate whether to add a section to accommodate individual faculty members.