

# PATHS TO PROGRESS

- Advocacy
- Graduate Medical Education
- Leadership Development & Diversity
- Practice & Management
- Research
- Undergraduate Medical Education

# ACADEMIC PATHOLOGY

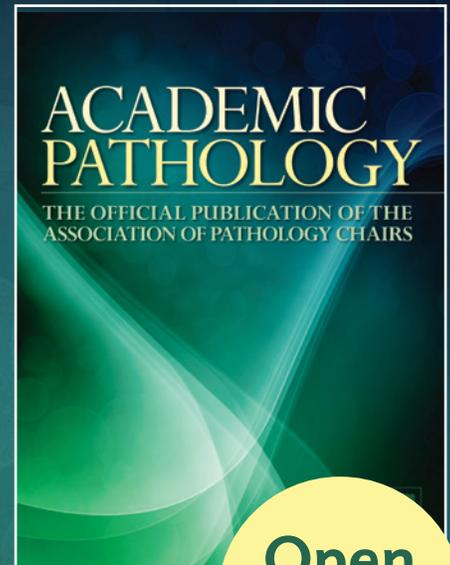
**Academic Pathology** is the official open-access journal of the **Association of Pathology Chairs**, established to give voice to innovations in education, practice, and management from academic departments of pathology and laboratory medicine, with the potential for broad impact on medicine, medical research, and the delivery of care.

**Academic Pathology** addresses methods for improving patient care (clinical informatics, genomic testing and data management, lab automation, electronic health record integration, and annotate biorepositories); best practices in inter-professional clinical partnerships; innovative pedagogical approaches to medical education and educational program evaluation in pathology; models for training academic pathologists and advancing academic career development; administrative and organizational models supporting the discipline; and leadership development in academic medical centers, health systems, and other relevant venues. Intended authorship and audiences for **Academic Pathology** are international and reach beyond academic pathology itself, including but not limited to healthcare providers, educators, researchers, and policy-makers.

**Academic Pathology** publishes original research, reviews, brief reports, and educational cases. All articles are rigorously peer-reviewed for relevance and quality.

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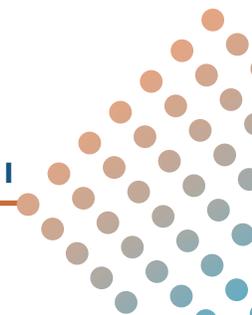
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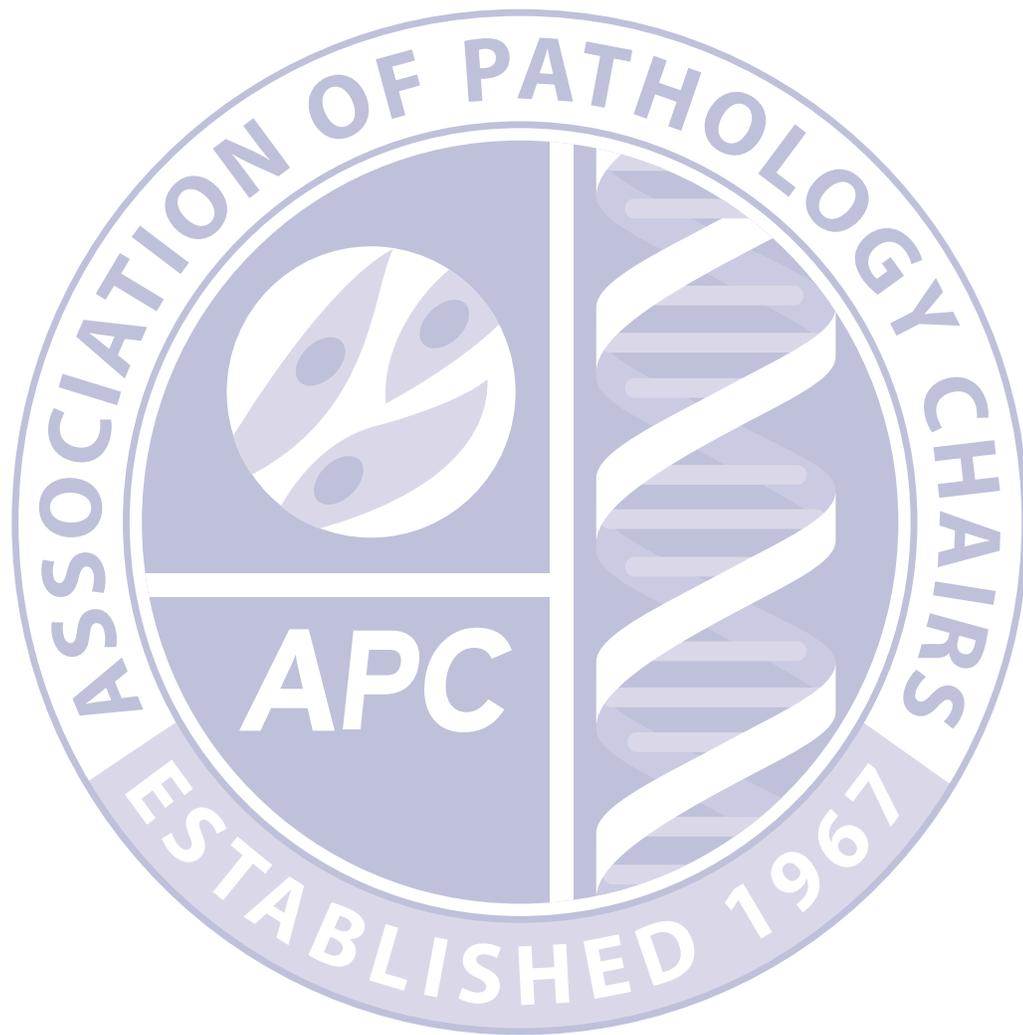
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## PRESIDENT'S MESSAGE



President (Chair)  
Dani Zander, MD

### AS A SUCCESSFUL YEAR CLOSES, NEW OPPORTUNITIES ARE ON THE HORIZON

I am delighted to report that the APC continues to thrive in 2023! With the sunsetting of our previous three-year strategic plan in 2022, APC Council launched an initiative last fall to design an updated strategic plan intended to communicate the most important goals of the APC and serve as a roadmap for future planning. This was a months-long process in which committees assessed current priorities and current state, identified key directions for future committee and APC-wide efforts, and distilled the results into a smaller number of draft goals for review by APC Council. Over the Martin Luther King holiday weekend, APC Council met in person to finalize committee and large-scale goals to share with our members. The product is below.

### GOALS OF THE ASSOCIATION OF PATHOLOGY CHAIRS (2023-2025)

#### 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.

#### 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).





## PRESIDENT'S MESSAGE *continued*

### 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.

### 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.

### 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.

### 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.



## PRESIDENT'S MESSAGE *continued*

### UNDERGRADUATE MEDICAL EDUCATION (CON'T.)

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.

### 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.

### ADDITIONAL LARGE-SCALE GOALS

1. Explore opportunities to increase the role of the pathologist in a consultative fashion (M. Laposata and APC Work Group).
2. Explore renaming/rebranding opportunities for the APC, broadening meeting attendance opportunities, and additional mid-year meeting (L. Howell and APC Work Group). Evaluate whether to add a section to accommodate individual faculty members.



## PRESIDENT'S MESSAGE *continued*

One of the newcomers to this list is focused on working with constituent departments to develop consultative services that would position the APC and academic pathology to provide expanded services to our medical schools and health systems. As proposed by Dr. Michael Laposata, there is an interest in looking at opportunities for assisting departments in their development of expanded consultative support services in clinical pathology, focused on such areas as coagulation, toxicology, and others, which often serve as the source of clinician questions. Many of us have noted the needs for these services in our own environments, and APC's assistance with the processes involved in building these services in individual departments could be very valuable to many of us.

Another big-ticket item on the list deals with our identity as an organization. APC Council is interested in considering other names for the APC, which are more inclusive of the departmental leadership groups (residency program directors, undergraduate medical education directors, departmental administrators, residency coordinators) that the APC encompasses. Other medical specialties have gone in this direction, and in fact have integrated additional groups of departmental leaders into their folds, which is something we could also consider. Further opening our meetings to aspiring departmental leaders could also be part of the rebranding and could add to our established leadership development programs to assist aspiring leaders towards their goals.

Another important APC activity that has been ongoing over the last year recently reached a successful conclusion. Last spring, APC Council approved the creation of a part-time Deputy Director position to provide additional support in some key areas:

- Conducting or leading necessary research and writing to support production of materials related to committee work products, including surveys, educational programming or publications, in accordance with APC's strategy and vision.
- Participating in the Chairs' Standing Committees to contribute to committee discussions that develop, hone and prioritize work products; ensuring follow-through on developing committee-driven member resources and communications; and advising the Executive Director and APC Council on needs to meet longer-term committee objectives.
- Representing academic pathology and APC to other stakeholder organizations and to potential partners and funders, consistent with APC's strategy and vision.

After interviewing a number of outstanding candidates, the search committee (a subset of APC Council members) selected Dr. Lydia Howell for this position. We are delighted to share that in July, Dr. Lydia Howell will become the first Deputy Director of the APC. Dr. Howell's experience as a long-time chair at the University of California-Davis, her prior service in APC's presidential succession, and her work to advance diversity and inclusivity will be major assets to her in this position.



## PRESIDENT'S MESSAGE *continued*

Dr. Howell has also taken the lead in establishing APC's newly launched Academy of Distinguished Pathology Educators. This Academy will serve as an honorific and service-oriented organization including the most accomplished pathology educators who will work closely with APC committees, PRODS and UMEDS to:

- Support and advance excellence in pathology pedagogy
- Support scholarship and innovation in pathology education and training
- Grow educational leaders from pathology who will serve within their home institutions as well as within national organizations

Members will be elected annually and candidates may self-nominate or be nominated by others. The deadline to apply for the inaugural cohort of Academy members is March 31, 2023. More information can be found at <https://www.apcprods.org/distinguished-educators>.

As always, APC Council encourages our members to participate actively in our committees. And if any of our goals represents an area of special interest, we invite you to join in and contribute your thoughts and efforts! Each committee holds regular virtual meetings and maintains a listserv for communications. You can have an impact by being a part of the design and implementation of committee goals and ongoing programs.

We also encourage our members to become active on APC Council to further develop their own leadership skills. With our recent transition from a 6-year to a 3-year presidential succession, more opportunities for organizational leadership will be available to our members. Those who become president of the APC usually build organizational knowledge through service as committee chairs or in other elected positions on Council (secretary-treasurer, councilor-at-large).

Lastly, I also want to bring to your attention the planned launch of a new Diversity, Equity and Inclusivity (DEI) Faculty Network, led by our Leadership Development and Diversity Committee. This new group will accept members from all APC-member institutions with the intention of fostering communications between institutions and sharing best practices related to DEI. It is hoped that the group will be a source of support to APC members looking to advance DEI initiatives at their home institutions.

To end, it's been a very productive year for the APC due to the efforts, dedication, and creative thinking of our members and our APC staff. My thanks for everyone's support of the APC and academic pathology, and my best wishes for a happy, healthy, and successful 2023!

Dani Zander, MD  
President, Association of Pathology Chairs



## ACADEMIC PATHOLOGY EDITOR-IN-CHIEF'S REPORT

By James M. Crawford, MD, PhD – Editor-in-Chief, *Academic Pathology*



*Academic Pathology* has been in existence now for 8 years. The journal has very successfully run true to its founding mission: to showcase the innovations in operations, management, and leadership emanating from departments of academic pathology; to be a forum for examining the issues-of-our-times that affect academic pathology; and to bring forward outstanding within-scope original scholarship – with especial opportunity to do so in the realm of Education. This mission provides *Academic Pathology* with a comfortably unique role within the extensive family of pathology and laboratory medicine journals. A valuable corollary is that this journal can be a career-builder for submitting authors, whose scholarship may fall beyond the traditional realms of clinical and investigative scholarship, but whose innovations are no less valuable to the

mission of academic pathology.

The statistics of the journal are as follows (2015–2023; accrual based on year of submission):

ORIGINAL REPORTS						EDUCATIONAL CASES
Year	Submitted	Published	(UME/GME; %)	Rejections	% Accept	
2015	43	19	(10; 53%)	24	44%	
2016	29	26	(10; 38%)	3	90%	
2017	33	26	(8; 31%)	6	77%	16
2018	34	30	(11; 37%)	4	88%	12
2019	38	21	(11; 52%)	17	55%	71*
2020	73	43	(16; 37%)	30	59%	30**
2021	40	25 <sup>†</sup>	(14; 56%)	15	63%	32 <sup>††</sup>
2022	55	25 <sup>†††</sup>	(13; 52%)	19	57%	9

\*2019: 95 out of 101 submitted Educational Cases accepted and published in 2019-2020 (94% accepted)

\*\*2020: 23 out of 30 submitted Educational Cases accepted and published in 2020-2021 (77% accepted)

†2021 Original manuscripts with a decision; 2 revisions never resubmitted; COVID-19 was 11/14 (79%)

††2021: 32 educational cases accepted, no rejections; 18 revisions not resubmitted (64% publication rate)

†††2022: 11 original manuscripts pending (including 2 UME/GME pending); 30 Ed Cases pending

The Educational portfolio of the journal places it as a premier educational scholarship journal for our specialty. Since the journal's founding, there are 89 UME/GME publications as Original Reports, and 169 Educational Cases published. Our great thanks to Deputy Editor Barbara Ritschel, Associate Editors Richard Conran and Alison Huppman, and their Educational Case Review Board for outstanding editorial work with submitting authors in bringing the Educational Cases to fruition. For more details, see the article on page 8.



## ACADEMIC PATHOLOGY EDITOR-IN-CHIEF'S REPORT *continued*

SAGE was the founding publisher for *Academic Pathology* (2014–2021). Final metrics for full text downloads of the journal from the SAGE platform over a 5-year interval are as follows:

YEAR	2017	2018	2019	2020	2021*
html+pdf	55,524	48,945	90,545	104,143	268,727

\*Jan–Nov 2021; metrics migrated to Elsevier in December 2021, with discontinuity in metrics reporting.

Journal traffic (full text downloads; accessions from PubMed Central and from ScienceDirect) has continued to increase substantively from year to year. Educational Cases are prominently featured in the traffic, as are selected primers and reviews. The “workhorse” publications of our specialty (including publications from APC committees and workgroups, and from the Senior Fellows) are well represented in the robust journal traffic.

The December 1, 2021 migration to the Elsevier publishing platform has been highly rewarding. Mid-year (2022) reporting provided the following information:

- CiteScore (4-year metric): has risen from 0.6 (2017) to 1.8 (2022YTD) = 342 citations/193 publications
- Clarivate (ESCI) projected forecast of 2019–2020 → 2021 Impact Factor: 1.355

Since Elsevier is presenting a new portfolio of journal metrics, it will take one to two years to set the new benchmarks for the journal. Initial journal benchmarks under Elsevier are positive and encouraging. This includes the fact that the journal will be recognized with an Impact Factor for 2021 and thence, for 2022. We look forward to the many opportunities that await through the publishing relationship with Elsevier.

The journal has a well-deserved reputation for working successfully with authors who submit articles that are “within scope” to maximize their opportunity for achieving a publishable priority and reaching acceptance. For “within scope” manuscript submissions, the ultimate acceptance rate exceeds 80% (the majority of rejections are manuscripts that are immediately out-of-scope). While acceptance of a “within scope” manuscript cannot be guaranteed, as editors it is our collective hope that *Academic Pathology* is a journal that brings forward meritorious scholarship across the broad operative and educational mission of academic pathology.

On behalf of the editorial team, I extend our great thanks to the Association of Pathology Chairs for their strong commitment to this journal, to Priscilla Markwood as Executive Editor and Henry Carter as Managing Editor, to the Editorial Board, and most importantly, to the submitting authors who make this journal possible. Thanks are given also to the Society of '67, for funding and overseeing the *Open Access Awards*, as a special program in support of eligible submitting authors.

## PATHOLOGY COMPETENCIES FOR MEDICAL EDUCATION & EDUCATIONAL CASES EDITOR'S REPORT

By Barbara Ritschel, MD – Deputy Editor, *Academic Pathology*



The pathology competencies in medical education (PCME) continue to be a cornerstone in pathology education and inspire the growth and use of Educational Cases as teaching tools. As you just read in Dr. Crawford's report, there are now 169 published Educational Cases in *Academic Pathology*! That is a great milestone achieved with thanks to the tremendous work of Alison Huppmann and Richard Conran as Associate Editors, as well as our diligent reviewers and submitting authors who develop manuscripts in the challenging and valuable format of Educational Cases.

In 2022, the Educational Cases comprised 36% percent of all publications in *Academic Pathology*, which is consistent with their contribution to overall journal content the past several years. Based on data provided by Elsevier, Educational Cases comprise 4 of the top 10 articles downloaded from *Academic Pathology* in 2022! In addition, 9 of the top 10 articles accessed in *Academic Pathology* from Pub Med Central are Educational Cases. The download rates suggest strong global interest in Educational Cases by the medical community, which reflects their rigorous peer review process and resulting high quality of the articles.

Over the last year, the editors had notable challenges moving Educational Cases through the review process due to multiple factors that we had not previously experienced, which challenged us to address them. For example, our relatively small Case Review Board received many submissions in one general topic area, creating a bottleneck for those reviewers. We are expanding our reviewer pool and reviewer expertise to help with this process. We are catching up again and hope for smooth movement going forward! Another factor that slows the review process of Educational Cases is that they often need more reviews than a traditional manuscript. Many of our authors have mentored medical students and residents through the production of an Educational Case, which is wonderful! However, this results in a significant amount of editorial



## PCME & EDUCATIONAL CASES EDITOR'S REPORT *continued*

mentoring through multiple reviews to achieve high quality scholarship. It may take more effort and time, but I hope you will agree that the final product of Educational Cases is exceptional, and something that makes us all very proud.

The original PCME's were published in July 2017. At that time, we knew that learning objectives and competencies in education were ever-changing and would need to be updated periodically. Although we had hoped to do this sooner, the challenges of COVID delayed the PCME revision, but I am pleased to report we will undertake their revision in 2023. The overall structure will remain the same, so that we can continue to cross reference the Educational Cases and the Essential Laboratory Testing in Medical Education with the pathology competencies. The PCME reviewers will be looking toward refining duplications in the learning objectives, adding new learning objectives to fill gaps in the first publication, and revising and adding learning objectives reflecting the evolution of the field of pathology, especially in the area of genomics. Our goal is to publish the revised PCME by the July 2023 APC Annual Meeting.

At the July 2023 APC Annual Meeting we also look forward to once again hosting an in-person workshop with the Case Review Board. We are always seeking additional reviewers! If you are interested, please contact [journal@apcprods.org](mailto:journal@apcprods.org).

We encourage authors and educators to use the matrix of published Educational Cases (available on the journal [website](#) and at [www.apcprods.org/m-academic-pathology](http://www.apcprods.org/m-academic-pathology) to see which pathology learning objectives in the pathology competencies have an Educational Case associated with that learning objective. Please continue to submit Educational Cases and mentor medical students and residents as this is a great opportunity for scholarship, mentoring, academic growth, and to engage our young physicians to be interested in the wonderful field of pathology!

Our great thanks go to Henry Carter for his outstanding support as the Managing Editor, who supports our authors and reviewers, and ensures the Educational Cases continue to move through the review process to publication. Also, we thank Executive Editor Priscilla Markwood and Editor-in-Chief James Crawford for their tremendous support and commitment to publishing the Educational Cases in *Academic Pathology*. I would also like to highlight the Society of '67, APC's philanthropic arm, which provides numerous awards to young authors to cover their publication fees. Thank you, all!

## ADVOCACY COMMITTEE REPORT

Steven Kroft, MD – *Advocacy Committee Chair*



One year ago, I wrote that the main theme of 2021 for the Advocacy Committee was *transition*. That theme continued through 2022, as the committee continued to work through how best to reconfigure the committee goals, processes, and membership to best serve the advocacy needs of APC. Our overarching goal is to create a sustainable infrastructure to meaningfully advocate on issues that are important to our membership. Our advocacy can be outward facing (e.g., directed toward legislators, regulatory agencies, the public, accrediting or certifying bodies, etc.) or inward facing (toward our members and member institutions), and should be designed to influence (opinions, policies, practice, funding, educational outcomes, clinical outcomes, etc.). As an organization with a specific constituency (academic pathology departments and laboratories) and limited resources, we hope to

focus on issues that are either unique to academic pathology and laboratory medicine or ones in which we have a distinct policy position compared to other pathology and laboratory medicine organizations by virtue of our specific academic perspective. Additionally, we will continue to support or collaborate with other organizations on issues that are more general to the field. Finally, we hope to shift from a largely reactive stance to one that is more proactive, with continuous longitudinal attention to executing on APC's standing advocacy priorities. Based on these overarching goals, the Advocacy Committee recently developed a set of short-term goals that focused on operationalizing this vision. An important element of this was the successful recruitment of APC's new Deputy Director, Dr. Lydia Howell, in whose appointment the Advocacy Committee was proud to support and participate. In her new position, Dr. Howell will play a key role in assisting APC's advocacy efforts, as an internal and external liaison and in developing policy positions and helping to execute advocacy activities.

Of course, there was also actual advocacy happening in 2022. The single issue that most occupied our attention and efforts in 2022 was, as in 2021, the regulation of laboratory developed tests or procedures (LDTs or LDPs). As I reported last year, APC's position is that the regulation of LDTs must allow academic laboratories to be nimble and responsive in developing and providing testing that supports cutting edge clinical programs and responses to public health emergencies, and that this is best achieved through a CLIA-based rather than an FDA-based oversight solution. APC's LDT-related advocacy activities in 2022 included organizing an institutional sign-on letter asking Congress not to attach the VALID Act (which proposes an FDA-based oversight structure for LDTs) to the must-pass Medical Device User Fee Agreement (MDUFA), but rather to evaluate this complex legislation independently in a more measured fashion. This letter garnered signatures from 38 academic institutions, pathology departments, and laboratory entities. The sign-on letter was followed by a conference call of representatives of the signatories to share intelligence and align strategies as the VALID Act continued to wend its way through Congress. At the request of this convened group, APC created a widely distributed LDT/VALID fact sheet to facilitate institutional advocacy on the LDT issue, drafted by Advocacy Committee Vice Chair, Dr. Karen Kaul, APC Executive Director Priscilla Markwood, and myself. Further efforts included participation of



## ADVOCACY COMMITTEE REPORT *continued*

APC representatives in AACC-organized virtual congressional office visits to further plead our case. I am gratified to report that all of this work seemed to pay off, as VALID was *not* attached to MDUFA last Spring. Unfortunately, this didn't mean the issue was resolved, the next challenge being to keep VALID out of the end-of-year omnibus bill that allowed continued funding of the government. Once again, the collective efforts of many in the laboratory communities – especially AMP, AACC and ACMG – was rewarded, as VALID did not appear in this bill. The new year will undoubtedly bring new challenges, as support for VALID remains, but we will continue to be vigilant.

The second major advocacy issue that arose in 2022 related to a CMS update to CLIA regulations. While most of the updates were relatively minor (and arcane), one aspect caught the eye of APC and others in the laboratory industry. Specifically, the proposed rule indicated a provision that considered nursing training equivalent to clinical laboratory sciences training for the purposes of performing high-complexity testing. The entire laboratory industry found this to be untenable, and we joined with various other organizations to attempt to have this provision removed. First, there was a procedural hurdle to overcome, as CMS only allowed a one-month comment period on the proposed rule (as opposed to the customary 60 days), challenging stakeholders to assemble authoritative responses by the deadline. APC joined ASCP and others in requesting that the comment period be extended, and we were gratified when we were granted an 11<sup>th</sup> hour reprieve. With this breathing room, APC was able to generate a written response arguing that the nursing equivalency provision was ill-advised and would undoubtedly result in adverse unintended consequences for our patients. Special thanks to APC's Practice and Management Committee Chair, Dr. Chen Liu, for drafting the APC response. While the final rule has not been issued as of this writing, we are confident that the nursing equivalency proposal will not survive.

Other advocacy-related activities in 2022 included:

- APC representation to CAP's National Pathology Organization meeting in February 2022, by then-APC President Dr. Lydia Howell and Advocacy Committee Vice Chair Dr. Karen Kaul.
- Drs. Dan Remick and Bill Muller, Advocacy Committee members, attended the FASEB and ASIP Hill days in March 2022, advocating for increased NIH funding.
- Dr. Jim Crawford, Advocacy Committee member, Priscilla Markwood, and myself attended the first organizing meeting for a clinical laboratory workforce coalition, convened by ASCP in December 2022.

We look forward to another busy and productive year, and thank the APC membership for their support in advocating for the issues that are important to academic pathology. Please also join us for the Advocacy session at the APC Annual Meeting in July. The session is entitled "Advocating Within Your System: Stewarding Precision Medicine Testing," and will feature a panel that includes molecular laboratory directors, a chief medical officer, a clinical oncology leader, and a lab services administrator. Hope to see you all there!



## GRADUATE MEDICAL EDUCATION COMMITTEE REPORT

Douglas C. Miller MD, PhD - *Graduate Medical Education (GME) Committee Chair*



In 2022, the GME Committee mostly continued efforts towards its major goals that were initiated in recent years. These were principally dealing with (1) improvement in the application process for pathology fellowships; (2) potential reform of the residency curriculum. The Committee decided that, while pipeline issues were one of its stated main goals, in the end, these were mostly better handled by the UME Committee, as well as the LD&D Committee. The GME Committee did have members participating in APC's virtual Pathology Open House for Medical Students again, as in 2021. This event, in the spring, was very well received, and in fact is more than occasionally mentioned by interviewees who are applying to residency.

**Fellowships:** The GME Committee was firmly committed to supporting the creation and maintenance of a uniform timeline for residents apply for fellowships; one in which applications for fellowships would not be accepted until after July 1<sup>st</sup>, two years in advance of when the fellowship would actually start (thus at the beginning of a PGY3 year for those in a four-year AP/CP residency). Interviews would not begin until later in August and would continue at least into September, and no offers would be made (except to internal candidates) until the 1<sup>st</sup> Monday in October. Residents applying would have 72 hours to accept or reject initial offers, and shorter response times for subsequent offers.

In support of this, the GME Committee published two papers about the history, issues and approaches of various subspecialties in fellowship application processes, with a set of recommendations, in *Academic Pathology* in 2022 (doi:10.1016/j.acpath.2022.100029; doi:10.1016/j.acpath.2022.100030). These papers were in preparation during part of 2021, as noted in last year's annual report. The main paper (Herrmann *et al*) included recommendations for the uniform timeline, for a dynamic list of available fellowship positions, and for a "code of conduct" for fellowship directors. At the request of the GME Committee, the APC Council endorsed the recommendations, and this was disseminated to Chairs and to Residency Program Directors (PRODS) to get the message out that these recommendations were strongly supported by APC. This was coordinated with the PRODS Council, and with APC's Fellowship Directors *Ad Hoc* Committee (FDAHC).



## GRADUATE MEDICAL EDUCATION COMMITTEE REPORT *continued*

At the time of publication of these papers, there had been an agreement among most Dermatopathology Fellowship programs to adhere to a similar timeline for several years. A similar agreement was negotiated among most Cytopathology programs by the American Society of Cytopathology (ASC), through the considerable efforts of Dr. Sara Monaco. Over the past year, supported by APC's staff, Dr. Paul Staats, Past President of the Association of Directors of Anatomic and Surgical Pathology (ADASP), led the challenging process of identifying and communicating with program directors of the many, various surgical subspecialty programs. Through his surveying and educating of programs and residents, Dr. Staats was able to recruit a plurality of programs to the common application timeline. I supplemented his efforts by contacting several chairs of key departments, with sought-after fellowships, to encourage their participation. With our combined efforts, major departments with multiple surgical pathology, oncologic surgical pathology, and surgical pathology subspecialty fellowships, were convinced to participate in the common application timeline, which strengthened the commitment of other programs to participate.

Since then, the GME Committee has endeavored to monitor how well this is working in each of the identified specialty areas (Dermatopathology, Cytopathology, and Surgical Pathology). As of the end of December, it appeared that a majority of programs in all three of these had adhered to the timeline; there were only a few complaints of non-compliance, although a small but significant number of chairs indicated that they had unhappy fellowship program directors. As of this writing (January 2023) this would seem to represent relatively isolated incidents and, overall, the efforts expended by APC staff, by the GME Committee, by Dr. Staats, by the Society for Dermatopathology, and by Dr. Monaco and the ASC (along with others from FDAHC) have been rewarded with improved application processes for pathology residents. The GME Committee will continue to monitor this and will seek to develop further pledges to adhere to the recommendations from other subspecialties.

The GME Committee's work on improving or reforming the standard 4-year AP/CP residency curriculum has been focused through the Residency Curriculum Working Group organized in the late summer of 2021. The RCWG has met monthly and done work off-line between meetings. The RCWG has considered a broad range of possible improvements or reforms of the residency curriculum. One set of ideas involved splitting a 4-year AP/CP residency into separate "core" (or "foundation") and "advanced" (or "specialized") segments. For this, the group reviewed several published papers with such proposals and heard from representatives of program leadership at Albert Einstein/Montefiore Medical Center in New York City, which instituted such a program, and from University of Texas McGovern Medical School in Houston, which had proposed but not instituted such a program. Some of this information was presented, followed by lively discussion, at the annual APC meeting in Chicago in July 2022. While there was considerable enthusiasm for this idea among many program directors and some chairs, the RCWG eventually came to the conclusion that such a program would be unworkable for some smaller programs and might endanger their existence if "legislated" by the ACGME and the ABPath, so the idea has been shelved (at least for now).



## GRADUATE MEDICAL EDUCATION COMMITTEE REPORT *continued*

Another tack the RCWG considered was paring down the list of “required” topics for which a pathology residency program would provide education. This generated debates about the degree of “granularity” required to make recommendations to keep or move certain items as “advanced” to fellowship training. These discussions are ongoing, but the RCWG is soliciting comments from PRODS and Chairs (and others) as to what topics in all major areas a resident “must” know by the time of graduation from residency and readiness to take the ABPath certification examinations.

A third topic that falls into “curriculum” and that the GME Committee and the RCWG are interested in furthering has to do with increasing resident responsibility and autonomy with learned competence, tied therefore to the concept of competency-based (rather than time-based) education. To this end, the RCWG has evaluated what the American Board of Surgery has been doing for promotion of competency-based education, and it has heard from pathology departments that have formally experimented (with ACGME sanction) in various ways, including the credentialing to sign out intraoperative consults (“frozen sections”), on nights and weekends with attending oversight, not direct supervision; preparation of autopsy reports with final signature, again without attending supervision; review and reporting of peripheral blood smears nights and weekends with attending oversight, not direct supervision; reporting of analysis of potential transfusion reactions into the EMR, again with oversight not direct supervision. The GME Committee will be/has been urged to promote such experiments at more institutions should their risk management, reimbursement, and other compliance officials be persuaded to allow the experiments. The committee is also communicating with the Entrustable Professional Activities (EPA) Working Group, which is piloting EPAs for pathology residency training, about whether EPAs can be used to establish summative evaluations to declare a resident “competent” in particular tasks to allow for greater autonomy.

The GME Committee spent time in the last part of 2022 beginning discussions for the presentations at the 2023 APC Annual Meeting. The presentations will be framed around the general subject of “improving trainee experiences in pathology residency” and will include segments reporting on the fellowship application process changes, and on the curricular issues, particularly competency-based education and increasing resident autonomy with advanced competency and knowledge.

At the end of the year the GME Committee became aware of concerns over an increased turnover rate of pathology residency program directors. The Committee intends to seek more data and to address possible causes, concerns, and remedies in 2023.

Chairs interested in these and other GME issues are encouraged to join the GME Committee by contacting the APC office. Many thanks to our dedicated members and support staff for furthering the interests of the committee.



## FELLOWSHIP DIRECTORS AD HOC COMMITTEE REPORT

By Cheryl Hanau, MD – *Fellowship Directors Ad Hoc Committee (FDAHC) Chair*



In May 2013, the Association of Pathology Chairs (APC), in cooperation with the Association of Directors of Anatomic and Surgical Pathology (ADASP), created the Fellowship Directors *ad hoc* Committee (FDAHC) for the purpose of further exploring issues in common and serving as a vehicle for communication between programs and the APC, as well as other pathology organizations. Since 2018, the FDAHC has been chaired by Cheryl Hanau. Committee members, representing each subspecialty area, were selected through coordination with relevant specialty societies. For more information, you are encouraged to contact your FDAHC representative to get involved through your specialty society. The current committee members are listed below.

SUBSPECIALTY	FDAHC REPRESENTATIVE
Blood Banking/Transfusion Medicine	Julie Karp
Chemical Pathology	Beverly Handy
Clinical Informatics	Bruce Levy
Cytopathology	Vanda Torous
Dermatopathology	Jane Messina
Forensic Pathology	Maura DeJoseph
Hematopathology	Bachir Alobeid
Medical Microbiology	Eric Rosenberg
Molecular Genetic Pathology	Rizwan Naeem
Neuropathology	Suzanne Powell
Pediatric Pathology	Mai He
Selective Pathology	Paul Staats

2022 was a busy year for the group. Two articles developed by APC's GME Committee members, with input from FDAHC, were published in *Academic Pathology* (doi:10.1016/j.acpath.2022.100029; doi:10.1016/j.acpath.2022.100030). The first article provided a brief history of attempts to address pathology fellowship application issues in our collective past. The other article reported on the state of pathology fellowship applications at this point in time and offered potential solutions, including



## FELLOWSHIP DIRECTORS AD HOC COMMITTEE REPORT *continued*

updates from several subspecialties that have taken steps to modify past practices. The articles made clear that there is a mandate to confront the trend of earlier and earlier commitments of residents to fellowships, and the associated long list of unexpected openings in fellowships due to residents' life changes or job offers. The unified application timeline called for by the authors was endorsed by the APC Council and a central website was constructed by APC to provide access to fellowship resources.

Another important project of the FDAHC was the effort to increase use of a unified application timeline for fellowship recruitment, as modeled by Cytopathology and Dermatopathology. This challenge was taken on by fellowships in Surgical Pathology and its subspecialties with the ambitious goal of implementing a unified approach for the recruitment in the 2024-2025 academic year.

When the effort began, it was even difficult to enumerate the number of fellowships in the Surgical Pathology subspecialties, let alone implement any guidelines for recruitment. The process required a year-long effort, which included informational meetings, agreement on a timeline and procedure for its implementation, a recruitment season with an offer date of October 3<sup>rd</sup>, and survey and post-survey virtual town halls to discuss the results and plan for the next cycle. FDAHC meetings serve as a forum for exchanging information about these activities, so that members can learn from each other, develop processes, and share information with their subspecialty organizations.

Of note, the group also welcomed Vanda Torous, representing Cytopathology, and Maura DeJoseph, representing Forensic Pathology, as its newest members.

If you have other fellowship issues you would like to bring to FDAHC, please contact the appropriate subspecialty representative below, whose email addresses are available at <https://www.apcprods.org/fdahc>.



## LEADERSHIP DEVELOPMENT AND DIVERSITY COMMITTEE REPORT

By Amyn M. Rojiani MD, PhD – *Leadership Development & Diversity (LD&D) Committee Chair*



The Leadership Development and Diversity Committee recently completed 10 years, from its start as an ad hoc committee of the APC to its status as a standing committee with representation on APC's Council. Conceived initially as a forum to support and increase the number of women in leadership positions in academic pathology, the committee has evolved into a productive team that has developed a highly successful Leadership Fellows program and a strong voice on diversity, equity and inclusion (DEI) for all groups. As the committee reviewed its strategic goals for 2023-2025 the team highlighted, amongst others, three key initiatives: a) continue to sponsor and improve the leadership development programs for future leaders and new department chairs; b) develop programming and surveys focused on topics in diversity and inclusion to enhance understanding and implementation within APC; and c) develop a DEI Faculty Group (with participants designated by APC department chairs) under the auspices of the LD&D Committee. Each of these goals will be operationalized with key target activities e.g., the APC Leadership Fellows Program (APLF), the Patricia Thomas Lecture and Panel Discussion at the annual meeting, and the newly developed DEI Faculty Group listserv.

The APLF program, a year-long leadership development activity, bookended by the two Pathology Leadership Academies in July, has been very well-received. Graduating its first class of 27 fellows in July 2022, the APLF program now has a second class of 25 highly-engaged leadership fellows. As of this writing, applications for the third class are already being received. The APLF program would not be as successful as it has been without the active engagement of the Chairs and Senior Fellows, who have supported the program by sharing their time, experience, and expertise with the participants. Special thanks to Maddie Markwood for outstanding administrative support.



## THE LEADERSHIP DEVELOPMENT AND DIVERSITY COMMITTEE *continued*

The 2022 Patricia Thomas Lecture was titled “Creating Inclusive and Affirmative Pathology Spaces and Services for Gender Expansive, Transgender, and Intersex/Differences of Sex Development (DSD) Individuals”, delivered by Dr. Ina Amarillo. The panel discussion that followed focused on Transgender Medicine and the Management of LGBTQ Patients, with Dr. Dina Greene, Zil Goldstein, and Dr. Matthew Krasowski.

Finally, the newest initiative of the committee is the establishment of a DEI faculty group and listserv for networking, discussing best practices, and sharing ideas and resources, led by committee Vice Chair, Dr. Jenny Libien and LD&D Committee member, Dr. Deniz Peker-Barclift. This new group is effectively managed and supported by Dr. Melvin Limson.

As we continue preparations for the July 2023 APC Annual Meeting in Chicago, the LD&D Committee presentations will be themed around “Recognizing and Addressing Healthcare Disparities through the Lens of Academic Pathology” with a cadre of excellent speakers.

The Senior Fellows Group will lead the Chair’s Boot Camp with a session on “Leading During Challenging Times: Promoting and Enhancing Personal and Departmental Resilience”.

My sincere gratitude to Jenny Libien, Vice Chair of this Committee, and all the dedicated members, who participate so actively in every meeting and in every program sponsored by this committee. You are the reason we have been effective in realizing our goals. Thank you and I look forward to seeing you in July.



## EQUITY MATTERS JOINT INITIATIVE REPORT

By Debra G.B. Leonard, MD, PhD and Melvin Limson, PhD – APC Equity Matters Team Co-Leaders



Debra G.B. Leonard,  
MD, PhD



Melvin Limson, PhD

APC was invited in July 2021 to participate in **Equity Matters**, a joint initiative of the Accreditation Council for Graduate Medical Education (ACGME) and the Council of Medical Specialty Societies (CMSS). As one of two pathology organizations, APC joins nearly three dozen other medical specialty organizations invited to participate in the 18-month long program that meets monthly for large and small group discussions on educational modules and culminates with an organizational capstone project to be completed by December 2022. Dr. Debra Leonard of the University of Vermont, as past Chair of the APC's Advocacy Committee, and Dr. Melvin Limson, APC's Director of Programs & Development, are participating for APC/PRODS as the member volunteer and staff representative, respectively.

Equity Matters provides a framework for continuous learning and process improvement in the areas of diversity, equity, and inclusion (DEI) and anti-racism practices. The purpose of this initiative is to create learning environments that are inclusive and equitable, so that all trainees and faculty thrive. The Equity Matters initiative will drive increased understanding of DEI and anti-racism fundamentals using multi-modal educational tools and resources, with a peer advisory approach to create shared learning within learning communities. This unique partnership between ACGME, CMSS and the Organization of Program Director Associations (OPDA) provides access to the full continuum of physicians, including learners, faculty, and practicing physicians across most medical specialties and the institutions where they learn and practice.

In consultation with APC Council, the APC Capstone Project approved by the ACGME/CMSS focuses on developing a toolkit of best practices for improving equity across academic ranks for women in academic pathology departments. In 2022, the project accomplished the first two of three phases: a survey, interviews, and toolkit development. The ultimate goal is to improve gender rank equity in academic pathology. The survey collected baseline data in mid-2022 to identify departments that have achieved gender equity in faculty rank, leadership roles, and academic tracks or pathways.



## EQUITY MATTERS JOINT INITIATIVE REPORT *continued*

In the fall of 2022, Chairs of those departments demonstrating gender rank equity were interviewed to identify the strategies and approaches used to achieve equity. The information from the interviews is currently being analyzed to identify successful strategies for moving toward gender rank equity and outlining a Gender Rank Equity Toolkit. The Gender Rank Equity Toolkit will be disseminated through publication, posting on the APC website, and presentations at national meetings. APC will monitor the impact and utilization of this toolkit on gender rank equity in pathology departments over time. We anticipate an impact on gender rank equity in more departments over a 5- to 10-year timeframe and plan to continue a longitudinal assessment.

More information about APC's Equity Matters Capstone Project and resources from the Equity Matters initiative will be made available through APC's Leadership Development & Diversity Committee.



## PRACTICE & MANAGEMENT COMMITTEE REPORT

By Chen Liu, MD, PhD – *Practice & Management (P&M) Committee Chair*



As COVID-19 subsides in 2022, academic pathology departments across the country have been dedicating more efforts to implementing post-pandemic strategies for new challenges and opportunities. The P&M Committee has been actively working on how to provide informational resources and support to the academic pathology community. One significant challenge facing nearly all departments is a staffing shortage, especially laboratory technologists and histotechnologists. The P&M Committee has worked with all stakeholders including APC's Advocacy Committee and the Pathology Department Administrators Section (PDAS) to gather and share information and strategies on recruitment and retention. In 2022, the committee developed programming for the 2023 APC Annual Meeting on this theme.

Working with the Advocacy Committee, the P&M Committee has been actively engaged with many other stakeholders, including AAMC and university government relations representatives, to prevent the VALID Act from getting into the 2022 omnibus bill. The outcome was good for sustaining patient access to innovative diagnostic tests, which is of particular concern to academic pathology. The committee also put significant effort into encouraging academic departments to develop strategies of providing pathology clinical consultative services to patients and clinicians. This reimbursable service offers additional opportunities for pathologists to deliver a similar patient care as our patient-facing clinical colleagues. The committee held a town hall meeting on this topic and dedicated the entire Practice Session to it in the 2022 APC Annual Meeting, the first in-person meeting since the start of the COVID-19 pandemic.



## PRACTICE & MANAGEMENT COMMITTEE REPORT *continued*

In 2022, the P&M Committee, in collaboration with PDAS, conducted a survey on workload, RVUs and FTEs, focusing on four subspecialties: Breast Pathology, GI Pathology, Neuropathology, and Hematopathology. The preliminary results were reported at the 2022 APC Annual Meeting. The survey clearly identified a potential workforce pipeline issue related to Breast Pathology fellowships. The committee encourages academic departments to consider increasing Breast Pathology fellowship positions.

The P&M Committee is pleased with the development of the new Clinical Service Leaders Committee that is comprised of clinical vice chairs or service chiefs, and now includes nearly 100 members from over 50 departments. This committee is led by Dr. Karen Kaul.

Moving forward, the P&M Committee will focus on implementing the new three-year goals (2023–2025) approved by the APC Council. The goals are: 1) explore the feasibility of establishing a formal academic pathology salary 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; and 5) review the committee's operating procedures to ensure they accurately reflect its activities and goals.

The P&M Committee welcomes participation by chairs who are engaged with and knowledgeable of these issues. To join the committee, contact the APC Office at [info@apcprods.org](mailto:info@apcprods.org).



## CLINICAL SERVICE LEADERS COMMITTEE REPORT

By Karen Kaul, MD, PhD – *Clinical Service Leaders Committee (CSLC) Chair*



The Clinical Service Leaders Committee (CSLC) has continued its evolution this past year. Its goal is to serve and support academic clinical service chiefs and directors, and to fill a gap between APC and various specialty societies, in which colleagues share interests, but may not focus on leadership issues within the field for those functioning as administrative service directors.

Membership has grown considerably this year, with the appointment of additional members by the chairs of numerous departments. Directors of anatomic, surgical pathology or clinical pathology, chiefs of pathology at affiliated hospitals, laboratory directors, and chairs make up the membership. Additionally, we welcomed Drs. Lauren McVoy and Aparna Mahajan who will serve as co-leads for CSLC going forward.

The committee members have generally discussed their key issues and believe there would be enormous value in sharing best practices and innovations on topics including faculty (hiring, career development, developing leaders), quality practices, utilization, finance (RVUs, funds flow, justifying faculty numbers, non-RVU generating activities, advocacy), research, informatics, autopsy, and regulatory issues.

CSLC met most months in 2022 and would like to thank several speakers who have shared their expertise, to date: Dr. John Sinard shared his OPPE system for anatomic pathology, Dr. Ericka Olgaard presented her approach to OPPE in clinical pathology, Dr. Harsh Thakar led an insightful discussion on RVUs, and Dr. Chen Liu provided an overview of the APC Practice Survey in development.

In 2023, regular monthly meetings are expected to feature presentations on a prioritized list of topics by members of the committee. With committee membership now established, and Drs. McVoy and Mahajan serving as co-leads, we anticipate that multi-institutional projects and publications may also arise from the activities of the group.

Departments may appoint up to two representatives in relevant leadership roles to the committee. If you are interested in appointing members, please contact the APC Office at [info@apcprods.org](mailto:info@apcprods.org).

## RESEARCH COMMITTEE REPORT

By Nitin Karandikar, MD, PhD – *Research Committee Chair*



The overall goal of the APC Research Committee is to provide resources and information to enhance the research mission across departments of pathology. The committee has continued to work on its strategic goals to:

- recruit physician-scientists to pathology;
- 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;
- more broadly, seek ways to address the need for pathology representation on multi-dimensional research teams; examine how to engage other departments/students (pharmacology, comparative pathology, veterinary pathology, engineering, computer sciences, mathematics, statistics, systems biology, etc ) in computational pathology/precision medicine.

At the July 2022 APC Annual Meeting held in Chicago, the Research Session focused on “Training Pathologist-Scientists: Strategies to Maximize Success”. We had four great pre-recorded talks from Drs. Arun Wiita (UCSF), Jacqueline Payton (Wash U), Charleen Chu (U Pitt), and Jeff Golden (Cedars-Sinai), leading to a robust and informative discussion. Importantly, we received consistent feedback that Research Sessions at APC should continue to tackle such “administrative” topics that would be helpful to a broad range of departments, versus scientific topics that are better addressed at research-focused meetings.

One major activity that spun off from the Research Committee during 2021 and continued in 2022 was the formation of the PhD Program Leaders Committee, led by Dr. Ed Monuki. We hope to support and engage PhD program directors and vice chairs of research through APC’s programming and resources.



## RESEARCH COMMITTEE REPORT *continued*

During 2022, Drs. Clifford Harding, Robin Lorenz, and Arun Wiita have continued to participate in Physician-Scientist Training Program (PSTP) informational webinars, hosted by the Association of American Medical Colleges (AAMC), on behalf of the APC Research Committee. A workgroup of the Research Committee developed a brief slide deck that is being used for these presentations and is available as a resource for use by others at <https://www.apcprods.org/physician-scientist-training>.

Continuing from our 2021/2022 experience, the Research Committee brainstormed ideas for the Research Session at the 2023 APC Annual Meeting and has honed in on the theme of “Enabling and Incentivizing Research in Departments of Pathology.” A small workgroup of the committee that included Drs. Dan Brat, Robin Lorenz, Cliff Harding, Long Zheng, Ed Monuki, and me are further developing this idea. We expect to launch a related survey in early 2023, from which we will line up an exciting slate of speakers for another informative and interactive session.



## PhD PROGRAM LEADERS COMMITTEE REPORT

Edwin Monuki, MD, PhD – *PhD Program Leaders Committee Chair*



The PhD Program Leaders Committee (PPLC) was initiated in 2021 by the APC following a Research Committee recommendation. Our relatively new committee remains grateful to the Research Committee and its Chair, Dr. Nitin Karandikar, Priscilla Markwood, and the APC Council for their foresight to create the PPLC based on the following rationale:

- Individuals with PhD degrees represent a growing and increasingly vital segment of the clinical and research workforces in our departments.
- Many pathology departments offer PhD training in experimental pathology as a stand-alone program and/or as part of multidisciplinary graduate training.
- These PhD programs often distinguish pathology from other clinical departments.
- As a group, PhD program leaders in pathology are not directly supported by any other national organization or association.

In meetings this year, PPLC members, who are PhD program leaders or Vice Chairs for Research nominated by their chairs, continued to define how the new committee could bring value to themselves, APC, and the field of pathology. The committee confirmed the overall enthusiasm for discussing best practices and shared challenges, and the opportunity to create a network to foster cross-institutional interactions and collaborations. Much attention continued to be paid to the uniqueness of PhD trainees and their pathways to careers in the clinical laboratory. Common challenges were identified, particularly the challenge of integrating clinical with research training even though pathology departments are often uniquely hybrid basic-clinical entities. For these and other reasons, the PPLC felt there would be great value in surveying APC members about their PhD training programs and individual challenges.



## PHD PROGRAM LEADERS COMMITTEE REPORT *continued*

Subsequent PPLC meetings in 2022 focused on sharing additional best practices from T32 program directors and discussing a potential survey. There was uncertainty from PPLC members about how best to incorporate into APC activities. To help in this effort, PPLC was formalized into a subcommittee of the Research Committee this year. In addition, given the challenge of researcher-clinician integration, the PPLC strongly endorsed the annual APC meeting focus of the Research Committee on enabling and incentivizing research by the clinical faculty. PPLC leadership participated in creating a survey to support this session focus, which included specific questions about experimental pathology programs. This survey was recently approved for distribution by APC Council. In addition, two PPLC members and T32 program leaders (Drs. Zaneta Nikolovska-Coleska and Themis Kyriakides from University of Michigan and Yale University, respectively) were nominated as potential speakers for this session.

For 2023, PPLC plans include the following:

- To follow up the Research Committee survey with a PPLC-specific survey about PhD training and postdoctoral programs aimed at PhD graduates (e.g. clinical fellowships and CLS training programs).
- To present the survey results virtually to reach the greatest number of PPLC members.
- To consider engaging with ASIP leadership to define common issues and collaborations.
- To develop a PhD training program inventory on the ICPI website to facilitate networking.
- To consider the creation of a promotional video for PhD program recruitment.



## UNDERGRADUATE MEDICAL EDUCATION COMMITTEE REPORT

By Valerie A. Fitzhugh, MD – *Undergraduate Medical Education (UME) Committee Chair*



I had the honor of taking over as chair of the UME Committee in July 2022, and our first order of business was to determine what our strategic goals would be over the next three years. As a committee, we believe it is critical that medical students become increasingly competent in pathology and laboratory medicine. The online Laboratory Medicine Modules, which are spearheaded by former UME Committee Chair, Dr. Jennifer Baccon, and worked on by approximately 25 pathology educators nationwide, continue to be edited and prepared for use by medical students nationwide. We are so grateful to all those who worked on this important project. We also plan to continue to support the authorship, submission and review of Educational Cases to *Academic Pathology*.

Dr. Robert Christian (Society of '67 Kinney Scholar and resident member of the UME Committee), and Dr. Richard Conran (Eastern Virginia Medical School), Vice Chair of the committee, have spearheaded the development of a white paper around Laboratory Medicine education. The paper is complete, and the authors are in the process of finding a home for this important manuscript. Many thanks to everyone who worked on the paper!

It is critical that we examine the development of our clinical educator faculty. We are hoping to give guidance to chairs that will help them to influence promotion and tenure for clinical educators, who are often placed into the bucket of those who cannot be promoted or tenured. It will be critical for chairs to encourage enthusiastic, education-driven faculty to participate in undergraduate medical education and to incentivize that activity, as we are aware of the significant time commitment required to teach in and direct medical school courses. The coming year's annual meeting will focus upon this with a session titled "Models for Supporting, Compensating and Advancing Medical Educators."

It is no secret that we are facing a nationwide shortage of pathologists; it is crucial that we demonstrate to medical students the incredible career opportunities they could have if they joined our specialty. The time has come for us to consider ways to make pathology education in the laboratory mandatory for medical students. Even if it is just one day in another rotation, or a standalone mini-rotation, that dedicated time to explore the various areas of the laboratory might be the visibility needed to



## UNDERGRADUATE MEDICAL EDUCATION COMMITTEE REPORT *continued*

encourage medical students to consider pathology. It's also important to go where the students are; increasing content on social media platforms will give us the opportunity to advertise our specialty in a positive way, hopefully increasing interest. Additionally, there has never been a better time for pathologists to be the advisor for Pathology Student Interest Groups (PSIGs), where students gather to learn about our specialty. Collaborative work with other societies will allow us to continue our quest to educate all our students and recruit the best and brightest to pathology.

Our session at the APC Annual Meeting in 2022, "Supporting Our UME Medical Educators", featured an engaging keynote from Dr. Sanjay Desai, the new Chief Academic Officer and Group Vice President for Medical Education at the American Medical Association, who was joined by panelists Drs. Joan Cangiarella, Satyan Lakshminrusimha, and Raga Ramachandran.

The second annual Virtual Specialty Forum hosted by AAMC was held in March 2022. This online event brought together US medical students with faculty from a number of specialties. Several APC members and APC staff manned the virtual booth over the course of three hours. The students had the opportunity to explore the virtual meeting, collect information, watch videos, and use the online chat function to directly "talk" with members of the team. All of our volunteers did an excellent job expressing their enthusiasm about pathology and laboratory medicine; our gratitude goes to everyone who made this day a success!

APC also held its second annual Pathology Open House for Medical Students in May 2022. A number of students from allopathic, osteopathic, and international medical schools joined the conversation. The event included presentations by pathology residents and program directors on learning how to prepare for an interview, pathology trainee experiences in applying and matching to their residency programs, what pathology program directors are seeking in their residents, and the characteristics of various residency programs. We're in the process of deciding when the best time would be to hold the 2023 open house and we look forward to meeting another group of medical students interested in pathology!

I am so excited to continue working with this incredibly engaged committee. I am grateful to have Dr. Karen Thompson as Vice Chair. We have a group of dedicated volunteers whose engagement continues to make the dream work. If you are interested in undergraduate medical education, please contact the APC office at [info@apeprods.org](mailto:info@apeprods.org) to join the committee. Undergraduate medical education is central to creating the pathologists of tomorrow, and we will gladly welcome all who wish to join us!



## APC MEMBERSHIP COMMITTEE REPORT

By Jennifer Wells Baccon, MD, PhD, MHCM – *APC Secretary-Treasurer; Membership Committee Chair*



I am excited to share this first annual report from the newly created APC Membership Committee. Firstly, we owe a debt of gratitude to Dr. Michael Laposata, who led APC Council’s efforts to conceptualize what APC membership means today. He brought together diverse stakeholders to discuss our purpose and to reflect on the evolving structure of pathology departments in academic institutions; we no longer exist in a “one size fits all” model. Many thanks to those who participated in these formative discussions.

Following the group’s recommendations to APC Council, updated Bylaws that are designed to be inclusive and to keep us focused on our academic mission, were approved by the Chair membership. We are now ready to kick off the work to review current and potential members to ensure they are in the category that lets them most fully participate in APC activities.

In practical terms, we will begin by inviting departments at pediatric hospitals and current affiliate members to participate in testing the criteria for regular membership. These activities will be phased over the course of the year. In this period, we will evaluate how the process is aligning with the goals and address issues that arise to refine and improve the process. We likely will reach out to some of you to provide input along the way. If you have thoughts or ideas for us, or simply are excited to have your department move from affiliate to regular member status, please reach out to me or Amelia Stephenson who is our Member Services Manager at [info@apcprods.org](mailto:info@apcprods.org).

We hope the work of the Membership Committee will strengthen the organization by including more of the people and institutions that have core missions embedded in academic pathology and by engaging members more fully in APC’s activities.



## SENIOR FELLOWS GROUP REPORT

By David N. Bailey, MD – *Senior Fellows Group (SFG) Chair*



### MEMBERSHIP AND MEETINGS

Following membership renewals (required every three years with no limit on number of renewals), as of January 1, 2023, the Senior Fellows Group (SFG) had 57 members. To facilitate this process, SFG Secretary, Dr. Tristram Parslow, and Amelia Stephenson of the APC Office prepared a pull-down menu of activities over the prior three-year period that would qualify individuals for membership renewal (e.g., participation in the APC annual meeting, attending APC regional meetings, membership on APC standing committees, participation in APC SFG meetings, involvement in APC SFG projects). Renewing members were also invited to provide an updated curriculum vitae for their files.

The SFG is encouraging membership by inviting chairs who announce that they will be stepping down within the next year, to join SFG meetings as “guests,” and then inviting them to apply for membership at the conclusion of the year. Thus far, two individuals have expressed interest in doing this.

During calendar year 2022, the SFG met six times (four times via Zoom plus one luncheon meeting with new interim and permanent chairs and one dinner meeting, both at the APC annual meeting in Chicago in July). The SFG Executive Committee met two times via Zoom and also met with new interim and permanent chairs via Zoom in May to address questions they had selected from a compendium of questions frequently asked by new chairs.

### OFFICERS

New SFG officers who assumed their positions at the conclusion of the July 2022 APC Annual Meeting were Dr. Daniel Remick (Councilor, to replace Dr. Rebecca Johnson, who had completed the maximum two two-year terms) and Dr. Tristram Parslow (elected to a first full two-year term as secretary, having served one year in an interim role). Continuing officers were Dr. David N. Bailey (Chair), Dr. David Wilkinson (Vice Chair), and Dr. Barbara Ducatman (Councilor).



## SENIOR FELLOWS GROUP REPORT *continued*

### MENTORING ACTIVITIES

The SFG matched seven new interim and permanent chairs with SFG members. In addition, of 26 mentors to participants in the APC Academic Pathology Leadership Fellowship (APLF) Program for 2022-23, twelve are SFG members.

### CHAIRS' BOOT CAMP

The SFG sponsored the 2022 APC Annual Meeting Chairs' Boot Camp that included three separately pre-recorded one-hour webinars: "Maintaining Morale During Stressful Times" (Moderator, Dr. Barbara Ducatman, SFG Member and Chief Medical Officer at Beaumont Hospital; Panelists: Dr. Geoffrey Baird, Chair at University of Washington; Mr. Gary Brown, Department Administrator at University of Colorado; Dr. Jennifer Hunt, Chair at University of Florida at Gainesville); "Building Successful Partnerships and Business Ventures Both Internally and Externally" (Moderator, Dr. Peter Jensen, Chair at University of Utah; Panelists: Dr. James Crawford, Chair at Northwell Health; Ms. Susan Evers, Department Administrator at University of North Carolina at Chapel Hill; Dr. Debra G. B. Leonard, Chair at University of Vermont; Dr. William (Bill) Morice, Chair at Mayo Clinic); and "Succession Planning When Transitioning: When to Do It, How to Do It, and What to Do Next" (Moderator, Dr. David N. Bailey, SFG Chair; Panelists: Dr. L. Maximilian Buja, SFG Member; Dr. Avrum Gotlieb, SFG Member; Dr. Deborah Powell, SFG Member; Dr. Fred Sanfilippo, SFG Member).

At the in-person APC Annual Meeting, each moderator presented a 5-10 minute summary of the panel discussion followed by up to 20 minutes of panel discussion with the audience.

### PUBLICATIONS

Two SFG projects resulted in publications in *Academic Pathology*: "Career Transitions: Reflections of Former Chairs and Academic Health Center Leaders" (D.N. Bailey, L.M. Buja, A.I. Gotlieb, D.E. Powell, and F. Sanfilippo; doi:10.1016/j.acpath.2022.100037); and "Communication During a Global Pandemic: The Utility of a Professional Society Listserv and Journal" (D.N. Bailey and F. Sanfilippo; doi:10.1016/j.acpath.2022.100043), with a commentary "Spiderless Network": The power of a professional society, its listserv, and its journal during a public health emergency" (M.L. Tykocinski, 10.1016/j.acpath.2022.100044).

### PROJECTS

The SFG projects in 2022 (and continuing in 2023) included launching a biographical directory for its members, which consists of a 1- to 1.5-page biography of each SFG member, providing information such as years of service as chair, other leadership roles, post-chair activities, areas of interest,



## SENIOR FELLOWS GROUP REPORT *continued*

hobbies, and most important career accomplishments. The entries (including a headshot of the member) are linked to their names in the list of SFG members at the APC website. As of year-end, more than one-third of SFG members had completed entries.

An additional project involved mining the APC listserv for COVID-19 content shared by department chairs. This project resulted in a publication and commentary in *Academic Pathology* (see above).

Yet another project involved generating a list of frequently asked questions by new chairs and assembling those into a survey taken by new chairs prior to meeting with the SFG Executive Committee (EC). The highest-ranked questions were addressed by the SFG EC in a meeting with new chairs two months prior to the APC Annual Meeting. The most popular themes selected by the new chairs were *administrative challenges* (“How can I best learn about department and institutional funds flow? What is the best approach for launching a department strategic planning effort? How can I calculate clinical effort and implement productivity targets?”) and *people* (“What advice can you provide for dealing with difficult people? What type of mentors would be useful to me in leading my department? Do I need any special additional training to be an effective chair? How can I motivate faculty to become more effectively involved in mission areas in which they are less inclined?”)

Additionally, several SFG members worked with APC President, Dr. Lydia Howell, to create a framework for an Academy of Distinguished Pathology Educators, while SFG member Dr. Mary Lipscomb launched a survey of individuals who had served as interim chair between January 2016 and June 2022 to determine the demographics of those who subsequently became permanent chair. The results of the survey have been submitted for publication in *Academic Pathology* and follow her 2021 survey, the results of which were published in *Academic Pathology*: “Women in Academic Pathology: Pathways to Department Chair” (M. F. Lipscomb et al; doi:10.1177/23742895211010322).

### FUNDRAISING

The SFG remained the section of APC that has provided the most annual contributions to the APC Society of '67 (\$56,126 from 16 SFG members for calendar year 2022). Of the ten Society of '67 Board members in 2022, three are SFG members. Furthermore, SFG members funded two Kinney Scholars (one medical student and one resident) to attend the 2022 APC Annual Meeting.

### AWARDS

The SFG was delighted that one of its members (Dr. Barbara Ducatman) was honored with the 2022 APC Pathology Distinguished Service Award!



## PATHOLOGY RESIDENCY PROGRAM DIRECTORS SECTION REPORT

By Candice C. Black, DO – *Pathology Residency Program Directors Section (PRODS) Chair*



Thank you for the opportunity to serve as the Chair of the PRODS Council and for the support of the APC staff: Priscilla Markwood, Mel Limson, Amelia Stephenson and Madeleine Markwood, who attend and support monthly PRODS Council meetings and the projects we undertake.

On behalf of PRODS Council, we thank Dr. Diane Kowalski for her long-time service to the PRODS membership and as PRODS Council Chair from July 2021 through the 2022 APC/PRODS Annual Meeting. Dr. Kowalski helped to organize the Spring PRODS meetings in March 2021 and 2022, as well as our first in-person APC/PRODS Annual Meeting since the start of the pandemic, after which she left her position as program director at Yale, moving to Quinnipiac University, Frank H. Netter School of Medicine. Having stepped out of the program director role, Dr. Kowalski was no longer eligible to serve as PRODS Council Chair, at which point (following Operating Procedures), I assumed the Chair position to serve out Dr. Kowalski's term.

Dr. Scott Anderson remained in place as the Immediate Past Chair of PRODS and will complete his term in July 2023. He is currently transitioning out of the role of program director as he trains his replacement at the University of Vermont. Thank you, Scott, for your service in many roles for PRODS, including as a member of the ACGME-Pathology RRC and Chair of the PIER Leadership Committee. This year, Chair-Elect, Dr. Cindy McCloskey also stepped out of her role as program director to assume the role of Assistant Dean for GME at the University of Oklahoma. Thank you, Cindy, for your service on PRODS Council and continued roles as Chair of the ACGME-Pathology RRC and Co-Chair of the EPA Working Group. Dr. Deborah Chute of the Cleveland Clinic stepped up to become PRODS Chair-Elect. An election was held in which Members-at-Large, Dr. Sarah Caulkins of the University of California, San Francisco became PRODS' Secretary and Dr. Thomas Cummings of Duke University became PRODS' Secretary-Elect. In October 2022, interim Member-at-Large, Dr. Juan Pablo Olano of the University of Texas Medical Branch at Galveston was elected by the PRODS Council members. In addition to these leadership changes on PRODS Council, Member-at-Large Dr. Von Samedi volunteered to serve as the new Pathology representative to the Organization of Program Director Associations (OPDA). Many thanks to Dr. Samedi for stepping into this key role with an increasingly active group. Thank you to Dr. Chute, who previously served in this role.



## PATHOLOGY RESIDENCY PROGRAM DIRECTORS SECTION REPORT *continued*

The full PRODS Council and current terms can be found <https://www.apcprods.org/prods-council>.

Additional PRODS activities at this time include: PIER Leadership Committee (Drs. Anderson and DeFrances; supported by APC, CAP and API), TRIPS Working Group and PDPQ Network (Dr. Childs; supported by APC), TRIG Working Group (Dr. Haspel; supported by ASCP), PRODS Toolbox (Dr. Timmons, supported by CAP), EPA Working Group (Drs. McCloskey and Bryant, supported by APC and CAP), ODPa (represented by Dr. Samedi), OPDA Post-Dobbs Work Group (represented by Dr. Rush), OPDA Away Rotations Work Group (represented by Dr. DeFrances). PRODS also collaborates with APC's GME Committee, chaired by Dr. Doug Miller.

At APC's hybrid 2022 Annual Meeting in Chicago, PRODS hosted four sessions. Along with GMEAS, we reviewed PRODS "Essentials". This session strove to introduce new PDs to the role, and to offer perspectives of the key professionals that they can expect to interact with, including DIOs, program coordinators and chairs. Updates for the whole PRODS group were offered by ACGME, ABPath, ASCP (RISE) and CAP's GME Committee leadership. Resident leaders representing different organizations (AAMC-ORR, ASCP and CAP) offered their perspectives, and PRODS working group leaders (PDPQ/TRIPS, EPA, TRIG, PIER) gave updates. Thank you to all of our speakers for taking the time for this important work.

Our second session was structured as a "Town Hall", led by Dr. Kowalski, who reviewed landscape survey results pertaining to the pathology residency curriculum.

Our third session, along with UMEDS, was the C. Bruce Alexander Lecture, presented by Dr. Andrea Deyrup of Duke University, titled, "But Now We See: Reviewing Race in Medicine". This important session shined light on implicit bias in the medical curriculum. Dr. Deyrup graciously participated in a diversity, equity and inclusion workshop later in the conference, a joint session for PRODS and UMEDS, addressing race-based medicine.

Our fourth and final session, held jointly with GMEAS, reviewed key concepts in AAMC's new definition of holistic recruitment. Dr. Black and Dr. Calkins gave their experience with choosing applicants and evaluating them holistically.

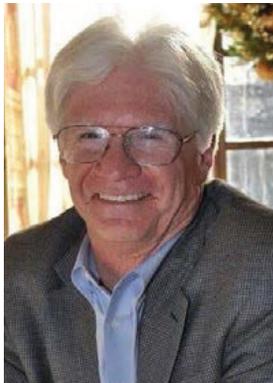
The Margaret Grimes Distinguished Achievement Award in Graduate Medical Education was presented to Dr. Richard Haspel for his long-term dedication and service to training pathology residents and medical students in genomics through his TRIG organization.

We are working currently to envision the 2023 APC/PRODS Annual Meeting, again in Chicago. As always, changes to residency education have guided the agenda. With substantive changes coming to ERAS-based recruitment, and residency curriculum, we plan to have informative and lively discussions. We hope to educate program directors about the changes to the AAMC/ERAS recruitment process, as well as collaborate and support competency-based curricular changes. We hope to see you in person, as you are able.



## PATHOLOGY DEPARTMENT ADMINISTRATORS SECTION REPORT

By Gary Brown, MA, MBA – *Pathology Department Administrators Section (PDAS) Chair*



The PDAS Section continues to maintain, and even accelerate, activities from the previous year, despite the many challenges of our environments.

As I write this, our main hospital has just sent an email cancelling our masking requirement. Although the words ‘new normal’ often come to mind, we can only speculate on what the challenges will be in the next few years. No doubt, there will be many continued workforce shortages, new remote work strategies, financial challenges, and reimbursement issues to come.

The PDAS Council has been having thoughtful discussions on the structure and membership criteria of the section. A refreshed, more appropriate, branding for the group is very close to being proposed. We have been on a membership drive, as well as encouraging new leaders, and participation in our meetings. For a long time, PDAS members have been faced with the changing structures of our local organizations, which include centralization, integration, and members having to oversee several departments. This, as well as the accelerating rate of change, has worked against engagement at times.

Nevertheless, we have maintained a very healthy level of networking, mentorship, and sharing of best practices through virtual brown bags, the listserv, and regional and national meetings. As we are now able to attend more conferences in person at this time, we anticipate that this will also increase the participation and engagement of members.

Some our activities have included helping to design, and participate in, a number of surveys for management information, most recently in regard to gender equity, a planned Administrator’s Salary Survey, and the launch of an annual Faculty Salary Survey, which we hope, will be more timely and accurate than MGMA and AAMC. Although the latter is a

**PATHOLOGY DEPARTMENT ADMINISTRATORS SECTION REPORT** *continued*

large undertaking, it might prove very useful to our Departments in recruiting and retaining strong faculty in this environment. We have also collected a number of Faculty Practice Plan documents to lend assistance and ideas to departments that are seeking to revise their incentive programs.

The 2022 APC/PDAS Annual Meeting program addressed these and other timely concerns, including sessions on workforce issues, compensation plans, operational considerations for new clinical consultation codes, and lessons learned from COVID testing. I also had the privilege of speaking in the Chairs' Boot Camp, hosted by the Senior Fellows Group, on "Maintaining Morale during Stressful Times".

I have very much enjoyed serving on the Practice and Management Committee, chaired by Dr. Chen Liu of Yale University, and participating in the APC Council meetings. These have added many broader perspectives for me, which I try to pass on to the PDAS Section as a whole. I will also attend my first Winter Council meeting in person in January 2023; the former year's meeting having been virtual. I will pass these tasks on to the exceptionally capable Joann Li of Columbia University, who will become PDAS Chair at the July 2023 meeting. My special thanks to her and Kai Wang of the University of California, San Diego, who served as PDAS Secretary this year. Both went way above and beyond the normal responsibilities of their offices, and it was much appreciated by all.

We will all look forward to the summer meeting, and seeing everyone again, especially the new members, in Chicago!



## UNDERGRADUATE MEDICAL EDUCATORS SECTION REPORT

By Melina Flanagan, MD, MSPH – *Undergraduate Medical Educators Section (UMEDS) Chair*



During the last few years, pathologists involved in undergraduate medical education have had our traditional methods of teaching and interacting turned upside down. As always, the Undergraduate Medical Educators Section (UMEDS) served as a forum for us to share ideas and to engage with and support each other. In many ways, we have now returned to some of our pre-COVID teaching methods, yet some changes are likely here to stay. While most of us would prefer to engage with our students and each other in person, we appreciate the conveniences and opportunities that Zoom and other remote technologies now allow us. We have become used to hybrid models of teaching and meetings, and in some ways this has made it easier for us to stay in touch.

The 2022 UMEDS Council elections resulted in current members advancing to new positions (Dr. Melina Flanagan as Chair, Dr. Kristin Olson as Chair-Elect, Dr. Robin LeGallo as Past Chair, Dr. Raga Ramachandran as Secretary), as well as welcoming new members to UMEDS Council (Dr. Philip Boyer as Secretary-Elect, Dr. Joanna Chan as Member-at-Large, Dr. Jennifer Findeis-Hosey as Member-at-Large, and Dr. Ashley Inman as Member-at-Large). We thank those who rotated off UMEDS Council after serving their terms, in some cases after many years and positions: Dr. Barbara Ritschel, Dr. Vijay Vanguri, Dr. Rebecca Wilcox, Dr. Valerie Fitzhugh, and Dr. Andrea Deyrup.

After two virtual annual meetings, we were thrilled to be together in-person at the 2022 APC Annual Meeting in Chicago. What a joy to interact face-to-face with our colleagues and meet first time attendees. The hybrid format allowed presenters and attendees, who were unable to travel, to engage and share their expertise and experiences. The Medical Educator Workshop included sessions on hybrid/remote learning and teaching, and clerkships/electives. A session on laboratory medicine included an update on the laboratory testing project and resulting paper, spearheaded by Drs. Andrea Deyrup and Barbara Ritschel, as well as an update and demo on the laboratory medicine modules, led by Dr. Jennifer Baccon. The third session was an interactive workshop on change management, facilitated



## UNDERGRADUATE MEDICAL EDUCATORS SECTION REPORT *continued*

by Ms. Sara Clemons of the University of California, San Francisco. This addressed the development of administrative and leadership skills that many of us in educational administration face. Finally, the fourth session included a presentation and discussion on self-directed learning and feedback. UMEDS, along with the other sections of APC, continued to address diversity, equity, and inclusion issues by participating in a workshop with PRODS on addressing race-based medicine. The Michele Raible Distinguished Achievement Award was given to Drs. Michael Borowitz and Kamran Mirza for their many contributions to undergraduate medical education. I know I certainly came away from the 2022 Annual Meeting recharged for medical school teaching, and looking forward to coming together again next summer.

A post-meeting survey of members who attended showed an appreciation for a combination of approaches to content presentation and engagement. Some respondents preferred pre-recorded sessions that were brief and allowed synchronous on-topic, face-to-face interactions during the meeting, while others preferred a return to the more traditional meeting style in which the entire presentation and engagement takes place at the meeting. Recognizing that different types of content are more suited to each of these, the UMEDS Council is aiming for a well-orchestrated combination of approaches for the sessions in the upcoming 2023 meeting.

In the interim, UMEDS is working to increase membership by reaching out to member organizations who do not currently have a UMEDS representative. If this sounds like your institution, please let us know who that representative should be by contacting the APC Office at [info@apcprods.org](mailto:info@apcprods.org)!

We continue to remind our members of the many UMEDS resources. The Pathology Competencies for Medical Education (PCME), first published in 2017, serve as a standard for designing curricula in undergraduate medical education. The revised PCMEs are currently in process, so stay tuned for more information! Educational Cases that illustrate each competency are published in *Academic Pathology*. We encourage everyone to be familiar with the PCMEs and write Educational Cases! These serve as a resource for the UMEDS community, and are scholarly activities that can be used for our own career development. The Medical Educator Toolbox includes links to power points and materials from past years' annual meetings. Student Opportunities are listed at [www.apcprods.org/opportunities](http://www.apcprods.org/opportunities). Finally, the UMEDS listserv [umeds@apcprods.org](mailto:umeds@apcprods.org) is your one-stop contact list to reach out to everyone in this group, and of course, the UMEDS Council Members are here to serve UMEDS.

I'm looking forward to seeing many in UMEDS and the rest of the APC community this summer in Chicago!



## GRADUATE MEDICAL EDUCATION ADMINISTRATORS SECTION REPORT

By Ashley Sanders – *Graduate Medical Education Administrators Section (GMEAS) Chair*



In 2022, the GMEAS Section has always had a close bond of common professional experiences and concerns, but we found a renewal of our relationships by being able to come together again in person at the annual summer meeting. The Council hopes to build on that feeling as we move into 2023. In January, we will host our first “mid-year” meeting to connect, as we wrap up recruitment and start planning for matches and onboarding. As of this writing, more than 65 members are registered to attend.

Spring 2022 brought GMEAS Council elections. Past-Chair LeeTanya Marion Murray led the effort to fill our open positions; 1 Chair-Elect, 1 Secretary-Elect, and 1 Member-at-Large. The nomination and election processes were fruitful, and we were able to fill all open positions with outstanding candidates. For a complete list of GMEAS Council members, go to <https://www.apcprods.org/gmeas-council>.

The 2022 APC Annual Meeting was held in Chicago, IL, and blended in-person attendees and Zoom attendees in a unique hybrid format. It was the first meeting of its kind and helped bring even more attendees together. GMEAS had 71 registrants, which was the most ever! We held sessions on what we learned from the pandemic and talked in-depth about the professional development of coordinators. We honored our GMEAS Distinguished Service Award winner, Leah (Ginger) Jozwiak, in person at the meeting. Of special note, it was great to see her on stage receiving her award, since she was the first recipient to be honored in person; the previous recipients were recognized during COVID at virtual meetings.

As the Council plans for the 2023 APC Annual Meeting under the leadership of Ali Murtha, Program Chair/Chair-Elect, we are excited about some changes. The Council has introduced a new way for new attendees and members to acclimate to the meeting by providing a welcoming



## GRADUATE MEDICAL EDUCATION ADMINISTRATORS SECTION REPORT *continued*

session for them to meet with GMEAS Council members. The GMEAS program, in general, is being planned for sessions to follow the same cyclical pattern as our year as coordinators, matching the sessions to what happens during that season.

During the 2022 GMEAS Business Meeting, new members expressed awesome ideas on how we could better support them as a Council. I look forward to the 2023 Business Meeting and discussing the 2022 census survey results. The census survey is offered to GMEAS every two years to gather feedback on coordinator wellness, professionalism, and other items of interest to coordinators.

Because of the work we previously did to collect and analyze survey data from GMEAS members, Ali Murtha and I were appointed to work with APC's GME Committee on a workgroup to craft a paper about the struggles of fellowship recruitment. The paper titled "The pathology fellowship application crisis: The current state and suggestions for remediation" was published in *Academic Pathology* in June of 2022.

Reflecting on 2022, GMEAS had a fantastic year. We are all looking forward to 2023 and continuing our support of one another!

## ENTRUSTABLE PROFESSIONAL ACTIVITIES (EPA) WORKING GROUP REPORT

By Cindy McCloskey, MD and Bronwyn Bryant, MD – *EPA Working Group Co-Chairs*



Cindy McCloskey, MD

The EPA Working Group, co-chaired by Drs. Bronwyn Bryant of the University of Vermont and Cindy McCloskey, wrapped up the National EPA Pilot of four EPAs this year – two in anatomic pathology and two in clinical pathology. The pilot study began in the 2021-2022 academic year, after a 1-year delay due to disruptions in educational programs caused by the pandemic. The pilot study started by training faculty leaders in entrustment ratings, which are the basis of the assessment tool, and continued with regular town halls to share experiences and best practices. The town halls have provided the study leaders with a wealth of information about the feasibility of EPAs in pathology residency training.

As of this writing, data analysis of the study as a whole is ongoing, and the EPA Working Group has two manuscripts in preparation: a validation of the EPA scale and the survey results of the EPA Pilot. Key points of the EPA Pilot manuscript are to describe the feasibility of EPAs in pathology training. Based on implementation of one of the four Pilot EPAs in her program at the University of Vermont, Dr. Bryant published an article in *Academic Pathology*: Entitled “Feasibility of an Entrustable Professional Activity for Pathology Resident Frozen Section Training” ([doi.org/10.1177/23742895211041757](https://doi.org/10.1177/23742895211041757)).



Bronwyn Bryant, MD

The Working Group continues to support implementation of EPAs at a number of pathology residency programs, meeting quarterly with these programs to learn about their challenges and successes. As the concepts of EPAs and competency-based medical education are taking hold in several medical specialties, the EPA Working Group Co-Chairs have been invited to share results via grand rounds and invited to give presentations to ABPath and the ACGME. We look forward to sharing the results of the pilot study at this summer’s APC/PRODS Annual Meeting. Lastly, the EPA Working Group is in the planning stages of a follow-up study. This second study aims to analyze EPA evaluations to build validity evidence for the use in competency-based training and determinations of graduated responsibilities.

We thank the Working Group members and study participants for their continual input and patience throughout this important study. We also thank staff of CAP and APC for their support of data collection, presentation, and general administration of the EPA Working Group.



## PATHOLOGY INFORMATICS ESSENTIALS FOR RESIDENTS (PIER) REPORT

By Scott Anderson, MD and Sue Plath, MA – *PIER Leadership Committee Chair and Project Lead*



Scott Anderson, MD

The PIER Leadership Committee had another productive year in 2022. We would like to thank the committee members and supporting staff of CAP and APC for their dedication and continued enthusiasm for this project. This article will touch on highlights of what was accomplished.

Our committee continues to grow and change. In 2022, we welcomed some new members. Two informatics experts: Dr. James H. Harrison from University of Virginia (representing CAP), Dr. Mehrvash Haghghi from Mount Sinai Health System (representing API), and Dr. Deepthi Rao from University of Missouri at Columbia (representing APC/PRODS). We also said goodbye and thank you to our two resident members, Dr. Nalan Yurtsever of Zucker School of Medicine at Hofstra/Northwell and Dr. Jeffrey Kleinberger of University of Pittsburgh Medical Center. We appreciate their contributions over the past two years. In addition, we onboarded a new instructional designer from the CAP, Tara Corona, and two new members representing residents to our committee – Dr. Omar Z. Baba of Henry Ford Health System and Dr. Brian Vadasz of Northwestern University Feinberg School of Medicine.

A major achievement was completion of a research study to better understand: 1) what programs are doing now to teach informatics and 2) what resources they have available to do it compared to what was happening when PIER was launched. We are also using this study to help inform decisions we make about the PIER curriculum going forward. We sent the survey to 142 programs and achieved an 18% response rate (26 programs responded). Key conclusions included data trends seen in previous PIER annual usage surveys: 1) lack of faculty and informatics expertise are barriers for those NOT teaching informatics, 2) time continues to be a challenge for those teaching informatics, and 3) once programs start using PIER, they continue using it. New for this survey was



## PATHOLOGY INFORMATICS ESSENTIALS FOR RESIDENTS (PIER) REPORT *continued*

a question asking programs to rate informatics topics in terms of the amount of instruction needed for a pathology resident graduate to be successful in the first few years of practice. Ratings varied regarding the amount of instruction needed.

Other work efforts of note include Dr. Marie DeFrances from UPMC recording a PIER update presentation for the 2022 APC Annual Meeting in July and an in-person meeting of the PIER Leadership Committee, just prior to the start of the APC Annual Meeting. A key outcome was the committee's decision to focus on answering the question, "What is the core informatics curriculum sufficient for resident graduation?" In 2018, we included questions on the RISE survey and in October 2022 we revisited the results and discussed the possibility of leveraging this survey again to gather data from residents about informatics training. In December, the committee approved the work plan for 2023 and we will focus efforts on reviewing the curriculum, identifying changes for Release 5, and identifying opportunities to communicate with stakeholders about informatics training for residents and the PIER curriculum.

As a reminder, PIER is a *free* curriculum, and it can be found on the APC website at: [www.apcprods.org/pier](http://www.apcprods.org/pier).



## TRAINING RESIDENTS IN GENOMICS (TRIG) AND UNDERGRADUATE TRAINING IN GENOMICS (UTRIG) REPORTS

By Richard Haspel, MD, PhD and Rebecca Wilcox, MD – *TRIG and UTRIG Co-Chairs*



Richard Haspel, MD, PhD



Rebecca Wilcox, MD

Both the PRODS' Training Residents in Genomics (TRIG) and UMEDS' Undergraduate Training in Genomics (UTRIG) Working Groups have been actively involved in genomics education. There have been over 50 TRIG/UTRIG-related genomics workshops at international pathology meetings involving over 2,000 participants. To allow others to implement training using a team-based learning approach, instructor handbooks and toolkits have been released. Online modules are also available that translate the in-person workshops into a virtual environment using simulation of online genomics tools. All of these rigorously developed and evaluated TRIG and UTRIG materials are available for *free* on the TRIG [website](#). They have already been accessed by over 3,500 registered users from over 100 countries. Over 90% of respondents to a 2020 survey of individuals who have downloaded materials from the TRIG website would recommend the materials to others and have also subsequently used the materials with over 3,500 learners.

While COVID had precluded in-person workshops, these have picked up again with sessions at the 2022 USCAP Annual Meeting and CAP '22. Repeat sessions are scheduled for these meetings in 2023 and there will be a TRIG-related workshop at the 2023 Annual Meeting of the American Society of Clinical Oncology (ASCO). There have also been 12 TRIG/UTRIG-related publications and a validated *exam* is available to assess genomic oncology knowledge.

In regard to other specialties, workshops based on the TRIG approach, but with a non-cancer genomics focus, developed through the Intersociety Coordinating Committee for Practitioner Education in Genomics (ISCC-PEG), have been held at the annual meetings of the American Heart Association, American Academy of Neurology and American Academy of Ophthalmology. More recently, the exercises have been adapted to the diagnosis of pediatric rare diseases with workshops held through the Pediatric Academic Societies and the International Society of Nurses in Genetics. A handbook and toolkit for these plug and play "universal" exercises adaptable to different specialties is available on the TRIG [website](#). Of note, ISCC-PEG is currently looking for new members, as individuals or as organizational or industry representatives. More information can be found at <https://www.genome.gov/iscc/>.



## TRAINING RESIDENTS IN GENOMICS (TRIG) AND UNDERGRADUATE TRAINING IN GENOMICS (UTRIG) REPORTS *continued*

The work of TRIG and UTRIG has been supported by a National Cancer Institute R25 grant, totaling approximately \$3 million over 10 years. The current grant period ended in 2022 and we have applied for a grant renewal which received a positive review. As such, we are hoping we can continue to utilize R25 funding for future TRIG and UTRIG initiatives.

Please visit the TRIG/UTRIG [website](#) for more information and to download resources. Feel free to reach out with questions. We also welcome additional opportunities for use of our materials, such as local workshops and there may be funding available to facilitate.

TRIG and UTRIG thank APC, PRODS, UMEDS and the many cooperating pathology and genetics organizations involved with the working groups. In particular, ASCP has provided critical educational design support. Other organizations are welcome to appoint representatives. We are looking forward to a continued positive impact on genomic pathology education.



## TRAINING RESIDENTS IN PATIENT SAFETY (TRIPS) WORKING GROUP REPORT

By Yael Heher, MD and Kristie White, MD – *TRIPS Working Group Co-Chairs*



Yael Heher, MD

In 2022, the main theme for the Training Residents in Patient Safety (TRIPS) Working Group might be best described as *transition*. Much of the year was spent discussing the broader goals of TRIPS, since its inception in 2018, wrapping up projects from the first phase of TRIPS, and in restructuring the TRIPS Working Group.

As part of the restructuring, Dr. Richard Haspel of Beth Israel Deaconess Medical Center stepped away from his role as TRIPS Co-Chair. Dr. Haspel was a founding member of TRIPS and his knowledge of medical education, particularly curricular development, was incredibly valuable to TRIPS. We deeply appreciate his commitment to the development of educational resources in quality improvement and patient safety, which continues to be a topic of great interest to the ACGME, the APC, to the entire medical profession, and to patients and families.



Kristie White, MD

In the fall of 2022, Dr. Kristie White, who was an active TRIPS Working Group member since its inception, and a dedicated medical educator, program director, and patient safety advocate at the University of California San Francisco, stepped up to serve as Co-Chair with Dr. Yael Heher in the fall of 2022.

Any transition brings with it opportunity, and TRIPS took the opportunity in 2022 to step back and ask how TRIPS can best support the advancement of resident education in patient safety going forward. Diagnostic error prevention is a pressing national issue highlighted by the National Academy of Medicine and remains a key focus for the ACGME and its Milestone requirements. The committee reaffirmed a desire and commitment to develop consensus-driven and validated patient safety curricular tools for implementation in pathology training programs across the United States.

Accomplishments to-date by the TRIPS Working Group include the completion of a needs assessment to determine the state of patient safety education in pathology residency programs. Incident reporting, root cause analysis (RCA) and diagnostic error were the topics that over 90%



## TRAINING RESIDENTS IN PATIENT SAFETY (TRIPS) WORKING GROUP REPORT *continued*

of leaders believed should be included in a national patient-safety curriculum. Based on these findings and using feedback from a subsequent pilot program at the 2019 APC Annual Meeting, TRIPS spent 2020 and 2021 developing a root cause analysis toolkit for learners and another for teachers. The need assessment survey data and call to action were recently summarized in a manuscript and submitted for publication in *Academic Pathology*. A second publication is planned to share the RCA toolkit project with learners and teachers. Lastly, TRIPS developed and refined an assessment rubric to determine RCA competency, and plans are in place to disseminate the development of the assessment rubric project via publication later this year.

Goals of TRIPS in its next phase include validating the comprehensive RCA exercise tool package (including the assessment tool) to assist individual residency programs in implementing the RCA exercise locally and expanding pilot sites to other institutions and training programs. We are making progress and are looking forward to providing vetted and evidence-based teaching resources to improve national pathology patient-safety education.

We remain grateful to Priscilla Markwood, APC's Executive Director, for her sharp ideas and clear understanding of our patient safety vision during the TRIPS transition. We would like to thank the TRIPS Working Group members and APC staff for their dedication and continued enthusiasm and support for this working group.



## PATHELECTIVE REPORT

Cullen M. Lilley, MS, MA, MB (ASCP) and Kamran M. Mirza, MD, PhD, FASCP, FCAP, MLS(ASCP) –  
*PathElective Co-Founders*



Cullen M. Lilley, MS, MA,  
MB (ASCP)



Kamran M. Mirza,  
MD, PhD

### OVERVIEW

The year 2022 was a significant period of growth for PathElective. At the beginning of the year, the PathElective team worked with the Association of Pathology Chairs (APC) to formulate a way forward for the website to harness the collective academic power and reach of APC with the novelty and worldwide reach of PathElective to advance the next generation of pathology education. As a growing hub for online pathology education, PathElective is dedicated to delivering equitable, accessible, and comprehensive introductory pathology educational content to develop interest and skills in pathology; and APC, dedicated to similar goals, saw the value in the platform. As of July 2022, PathElective became an official publication of APC with multiple promotions and features at the 2022 APC Annual Meeting in Chicago, Illinois. Now that PathElective and APC have partnered, we will work to continue growing the platform's audience, adding more content, developing a strategic plan for the longevity of the platform, and making the platform work best for its users.

### GROWTH OF THE PLATFORM'S AUDIENCE

In 2022, PathElective received 52,784 unique new visitors to the platform from around the world, which was 22% higher than that seen in 2021 – a very exciting statistic! Additionally, there were 321,693 page views which, though 10% lower than 2021, still suggests a high level of user engagement with the pages, and users returned to PathElective for their educational content. Geographically, PathElective maintained a worldwide distribution of users with visitors across all continents (except Antarctica). The countries with the most PathElective visits were (1) the United States, (2) India, (3) Canada, and (4) the Philippines. There was notable growth in the audience size in the United States, which likely has to do with adoption of PathElective in medical student rotations and pathology residency programs. For the first year, Texas (#1) surpassed Illinois (#2) in total visits, which is exciting since PathElective was founded in Illinois and has been adopted into numerous medical student rotations across the state. California (#3), New York (#4), Virginia (#5), and Florida (#6) were other states with high levels of interaction with the program. In 2022, we also released a survey assessing the diversity, equity, and inclusion of the PathElective platform, which will be presented as a platform presentation at the United States and Canada Academy of Pathology in New Orleans, Louisiana in March 2023.

### ADDING CONTENT

Numerous courses, modules, and lessons were developed in 2022 and, together with APC, we are working on developing a standardized method



## **PATHELECTIVE REPORT** *continued*

for proposing, submitting, reviewing, editing, and monitoring course content. In 2022, the PathELECTIVE team worked extraordinarily hard to solicit and post updated educational content, including lessons in diversity/equity/inclusion, gynecologic pathology, gastrointestinal pathology, and molecular pathology. Additionally, users of PathELECTIVE began sharing educational aides, such as flashcards and study guides, on social media, which have become a welcome addition to the interactive nature of the platform. We are looking forward to posting more content in 2023 on career development, medical renal pathology, digital pathology, autopsy, molecular pathology, microbiology, and much more!

### **DEVELOPING A STRATEGIC PLAN FOR THE LONGEVITY OF THE PLATFORM**

PathELECTIVE started out as a summer project between a medical student and his research mentor, but soon grew far beyond what either of them had even remotely imagined. Because of this, the management, maintenance, and improvement of the website became major hurdles in the growth of the platform. Now that PathELECTIVE has partnered with APC, this hurdle is slowly becoming an exciting opportunity. Most notably, the founders and board members of PathELECTIVE will now be able to focus on the strategic vision of the site, while APC and others will help with the continued improvement of the website. Because PathELECTIVE officially partnered with APC halfway through the year, the execution of the goal will be realized in 2023; but the foundation has been set, and we cannot wait to see what we are able to accomplish as partners dedicated to shaping the next generation of physicians.

### **MAKING THE PLATFORM WORK BEST FOR ITS USERS**

PathELECTIVE's growth has come with some growing pains, as alluded to above. For this reason, we have started to outgrow some of the platform's original functionalities. Most notable would be the automated certificate generation system. This had been a major means by which educators tracked students' progress through the coursework on PathELECTIVE, so this is one of the major goals that APC and PathELECTIVE have committed to tackling to improve the user experience for PathELECTIVE visitors. We are still working on how this can be best achieved, but we are optimistic it will be fixed soon. Though the certificate generation was a major issue faced in 2022, there were also numerous improvements made to the platform including (1) a new homepage, (2) improved search engine optimization across the website, (3) replacement of broken links and missing videos, and (4) better organization of lessons.

### **CONCLUSIONS**

The partnership between APC and PathELECTIVE has already proven to be a successful one and, with the exciting things we have planned moving forward, we are confident that this partnership was the right move for both PathELECTIVE and APC. Additionally, thanks to the volunteers, donors, and staff at APC, PathELECTIVE's content will continue to be freely available to everyone across the globe. Because of this, we have seen a tremendous response across social media platforms and in our survey from students lauding the equitability of the platform, and we look forward to the day when PathELECTIVE is recognized as a primary hub for pathology educational content worldwide. Until then, we will continue building on the content and improving website functionality to better serve the website's loyal audience.



## THE SOCIETY OF '67 REPORT – APC'S PHILANTHROPIC ARM

Melvin Limson, PhD – *Director of Programs and Development*



Programs of the Society of '67 foster the development of academic pathology and the pipeline of future leaders in academic pathology, education and research, made possible by generous contributions to the Society of '67, named for APC's founding year – 1967. The Society provides a vehicle for individuals, families, and corporate partners to invest in the future and legacy of academic pathology to advance and improve health care. APC's Academic Mission Group Fund supports the Society of '67's administrative expenses, so 100% of donor dollars go directly to programmatic expenses.

In 2022, nearly \$83,000 was received through the generosity of more than 40 donors. More than a third of donors were Senior Fellows, who contributed about two thirds of the total dollars received, which was accelerated by an anonymous donor who matched and doubled donations. As a result, the Senior Fellows maintain their status as the APC membership category making the highest combined contribution to the Society of '67. Additionally, one Senior Fellow member with aggregate contributions totaling \$100,000 since the Society of '67 was established in 2017 attained the Benefactor Level status joining two other donors. Similarly, two other donors attained Lifetime Membership with aggregate contributions totaling \$10,000 and recognized at the Pearl Level of contributions. Along with other Lifetime and Annual Members, these collective contributions support the four programs of the Society of '67: Open Access Awards, Trainee Project Grants, PDAS Fellowship Program, and the Kinney Scholars Program. Highlights from 2022 for each program are described below.

**Open Access Awards** for publications in *Academic Pathology* were provided to 9 authors to cover the article processing fee (APF) totaling nearly \$9,500 for 5 regular articles and 4 educational cases submitted by a student, resident, or early career pathologist. Another 30 authors have qualified their manuscripts (8 regular and 22 educational cases) totaling more than \$25,000 for the APF that will be paid upon acceptance for publication by *Academic Pathology*. Publishing in a peer-reviewed journal is a key “building block” for academic success, but few early scholarly publishing opportunities exist in medicine, and funding for publishing is another potential obstacle. Through the Open Access Awards program, the Society of '67 supports young authors by paving the way on this important step in their academic journeys!



**THE SOCIETY OF '67 REPORT - APC'S PHILANTHROPIC ARM** *continued*

**Trainee Project Grants** in Health Services Research or Education totaling nearly \$24,000 were awarded to five pathology trainees for innovative projects that are designed to address a healthcare quality, cost, or access issue. Since the first grant awards in 2019, 23 total projects have been awarded to 19 residents and 4 medical students for 14 research and 9 educational projects. As with the Open Access Awards, the Society of '67's Trainee Project Grants set students, residents and fellows on a course for academic success by helping them realize their first funded research opportunities. Recipients in 2022 were:

- **Shuyu E, MD, PhD** (and Lauren King, MD), University of Tennessee Health Science Center, *Alloimmunization after Transition to Adult Care for Patients with Sickle Cell Disease (SCD)*
- **Abhinav Grover, MBBS, MD, MS** (and Tamara Giorgadze, MD, PhD), Medical College of Wisconsin, *Reducing racial disparities in cervical cancer: Assessment of factors affecting vaccination rates, access to cytology and human papillomavirus (HPV) screening with histopathological correlation*
- **Alexander Ladenheim, MD** (and Nam Tran, PhD), University of California Davis Health, *Removing Race from the Calculation of eGFR: Outcomes*
- **Kellie Mullany** (and Samar Hegazy, MD, PhD), The Carle Illinois College of Medicine, *Bridging the gap of pathophysiology and social determinants of health in medical education: A study on student learning of disease pathogenesis and its relation to social determinants of health using concept maps*
- **Mesut Toprak, MD** (and Lynne Opitz, MD), Northwell Health Staten Island University Hospital, *Development of an online training module to reduce blood product wastage*

**Society of '67**

**2022 Trainee Project Grant Recipients**

 	 	 	 	 
<p><b>Abhinav Grover, MBBS, MD, MS</b>  <i>Reducing racial disparities in cervical cancer: Assessment of factors affecting vaccination rates, access to cytology and human papillomavirus (HPV) screening with histopathological correlation</i></p>	<p><b>Alexander Ladenheim, MD</b>  <i>Removing Race from the Calculation of eGFR: Outcomes</i></p>	<p><b>Kellie Mullany</b>  <i>Bridging the gap of pathophysiology and social determinants of health in medical education: A study on student learning of disease pathogenesis and its relation to social determinants of health using concept maps</i></p>	<p><b>Mesut Toprak, MD</b>  <i>Development of an online training module to reduce blood product wastage</i></p>	<p><b>Shuyu E, MD, PhD</b>  <i>Alloimmunization after Transition to Adult Care for Patients with Sickle Cell Disease (SCD)</i></p>



### THE SOCIETY OF '67 REPORT - APC'S PHILANTHROPIC ARM *continued*

In 2017, the **Thomas D. Kinney Scholars** program was the first program launched by the Society of '67 and was renamed, in 2021, to memorialize Dr. Thomas D. Kinney, who was especially committed to education and training, one of the founders of APC, and a legendary pathologist and mentor to many. In 2022, the Society of '67 covered \$35,000 in registration, lodging, and travel costs for 20 promising medical students and residents selected from a competitive application process to attend the APC 2022 Annual Meeting in Chicago and gain invaluable exposure to academic leadership.

The Kinney Scholars kicked off their in-person conference week with an orientation to the Society of '67 Board members, who served as mentors and provided advice on engaging with session programming and the leadership of the academic pathology community. Throughout the sessions and gatherings over the next four days, the Kinney Scholars participated and asked relevant questions from the trainee perspective and concluded their experience by debriefing with the Society of '67 Board.

**Named Sponsors of Kinney Scholars:**  
1 and 10: Cheryl Hianau, MD  
2: L. Maximilian Buja, MD  
3 and 9: Robert Hoffman, MD, PhD  
4 and 7: Lydia Howell, MD  
5: Barbara Ducatman, MD  
6 and 11: The APC Senior Fellows Group

## Society of '67 2022 Kinney Scholars

### Medical Students

 <b>Basma Al Masraf</b> <sup>1</sup>			<b>Laura Molina, PhD</b> <sup>4</sup> 
 <b>Nicole Fye</b>			<b>Sanika Satoskar, MPH</b> 
 <b>Jerome Givi, MPH</b> <sup>2</sup>			<b>Jerry Saunders II, PhD</b> 
 <b>Emily Hatheway</b> <sup>3</sup>			<b>Alex Tannenbaum</b> <sup>5</sup> 
 <b>Saumya Kasliwal</b>			<b>Karen (Kay) Tew</b> <sup>6</sup> 

### Pathology Residents

 <b>Adeyinka Akinsanya, MBBS</b>			<b>Arkar Htoo MD</b> <sup>10</sup> 
 <b>Ahmad Alshomrani, MBBS</b> <sup>7</sup>			<b>Constantine Kanakis, MD</b> 
 <b>Ji Dong Bai, MD</b> <sup>8</sup>			<b>Vivian Tang, MD</b> 
 <b>Meagan Chambers, MD</b> <sup>9</sup>			<b>Burak Tekin, MD</b> <sup>11</sup> 
 <b>Luiz Paulo De Lima Guido, MD</b>			<b>Mary Torrez, MD</b> 



## THE SOCIETY OF '67 REPORT - APC'S PHILANTHROPIC ARM *continued*

Comments from Kinney Scholars on attending the APC 2022 Annual Meeting in Chicago:

- “Our opening session of mentorship with the Society of '67 Board members was extremely considerate, and I was touched by how these board members took the time to sit with us, get to know us, and answer our questions. As a first-generation medical student, it has been difficult, and often daunting, to navigate the medical field and seek out mentorship opportunities. The Society of '67 Board did a fantastic job of creating an open and welcoming environment for us to ask questions not only during the conference but even afterwards. I am looking forward to seeing familiar faces as I attend future pathology meetings and am grateful to the APC for allowing this opportunity for mentorship.”
- “Attending this meeting made me realize just how cohesive and passionate the APC members from all corners of the country are about educating their trainees. This is the first national meeting I have attended for which the sole focus was not to present research or one group/individual's idea, but to foster discussion amongst like-minded individuals with shared goals. To me, that is very special and unique, and is a great model for fields to progress together in unity.”
- “I have never experienced a conference like this one, whose mission is primarily to bring people together for discussion, debate, and mutual support across the large and varied field of pathology. It was eye-opening to hear from people's experiences at programs large and small, academic or community, urban or rural, and how the same regulatory policies of funding and education impact programs very differently. I also appreciated hearing the perspectives of the administrators and coordinators who help keep the programs running. This was a unique look behind the scenes at how programs are run and how decisions are made about medical education, residency training, and updates to the practice of pathology including how we incorporate technology into our workflow.”
- “I could pick on fascinating and educational aspects of all the sessions I attended, but all of this was capped off by the wonderful people I met at the conference. As I said earlier, this was a meeting of like-minded people, and it showed. The faculty were comfortable in each other's company and extended to us scholars. From medical students to residents, faculty, program coordinators, and administrative staff, everyone was willing to interact and was easy to converse with. The Kinney scholar group was a tight-knit bunch, and I forged solid friendships with my peers and exchanged ideas and perspectives from multiple residency programs, bringing those ideas back home to improve things in my program.”

Since the program's inception in 2017, there have been a total of 95 Kinney Scholar Award recipients (37 medical students and 58 residents), selected from many APC member institutions. Additionally, upon the suggestion of Kinney Scholars in 2020 to continue in some form of service to APC year-round, several Scholars have participated voluntarily on APC's Committees, providing a valuable trainee perspective and contributing to (and sometimes leading!) specific projects of the committees.



**THE SOCIETY OF '67 REPORT - APC'S PHILANTHROPIC ARM** *continued*

APC COMMITTEE	2022 KINNEY SCHOLARS <i>(Previous Kinney Scholars are italicized)</i>
<b>UME Committee</b>	<ul style="list-style-type: none"> <li>■ Basma Al Masraf - 6<sup>th</sup> year DO/PhD student (Michigan State)</li> <li>■ Alex Tannenbaum - MS4 (Univ of Wisconsin)</li> <li>■ Jerome Givi, MPH - MS3 (WVU)</li> <li>■ <i>Ashley Barlev - 7<sup>th</sup> Year MD/PhD Student (Northwell)</i></li> <li>■ <i>Robert Christian, MD - PGY4 (OHSU)</i></li> </ul>
<b>LD&amp;D Committee</b>	<ul style="list-style-type: none"> <li>■ Ahmad Alshomrani, MD - PGY3 (Univ of Nebraska)</li> <li>■ Luiz Paulo De Lima Guido, MD - PGY4 (Univ of Miami)</li> <li>■ Sanika Satoskar, MPH - MS4 (Northeast Ohio Medical Univ)</li> <li>■ Jerry Saunders, PhD - MS4 (Univ of Rochester)</li> <li>■ Burak Tekin, MD - PGY4 (Mayo Clinic)</li> </ul>
<b>GME Committee</b>	<ul style="list-style-type: none"> <li>■ Adeyinka Akinsanya, MBBS - PGY3 (Indiana Univ)</li> <li>■ Meagan Chambers, MD - PGY3 (Univ of Washington)</li> <li>■ Arkar Htoo, MD - PGY3 (Albany Medical Center)</li> <li>■ <i>Kenechukwu Ojukwu, MD - Surg Path Fellow (Cedars-Sinai)</i></li> <li>■ <i>Amanda Herrmann, MD, PhD - PGY4 (UT Houston/McGovern)</i></li> <li>■ <i>Maryknoll Linscott - 6<sup>th</sup> Year MD/PhD Student (Penn State)</i></li> </ul>
<b>Research Committee</b>	<ul style="list-style-type: none"> <li>■ Emily Hatheway Marshall, MS4 (Duke Univ)</li> <li>■ Nicole Fye - MS2 (Penn State Health)</li> <li>■ Laura Molina, PhD - MS4 (Univ of Pittsburgh)</li> <li>■ <i>Cullen Lilley - MS4 (Loyola/Chicago)</i></li> <li>■ <i>Wesley Wang - 5<sup>th</sup> Year MSTP (Ohio State)</i></li> <li>■ <i>Maryknoll Linscott - 6<sup>th</sup> Year MSTP (Penn State)</i></li> </ul>

Below is a list of APC activities in which Kinney Scholars and other Society of '67 program awardees have participated:

- APC Virtual Open House for Medical Students (since 2021).
- APC Town Hall on Implementing the New Non-Race-Based eGFR Equation (February 8, 2022), APC representation included Alexander Ladenheim, MD (University of California, Davis) who received a Society of '67 Trainee Project Grant in Health Services Research in 2022.
- First authorships on publications:
  - ▶ The Implementation and Effectiveness of PathElective.com (first published April 9, 2021 in *Academic Pathology*; <https://doi.org/10.1177/23742895211006829>), as an Open Access Award recipient, Cullen Lilley (Loyola University), co-founder, who was also both a Kinney Scholar and a recipient of a Trainee Project Grant in Health Services Education in 2021.



## THE SOCIETY OF '67 REPORT - APC'S PHILANTHROPIC ARM *continued*

- ▶ The Pathology Fellowship Application Crisis: The Current State and Suggestions For Remediation (first published June 25, 2022 in *Academic Pathology*; <https://doi.org/10.1016/j.acpath.2022.100029>), Amanda Herrmann (McGovern Medical School), who was a Society of '67 Kinney Scholar in 2020.
- AAMC Virtual Specialty Forum (since 2021).
- AAMC Organization of Resident Representatives (ORR), Robert Christian, MD (Oregon Health & Science University) and Evelyn Ilori, MD, PhD (University of Texas Southwestern).

**The PDAS Fellowship Program** was conceptualized in 2019 by an anonymous donor and accelerated with additional funding from a corporate sponsor (Coronis) in 2020 to formally launch in 2021. In 2022, the Society of '67 PDAS Fellowship Program provided an opportunity for a new Associate PDAS Member to attend the APC Annual Meeting by covering the cost of a meeting registration and engaging with PDAS Council members and mentors. Additionally, one Society of '67 PDAS Fellow every year is designated as the "Marty Lawlor PDAS Fellow" to honor and memorialize the legacy of a beloved colleague and friend of the academic pathology community.

## Society of '67 2022 PDAS Fellow

**Yasmeen Majoka**  
2022 Marty Lawlor PDAS Fellow



 COLUMBIA  
COLUMBIA UNIVERSITY  
IRVING MEDICAL CENTER

Comments from the Society of '67 PDAS Fellow on attending APC 2022:

- "My overall thoughts of my introduction to the PDAS section and the larger APC organization are that even within Pathology and Laboratory Medicine, institutions are structured differently across the country. Yet, members from these institutions are able to come together and share their ideas with one another so freely in a safe, respected environment."



## THE SOCIETY OF '67 REPORT - APC'S PHILANTHROPIC ARM *continued*

- “Although the topics and content of the presentations were informative, the most valuable aspect of the conference again was the connections established with experienced pathology administrators, who were very willing share their experiences. Open and honest discussions among professionals with shared goals and woes, who believe in sharing their experiences to support career advancements of those following in their paths, were most impressionable from the conference.”

Finally, thank you to the Society of '67 Board Members in 2022 for their generosity, time in reviewing and selecting recipients, advisement on the governance and oversight of the Society of '67, and encouragement for others to donate and invest in the academic pathology pipeline!

- Lydia Howell, MD (APC President - S'67 Chair until July 19, 2022) - Chair, University of California Davis
- David Roth, MD, PhD (APC Secretary-Treasurer - S'67 Treasurer until July 19, 2022) - Chair, University of Pennsylvania
- Dani Zander, MD (APC President- S'67 Chair since July 19, 2022) - Chair, University of Cincinnati
- Jennifer Baccon, MD, PhD (APC Secretary-Treasurer - S'67 Treasurer since July 19, 2022) - Chair, Northeast Ohio Medical University
- David Bailey, MD - Senior Fellow, University of California San Diego
- L. Maximilian Buja, MD - Senior Fellow, University of Texas Health Science Center at Houston
- James Crawford, MD, PhD - Chair, Northwell Health
- Cheryl Hanau, MD - Chair, Drexel University
- Robert Hoffman, MD, PhD - Program Director, Vanderbilt University
- Harry Pukay-Martin (Secretary) - Retired PDAS, formerly at the Ohio State University
- Fred Sanfilippo, MD, PhD - Senior Fellow, Emory University
- Charles Timmons, MD, PhD - Program Director, University of Texas Southwestern/Texas Children's Hospital



## THANK YOU TO THE GENEROUS DONORS IN 2022 AND LIFETIME MEMBERS!

<b>BENEFACTORS</b> (\$100,000-\$249,999)	<ul style="list-style-type: none"> <li>■ David N. Bailey, MD</li> <li>■ Dr. &amp; Mrs. James M. Crawford</li> <li>■ Fred P. Sanfilippo, MD, PhD, <i>in honor of Dr. Thomas D. Kinney</i></li> </ul>
<b>SAPPHIRE LEVEL</b> (\$25,000-\$49,999)	<ul style="list-style-type: none"> <li>■ Barbara S. Ducatman, MD</li> </ul>
<b>PEARL LEVEL</b> (\$10,000-\$24,999)	<ul style="list-style-type: none"> <li>■ Anonymous Donor of Senior Fellow 2021-2022 Matching Challenge</li> <li>■ L. Maximilian Buja, MD</li> <li>■ Cheryl Hanau, MD, <i>in memory of Dr. Michele Raible</i></li> <li>■ Robert D. Hoffman, MD, PhD</li> <li>■ Tristram Parslow, MD, PhD</li> <li>■ Harry E. Pukay-Martin, MBA, CPA, FHFMA</li> </ul>
<b>GOLD LEVEL</b> (\$5,000-\$9,999)	<ul style="list-style-type: none"> <li>■ APC Senior Fellows Group</li> <li>■ Lydia P. Howell, MD</li> <li>■ Rebecca L. Johnson, MD</li> <li>■ Dani and Erik Zander, <i>in memory of Rona and Ron Swartz</i></li> <li>■ David and Judy Wilkinson</li> </ul>
<b>SILVER LEVEL</b> (\$1,000-\$4,999)	<ul style="list-style-type: none"> <li>■ Charles E. Alpers, MD</li> <li>■ Scott Anderson</li> <li>■ Michael J. Borowitz</li> <li>■ David M. Engman</li> <li>■ Robert Folberg</li> <li>■ Jeffrey Golden</li> <li>■ J. Charles and Yvonne Jennette</li> <li>■ Jenny Libien, MD, PhD</li> <li>■ Mary F. Lipscomb, MD</li> <li>■ Chen Liu</li> <li>■ Douglas C. Miller, MD, PhD</li> <li>■ Kathleen T. Montone, MD</li> <li>■ Deborah Powell, MD, <i>in memory of my medical school classmate and friend, Ron Weinstein</i></li> <li>■ Suzanne Z. Powell, MD</li> <li>■ Michael Shelanski</li> <li>■ Charles Timmons, MD, PhD</li> </ul>
<b>BRONZE LEVEL</b> (\$500-\$999)	<ul style="list-style-type: none"> <li>■ Anonymous</li> <li>■ Jennifer Baccon</li> <li>■ Michael J. Borowitz</li> <li>■ Stanley Hamilton, <i>in memory of Dr. John H. Yardley</i></li> <li>■ Nancy Joste, MD</li> <li>■ Mary Ann Sens</li> <li>■ Robert H Tessier</li> </ul>
<b>CONTRIBUTORS</b> (up to \$499)	<ul style="list-style-type: none"> <li>■ John Baci, <i>in honor of our dear friend, Marty Lawlor</i></li> <li>■ Beth Hansell, <i>in honor of a great mentor, Marty Lawlor</i></li> <li>■ Patricia Latham</li> <li>■ Joann Li, <i>in honor of Marty Lawlor</i></li> <li>■ Wesley Naritoku</li> <li>■ Daniel &amp; Robin Remick</li> <li>■ Susan J. Roe</li> <li>■ Thomas M. Wheeler, MD</li> </ul>

To contribute or read more about the Society of '67 programs, award recipients, and donors go to: [www.apcprods.org/Societyof67](http://www.apcprods.org/Societyof67).



# A WORLD LEADER IN VIRTUAL PATHOLOGY EDUCATION – NOW A PARTNER WITH APC

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## OUR STORY

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“PathElective started as a means of helping students continue clinical pathology training during the pandemic, but it has become so much more. It is now a home for educational content creators, a space to share resources, and most importantly, a space to grow. Whether you are a medical student, a student in health sciences, a pathology resident, a trainee in medicine, or even a patient, we have worked hard to seek out master educators across the various disciplines in pathology and laboratory medicine to bring you a free, accessible, modular adjunct to your pathology education.

We are proud to continue our mission as an official publication of the Association of Pathology Chairs”

- Cullen Lilley and Kamran Mirza, Cofounders of PathElective.com

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SUPPLEMENT YOUR COURSE MATERIALS.  
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