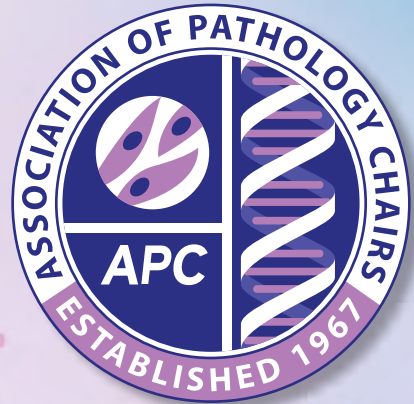


# Paths To Progress



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





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# ACADEMIC PATHOLOGY

*Academic Pathology* is the official open-access journal of the **Association for Academic Pathology**, 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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## PRESIDENT'S MESSAGE



Michael Laposata, MD, PhD

### A Warm Welcome to the Association of Pathology Chairs!

I hope this message finds you in good health and high spirits. It is with great enthusiasm that I extend a warm and heartfelt welcome to the Association of Pathology Chairs (APC). As this year's APC President, I am excited to personally invite you to become more closely engaged with our esteemed group.

In the field of pathology, many of us belong to societies that cater to our unique interests and subspecialties within this diverse discipline. As membership dues and meeting expenses for multiple societies within our field began to accumulate for me, I found myself trying to identify the one pathology society where I could easily connect in a single annual meeting with many like-minded colleagues, gain insights into changes in the field, and meet individuals who are driving positive change.

I came to realize that the group that meets all these goals is the Association of Pathology Chairs, and it has indeed turned out to be the perfect answer for me. Despite its name, which once suggested exclusivity for department chairs, I realized that this organization now is a base for all who are involved in the field of pathology, regardless of their roles. In fact, the APC is currently undergoing a significant rebranding to emphasize inclusivity for everyone, no matter what you do, in the realm of pathology.

The APC has evolved to address the ever-changing landscape of pathology, recognizing the need for adaptation to remain indispensable. One of the most significant shifts is the integration of artificial intelligence into microscopic diagnosis. An airplane relies on electronic systems, but all would consider it unreasonable to imagine a flight without a pilot in the cockpit. Similarly, the public and the medical profession understand that instruments alone cannot interpret biopsies because of the enormous consequences of a diagnostic error. Hence, the question before us at the moment is "How can



### PRESIDENT'S MESSAGE *Continued*

we effectively incorporate artificial intelligence to enhance our diagnostic accuracy, reduce errors, and expedite our work?" The APC is actively addressing these vital questions through its Practice and Management Committee, with a keen focus on improving patient care and the efficiency of pathologists.

In addition, the APC boasts an expert group of pathology administrators who stay abreast of reimbursement policies and regulatory requirements. These individuals ensure appropriate compensation while the diagnostic process becomes more robust. Along with the pathology administrators, the APC has an advocacy group that makes it abundantly clear to all that the diagnostic expertise of pathologists in all our anatomic and clinical pathology service lines is crucial for successful clinical outcomes.

For those of you who are educators in the field of pathology, the APC has several major avenues to support your work. There are dedicated committees to address both undergraduate and graduate medical education in our field. Regardless of whether there's a named Pathology course, we are still the principal teachers of the pathogenesis of disease, the microscopic appearance of diseases, and the changes in the composition of bodily fluids with disease. APC's Undergraduate Medical Educators Section (UMEDS) and the Undergraduate Medical Education Committee continuously advocate for professional development and improved representation of Pathology in medical education through their programming and content.

More recently, the APC has begun to acknowledge the contributions of the finest educators in our field through its new Academy of Distinguished Pathology Educators, which collaborates with APC's committees and sections to perform studies and address identified needs across the continuum of medical education.

In addition to medical students, the APC is continuously addressing issues related to the optimal education of pathology residents, as we consider the expected changes in pathology practice in the future. For many years, the APC has been the "home" of the pathology residency program directors (PRODS), and more recently the program coordinators (GMEAS) and fellowship program directors (FDAHC), providing robust and interactive forums between these leaders in graduate education. APC's Graduate Medical Education Committee, in concert with APC's Fellowship Directors Ad Hoc Committee (FDAHC), is very engaged in the optimization of the recruiting process of candidates for pathology fellowships. The Residency Curriculum Working Group is active on curricular changes to advance the concepts of graduated responsibility and competency-based education in pathology.



## PRESIDENT'S MESSAGE *Continued*

To support our many educational endeavors and administrative strengths, the APC sponsors the journal, *Academic Pathology*, which contains peer-reviewed articles related to research in education, as well as innovations in management and clinical service.

The APC Research Committee has recently collected data to understand and better support the scholarly output of investigators, in both clinical and basic research. These scientists with appointments in pathology departments enjoy the unique advantage of being in a basic science department, which also generates revenue through clinical services. There is a major effort to determine how pathology departments can link anatomic pathologists and clinical pathologists to their full-time investigators.

In addition to all these valuable initiatives, the APC is proud of its remarkable diversity, encompassing virtually all demographics within the medical community. We also benefit enormously from the advice and support of dozens of retired chairs known as the senior fellows who are eager to actively mentor younger pathologists. The Academic Pathology Leadership Fellowship (APLF) program is a shining example of APC's focus on training individuals aspiring to be leaders in our field.

Taken together, the APC stands as an invaluable professional community to connect you with every facet of academic pathology, whether you are a trainee, an administrator, or a faculty member. It is essential to highlight that the APC is expanding its horizons and becoming far more inclusive than it has ever been. We eagerly anticipate your presence at our meetings and your active participation in activities that align with your specific interests at the national level.

I encourage you to embark on this journey with us, as together we continue to advance the field of pathology and shape its future. If you have any questions or if there's anything we can assist you with, please do not hesitate to reach out. Your engagement with the APC is highly valued, and we look forward to welcoming you into our vibrant community.

Warm regards,

Michael Laposata, MD, PhD  
*President, Association of Pathology Chairs*





### ADVOCACY COMMITTEE REPORT

By Steven Kroft, MD and Lydia Howell, MD – *Advocacy Committee Chair and Deputy Director*



Steven Kroft, MD



Lydia Howell, MD

The year 2023 marked a year of progress in consolidating the transition to the new structure and function of the Advocacy Committee. Our overarching goal has been to create a sustainable infrastructure to meaningfully advocate on issues that are important to our membership. Our advocacy is both outward facing (e.g., directed toward legislators, regulatory agencies, the public, accrediting or certifying bodies, etc.) and 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 now 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 continue to support or collaborate with other organizations on issues that are more general to the field. Finally, we are shifting from a largely reactive stance to one that is more proactive, with continuous longitudinal attention to executing on APC's standing advocacy priorities. Last year, the Advocacy Committee developed a set of short-term goals that focused on operationalizing this vision, and a key element of this was integration of APC's new Deputy Director, Lydia Howell, MD, into the routine operations of the Advocacy Committee. She is functioning as an internal and external liaison, and also as a key support in developing and drafting policy positions and communications. We have also successfully reconstituted the committee membership to consist of individuals experienced with advocacy, with diverse areas of expertise, and with relationships to other organizations in pathology and lab medicine. Finally, we have explicitly organized our effort and external positioning as the representative of academic pathology and laboratory medicine.

As it turned out, we were presented with the perfect test case for our new advocacy structure and function in 2023, in the form of the dramatic evolution on the issue of laboratory developed test (LDT) regulation. Knowing that the Food and Drug Administration (FDA) was in the process of preparing a draft rule for oversight of LDTs, we had two face-to-face meetings with top FDA officials to discuss the issue and whether we could work together to develop a rule that accomplished FDA's goals without catastrophically disrupting the practice of pathology and laboratory medicine in the United States. The Advocacy Committee Chair and Vice Chair, APC's Executive Director and Deputy Director, and key department representatives participated in these important discussions. While the outcome of the meetings wasn't what we had hoped, they helped us to better understand the FDA's perspective and



## ADVOCACY COMMITTEE REPORT *Continued*

knowledge gaps. On October 4, 2023, the FDA released its draft rule, which dropped like a bomb on the clinical laboratory industry. The 60-day comment period that followed the release of the draft was a period of intense activity for APC advocacy, which demonstrated the nimbleness of our new structures and personnel. Leveraging the diverse expertise and perspectives of our committee members, and working hand-in-glove with our Deputy Director, we crafted a message to our members providing them a framework and encouragement for crafting their own institutional responses to the FDA. This was followed by the construction of APC's official comment to the FDA, which was successfully submitted before the comment period closed on December 4th. During this period, we also engaged in multiple discussions with other stakeholders both within and external to the laboratory industry, including supporting the Association for Molecular Pathology's draft legislation for CLIA modernization to address the FDA's concerns regarding LDT oversight. We await the final FDA rule, targeted for an April 2024 release, to see whether our advocacy and that of many, many other individuals and organizations has helped to modify the FDA's proposed approach to LDT regulation. Whatever the outcome, we are preparing contingency plans for the next phase of our advocacy on this issue.

You may recall from last year's report that we were also active in 2022 in opposing a provision in a set of proposed CLIA updates by CMS that would have considered a nursing degree equivalent to clinical laboratory sciences training for the purposes of performance of high-complexity testing. After waiting the entire calendar year of 2023 for the outcome of this advocacy, in January 2024, we learned that this proposal was removed from the CLIA updates.

### **Other advocacy-related activities in 2023 included:**

- APC representation to the CAP National Pathology Organization meeting in February 2023 by Dr. Howell, Dr. Kroft, and Ms. Markwood.
- A dinner meeting at the APC Annual Meeting in July 2023 with Danielle Turnipseed, JD, MHSA, MPP, Chief Public Policy Officer for the AAMC, and Leonard Marquez, Senior Director of Government Relations and Advocacy for the AAMC. Attendees included Dr. Howell, APC Past-President Dr. Dani Zander, Dr. Nitin Karandikar, Dr. Doug Miller, and Dr. Kroft. Ms. Turnipseed and Mr. Marquez attended the Annual Meeting to receive the biannual "Friends of Pathology Award" on behalf of AAMC. Topics of discussion at the dinner included exploring areas of common interest and potential collaboration with AAMC in the advocacy for medical education, academic practice, and research.
- A highly successful advocacy session at the APC Annual Meeting entitled "Advocating Within Your System: Stewarding Precision Medicine Testing."
- Participation by Dr. James Crawford, Dr. Kroft, and Ms. Markwood in the Medical and Public Health Laboratory Workforce Coalition.

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 yet untitled Advocacy session at the APC Annual Meeting in July, which will focus on introducing the tools and methods each of us should have in our toolboxes to effectively advocate to various entities that play a role in the fates of our departments, our institutions, and our profession. Hope to see you all there!



### GRADUATE MEDICAL EDUCATION (GME) COMMITTEE REPORT

By Douglas Miller, MD, PhD and Eyas Hattab, MD – *GME Committee Chairs*



Douglas Miller, MD, PhD

For the period January 1, 2023 through August 21, 2023, the GME Committee was chaired by Dr. Douglas Miller, Chair of Pathology & Anatomical Sciences at the University of Missouri; after August 21, Dr. Miller stepped down from chairing his department and the Committee's Vice Chair, Dr. Eyas Hattab, Chair of Pathology at the University of Louisville, became GME Committee Chair. Dr. Miller obtained Senior Fellow status with the APC and has remained on the GME Committee. This report is jointly prepared by Drs. Miller and Hattab.

Other leadership transitions include the appointment of Dr. Jennifer Laudadio as the new Vice Chair of GME Committee in October 2023 and Dr. Paul Staats succeeding Dr. Cheryl Hanau as the Fellowship Directors Ad Hoc Committee (FDAHC) Chair in February 2023.

#### ***In 2023, the GME Committee retained its major strategic focus on three issues:***

- The fellowship application process;
- The competency-based education in pathology residency, including increasing resident autonomy and graduated responsibility; and
- Increasing diversity, equity, and inclusion in pathology residencies. The latter has been a shared effort with APC's Leadership Development and Diversity Committee, and they have assumed the primary role.



Eyas Hattab, MD, MBA

On the fellowship application process, the Committee continued to work closely with the FDAHC Chair, Dr. Staats, who has officially joined the ranks of the GME Committee. FDAHC worked on improving the function of the Common Timeline based on participants' feedback, clarified rules of engagement, enhanced communication with applicants and programs, and enriched the surgical pathology information available through the APC website.



## GRADUATE MEDICAL EDUCATION (GME) COMMITTEE REPORT *Continued*

Cytopathology, dermatopathology, molecular pathology and several surgical pathology subspecialties participated in a Common Timeline for the 2025/26 recruitment season. Dr. Staats and the FDAHC surveyed residents and fellowship program directors after the Common Timeline process was completed in late October 2023, as they had done in 2022. The 2023 survey results were more encouraging than those from 2022 regarding the number of programs accepting and adhering to the Common Timeline, but there was increased interest by fellowship program directors for a formal match. For more details, please see the FDAHC report on page 8.

The Residency Curriculum Working Group (RCWG), established by Dr. Miller in 2022 as a subsidiary of the GME Committee, continued its work on revising and developing a core residency curriculum. Following the 2022 APC Annual Meeting, discussions evolved from shortening 4-year AP/CP training to 3 years, or of altering curricula to foster subspecialization within the 4-year curriculum, to competency-based training, the process through which residents are granted greater autonomy based on uniform measurable competencies. These efforts are supported by the leadership of the American Board of Pathology who are represented on the RCWG. In fall 2023, the RCWG constructed a survey for residency programs to try to assay the “landscape” of what programs were already permitting residents to do by oversight alone at some point in their education (graduated responsibility, competency and autonomous pathology resident practice). The results from that survey were collated (29 programs reporting) in December and the RCWG is preparing a report for the GME Committee for February or March 2024. This is anticipated to also result in a publication in *Academic Pathology*. Competency-based training is also likely to be the focus of GME Committee programming in the 2024 APC Annual Meeting.

Finally, our work on the GME Committee would not have been possible without the dedicated support of the APC staff and the committee members. Chairs interested in serving on the GME Committee are encouraged to contact the APC office.



### FELLOWSHIP DIRECTORS AD HOC (FDAHC) COMMITTEE

By Paul Staats, MD – *Fellowship Directors Ad Hoc Committee Chair*



Paul Staats, MD

In May 2013, in cooperation with the Association of Directors of Anatomic and Surgical Pathology (ADASP), APC created the Fellowship Directors ad hoc Committee (FDAHC) for the purpose of exploring issues in common and serving as a vehicle for communication between programs and the APC, as well as other pathology organizations. Committee members, representing each subspecialty area, are 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. After 5 years of service as Chair, Dr. Cheryl Hanau turned over the committee to the leadership of Dr. Paul Staats this year.

#### ***The current committee members are listed below:***

| <b>SUBSPECIALTY</b>                | <b>FDAHC REPRESENTATIVE</b> |
|------------------------------------|-----------------------------|
| Blood Banking/Transfusion Medicine | David Oh                    |
| Chemical Pathology                 | Beverly Handy               |
| Clinical Informatics               | Bruce Levy                  |
| Cytopathology                      | Vanda Torous                |
| Dermatopathology                   | Jane Messina                |
| Forensic Pathology                 | Maura DeJoseph              |
| Hematopathology                    | Bachir Alobeid              |
| Medical Microbiology               | John Branda                 |
| Molecular Genetic Pathology        | Mark Ewalt                  |
| Neuropathology                     | Suzanne Powell              |
| Pediatric Pathology                | Mai He                      |
| Selective Pathology                | Paul Staats                 |

2023 marked another busy year for common approaches to fellowship recruitment with and across subspecialties. Key milestones included:

- Forensic pathology undertook its first fellowship match, under the National Resident Matching Program (NRMP), on May 1, 2023. 89% of programs participated. A subsequent applicant survey indicated a high level of applicant support for this approach, and program commitments for 2026-2027 indicate at least as many programs will participate next year.



## FELLOWSHIP DIRECTORS AD HOC (FDAHC) COMMITTEE *Continued*

- Hematopathology has organized a fellowship match of their own for the 2026-27 fellowship year, to be held May 1, 2025.
- Molecular genetic pathology joined dermatopathology, cytopathology, and several surgical pathology subspecialties in a Common Timeline.

The FDAHC also had a productive year supporting the subspecialty efforts. The FDAHC was instrumental in sharing progress and strategy between subspecialties this year, and in organizing the common timeline across the participating subspecialties. Cytology, dermatopathology, surgical pathology, and molecular pathology worked together under the auspices of FDAHC to revise the Common Timeline process to address program and applicant feedback, including shortening the initial offer window to 24 hours. These changes were met with positive feedback in subsequent surveys of programs and applicants. These subspecialties also created a shared written set of rules and guidelines for applicants and programs, and updated the code of conduct. While there were some remaining differences in approach between subspecialties, the collaboration allowed for a much more uniform experience for programs and applicants across the participating subspecialties.

The FDAHC worked to enhance communication about the common timeline system with applicants. FDAHC sponsored two live meetings to explain the system, and designed and posted an applicant tip sheet for navigating the process. FDAHC also provided written information to applicants at the USCAP and ASCP fellowship fairs. Similarly, a program tip sheet was provided to programs. The APC sponsors the website for surgical pathology subspecialties, and the website was overhauled to improve the user experience, particularly the real-time updates of program openings during offer week.

The FDAHC sponsored surveys of applicants after the 2022 and 2023 common timeline processes. Cytopathology, dermatopathology, and surgical pathology representatives also collaborated on a shared program survey. This survey data was essential to improving the success of the common timeline in 2023, and will help guide the approach to resident recruitment for 2024.

Most recently, the FDAHC arranged online match information sessions for subspecialty leadership, in which representatives from the NRMP and SF Match presented their match programs. These sessions proved valuable to better inform subspecialty leadership, as each of the common timeline subspecialties explores moving to a match for 2024.

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



### PRACTICE & MANAGEMENT (P&M) COMMITTEE REPORT

By Merce Jorda, MD, PhD, MBA – *P&M Committee Chair*



Merce Jorda, MD, PhD, MBA

Upon the election of Chen Liu to President-Elect of APC, as Vice Chair of the committee, Dr. Merce Jorda succeeded him in July 2023. The P&M Committee elected Dr. James Malter to serve as Vice Chair.

The committee continued working on the practice and management issues of greatest concern to academic departments of pathology and laboratory medicine. Three key issues this year were staffing shortages and retention of faculty and staff, the development of regulations concerning laboratory-developed tests (LDTs), and compensation and work effort benchmarking.

In 2023, APC joined the ASCP-led Medical & Public Health Laboratory Workforce Coalition, represented by Dr. Steven Kroft and Dr. James Crawford. Dr. Crawford also represents APC to the COLA-led Workforce Action Alliance. Both groups have successfully organized multiple stakeholder associations to collect data and best practices that address various aspects of workforce development. APC will continue to participate in their efforts in 2024.

With financial support from APC's Academic Mission Group Fund, the P&M Committee and the APEX Section initiated the 2022 Academic Pathology Faculty and Administrators Compensation Benchmarking Survey. This study is the first of its kind undertaken by APC, designed to confidentially collect data from participating departments and transform into a member-interrogated reporting system, when the data collection period is closed. Rather than reporting data once as a static presentation at the annual meeting or other venue, benchmarking data will be available to participating departments throughout the year and anonymized results will be sortable by a variety of self-selected metrics. APC expects this new survey platform to provide true added value to members as they seek useful comparative regional and national data to assist in recruitment, retention, and discussions with institutional leadership. Collection of 2023 data is expected to start in the first quarter of 2024. New features, based on committee feedback, will include a cost-of-living adjustment that can be toggled on when comparing results and new demographics to enhance filtering results by "like" institutions.

The P&M Committee is also engaged in ongoing discussions with Vizient to cooperate on custom anatomic pathology subspecialty benchmark reporting, as well as developing a model survey for clinical pathology benchmarking that can be added to the online benchmarking tool or used as a free-standing basis for national CP workload standards. This effort is being led by Dr. YanYun Wu and Dr. Morgan McCoy, with 10 participating institutions.

## PRACTICE & MANAGEMENT (P&M) COMMITTEE REPORT *Continued*

Working with the Advocacy Committee, the P&M Committee has been actively engaged on several practice issues, urging changes to legislation and agency policy that supports patient access to life-saving diagnostic tests. Most notably, APC is consistently responsive on the issue of the FDA's regulation of LDTs government relations offices to create awareness and support for positions that will positively impact academic practice and patient care. For more on APC's recent statements, visit [www.apcprods.org/statements](http://www.apcprods.org/statements).

### ***The P&M Committee's activities are anchored in its 2023-2025 strategic goals:***

- Explore the feasibility of establishing a formal academic pathology salary data collection/benchmarking process;
- Assess whether and how academic departments are getting paid for new consultation codes and digital pathology;
- Work with APEX to intentionally expand their membership and develop synergies with the committee;
- Support efforts to retain and recruit the academic laboratory workforce;
- Review the committee's operating procedures to ensure they accurately reflect its activities and goals.

For the 2024 Practice Session, the P&M Committee is working on the theme of *Impact of Digital Pathology and Artificial Intelligence for the Practicing Pathologist*. The 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 (CSLC) REPORT

By Karen Kaul, MD, PhD – *CSLC Committee Chair*



Karen Kaul, MD, PhD

The Clinical Service Leaders Committee (CSLC) continued to evolve throughout 2023 with some lively discussions on timely topics in academic pathology and laboratory medicine. The monthly meetings are organized by the committee's co-leaders, Dr. Karen Kaul, Dr. Aparna Mahajan and Dr. Lauren McVoy, and generally feature two discussion facilitators presenting their experiences on the topic and leading the ensuing discussion. Meeting topics and speakers in 2023 were:

- February 27, 2023 – featured Dr. Detlef Ritter and Dr. Christa Whitney-Miller presenting on managing sendout testing
- March 20, 2023 – featured Dr. Melissa Pessin and Dr. Nancy Miller presenting on managing operational staff
- April 17, 2023 – featured Dr. Liron Pantanowitz and Dr. Aziza Nassar presenting on digital pathology
- May 15, 2023 – featured Dr. Yael Heher presenting on AP faculty metrics
- August 21, 2023 – featured Dr. Chen Liu and Ms. Joann Li presenting on the new workload and benchmarking survey for faculty
- September 18, 2023 – featured Dr. Joan Cangiarella and Dr. Myra Wilkerson presenting on system expansion: addressing the complications of integrating academic and non-academic workforces
- October 16, 2023 – featured Dr. Guang-yu Yang and Dr. Deepthi Rao presenting on the topic of GI specialty, focusing on increasing volumes/complexity and staffing challenges in a subspecialized practice
- November 20, 2023 – featured Dr. Lydia Howell and Dr. Patricia Adem presenting and leading discussion on the proposed LDT oversight by the FDA
- December 18, 2023 – featured Dr. Linda Ernst presenting on the topic of the current state and challenges in placental pathology

There is interest among the committee members in publishing a white paper on the management of send-out testing. A working group to draft the paper will be established from members who volunteer. The committee is also interested in the benchmarking survey work of APC's Practice & Management Committee; in particular, several CSLC members have volunteered to support the CP survey model in development (see page 10 for more details).

For 2024, the CSLC co-leaders will continue soliciting suggestions for meeting topics and other activities from committee members. The next meeting will focus on implementation of pathology consultation codes. Other discussion topics under consideration are the current state of COVID testing and the 3-year doctoral degree in Clinical Laboratory Sciences. Departments who do not currently have AP or CP representatives to the CSLC are encouraged to nominate their AP and CP division directors or vice chairs to the committee by contacting [info@apcprods.org](mailto:info@apcprods.org)!



## LEADERSHIP DEVELOPMENT & DIVERSITY (LD&D) COMMITTEE

By Aryn Rojiani, MD, PhD - LD&D Committee Chair



Aryn Rojiani, MD, PhD

**"We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color."**

— Maya Angelou

APC's LD&D Committee has been actively engaged with activities that reflect the goals and objectives that were previously set by the committee.

The annual meeting allows us to showcase specific topics along the DEI spectrum through both the annual Patricia Thomas Lecture, as well as the panel discussion that follows. The 2023 theme was "Recognizing and Addressing Healthcare Disparities through the Lens of Academic Pathology". Moderated by Dr. Jenny Libien and me, the 2023 Patricia Thomas lecture was delivered by Dr. Roger Mitchell, Chair at Howard University and national expert on disparities in the justice and incarceration systems. Tapping into his significant experience as the Chief Medical Examiner for the District of Columbia, Dr. Mitchell presented an insightful review of the circumstances that contribute to death in custody, while also emphasizing the role of the medical examiner in ensuring accurate and complete documentation of causes and circumstances. This was followed by a very different perspective on healthcare disparities, this time regarding COVID-19 care. Dr. Ravindra Kolhe, Interim Chair at the Medical College of Georgia, shared his approach to reaching minority populations entitled "COVID-19 Minority Community-Based Health Care Initiative, Meeting People Where They Are: A Pathology Laboratory Perspective". The third speaker for the session was Dr. Geoffrey Baird, Chair of Laboratory Medicine and Pathology at the University of Washington. Dr. Baird spoke on the topic of "Health Disparities in Laboratory Reference Value Calculations", specifically addressing race as a factor in reference ranges. These sessions were well-received by meeting attendees and sparked many additional questions and conversations.

The leadership development activities of the LD&D Committee have focused primarily on the year-long APC Pathology Leaders Fellowship (APLF) program. This program will graduate its third cohort at the 2024 APC Annual Meeting. Averaging about 25 participants in each class, the program succeeded in giving



### LEADERSHIP DEVELOPMENT & DIVERSITY (LD&D) COMMITTEE *Continued*

mid-career faculty an opportunity to learn and prepare for their next academic leadership role. The APLF experience is bookended by in-person Pathology Leadership Academies (PLAs) that precede the APC Annual Meetings. This year, the PLA brought together the graduating class of 2022-23 and the entering class of 2023-24, along with other PLA-only participants, thus creating a welcoming environment for networking and collaboration. Our special thanks to Dr. Jennifer Hunt, Chair at the University of Florida Gainesville, for her excellent programming of the PLAs for several years, and to Ms. Joann Li, Chair of the APEX Section, for her preparation this year of a hands-on budgeting exercise in the PLA that was fun and educational.

The 2022-23 graduating class received their certificates and pins at the end of the event. The application period for the new class of fellows for 2024-25 opens in January and preparations are underway for the July PLA program in Washington, DC. My sincerest appreciation for the commitment and hard work of Ms. Madeleine Markwood, APC's Programs Manager, in keeping all aspects of the Fellowship organized and running so smoothly. It takes a village to raise a child and the APLF program, still in its early stages, could not continue to be as successful as it has been, without the passion and commitment of so many Chairs and Senior Fellows, who have all supported the program by sharing their time, experience, and expertise with the participants.

My special thanks to Dr. 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.

The committee's goal to develop a DEI Faculty Leaders Network (with participants designated by APC department chairs) under the auspices of the LD&D Committee, continues to make progress. Led by Dr. Libien and Dr. Deniz Peker-Barclift, and supported ably by Dr. Melvin Limson, APC's Director of Programs, the Network has already had several conversations seeking to define goals and activities, and to establish collaborations with other APC Sections.

For the 2024 APC Annual Meeting, the LD&D Committee is preparing a session on the topic of neurodiversity. I look forward to seeing you in July!

## DIVERSITY, EQUITY AND INCLUSION (DEI) FACULTY LEADERS NETWORK REPORT

By Deniz Peker Barclift, MD and Jenny Libien, MD, PhD – *DEI Faculty Leaders Network Co-Chairs*



Deniz Peker Barclift, MD

The new APC Diversity, Equity and Inclusion (DEI) Faculty Leaders Network was initiated in January 2023 to support the DEI efforts in academic pathology and is overseen by the Leadership Development and Diversity (LD&D) Committee. AAMC data suggests pathology is one of the most diverse specialties in medicine (<https://www.aamc.org/data-reports/workforce/data/table-12-practice-specialty-females-race/ethnicity-2018>). APC recognizes that a diverse workforce and an inclusive, respectful work environment serve to promote the missions of excellence in patient care and academic pathology. Each individual pathology department must identify its unique issues to address DEI effectively and to attain the healthiest workplace environment possible. While many pathology organizations have established committees and task forces dedicated to the DEI mission, the unique structure of APC serving leadership in academic pathology will enable this task force to work directly with the Department Chairs.



Jenny Libien, MD, PhD

The DEI Faculty Leaders Network was created to connect departmental DEI leaders (in pathology departments), develop and create educational sources, facilitate collaborations, and exchange ideas to promote diversity, equity, and inclusion in academic pathology. The group aims to foster and support a community of DEI leaders in pathology departments via virtual meetings and listserv communications to exchange ideas and share information.

In January 2023, the Chair members of APC were asked to appoint the appropriate faculty member to this new affinity group, which yielded 41 DEI representatives in the initial cohort. The group held its first meeting in March and discussed achievements and goals during this meeting, following introductions. Subsequently, Dr. Libien, Dr. Peker, and three volunteers surveyed the group later in the Spring to gather detailed information regarding the state of DEI in participating departments. According to the responses that were shared with the Network in September, there are notable differences between departments regarding the description of DEI leaders' roles and responsibilities, allocated budget, and protected time. Additionally, a social gathering with the APC LD&D Committee was organized during the APC Annual Meeting in Chicago in July 2023. Currently, plans are to meet virtually on a quarterly basis to discuss topics, including DEI in recruitment efforts, research collaborations, and grants. In addition, the APC DEI Faculty Leaders Networks listserv went live in September 2023, and the group has been actively discussing various interesting topics, exchanging ideas, and connecting directly with one another. We are looking forward to a productive year in 2024!



### RESEARCH COMMITTEE REPORT

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



Nitin Karandikar, MD, PhD

The overall goal of the APC Research Committee is to provide resources and information to enhance the research mission across departments of pathology.

#### **Some of the specific goals for 2023-2025 are:**

- Continue to develop content that supports recruitment of physician-scientists to pathology, and present this at relevant forums, including those organized by AAMC.
- Collect research-related survey data from academic pathology departments, both longitudinally (by repeating past surveys) and on timely issues as determined by the committee.
- 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.
- Evaluate the possible role and function of the PhD Program Leaders Committee to achieve goals of the Research Committee.

At the APC Annual Meeting held in Chicago (July 2023), the Research session focused on “Enabling and Incentivizing Research in Departments of Pathology”. We had conducted a survey related to this topic – and Dr. Edwin Monuki (UC Irvine) presented the survey results. In addition, we had five great (pre-recorded) talks from Drs. Cliff Harding (Case Western), Greg Tsongalis (Dartmouth), David Lonbard (University of Miami), Yuri Fedirow (UNC Chapel Hill), and Zaneta Nikolovska-Coleska (University of Michigan) leading to an informative discussion. Importantly, we received consistent feedback that Research sessions at APC should continue to tackle such “administrative” topics that would be helpful to broad range of departments and we will continue this approach for the upcoming annual meetings.

During 2023, members of the APC Research Committee have continued to participate in AAMC-hosted educational webinars promoting Physician-Scientist Training Programs. A workgroup of the Research Committee has developed a brief slide deck as part of a Pathology PSTP toolkit (hosted by AAMC) that is being used for these presentations and is available as a resource for use by others at: <https://students-residents.aamc.org/applying-residency/training-physician-scientist-pathology>.

In addition, we now have a listing of Pathology PSTP programs across the country, accessible at: <https://www.apcprods.org/PSTP-Pathology>.

Continuing from our recent experiences, the Research Committee brainstormed ideas for the 2024 Research Session and has honed in on the theme of “Innovating Research Infrastructure in Departments of Pathology.” A small workgroup of the committee is further developing this idea and we are lining up an exciting slate of speakers for another informative and interactive session.



## UNDERGRADUATE MEDICAL EDUCATION (UME) COMMITTEE REPORT

By Valerie A. Fitzhugh, MD – *UME Committee Chair*



Valerie A. Fitzhugh, MD

I have completed my first year as Chair of the UME Committee and I could not be happier with the progress of the committee and the committee members! In addition to other projects, we support authorship, submission and review of Educational Cases to Academic Pathology, and encourage APC members to submit cases for this important effort! I would like to thank my Vice Chair, Dr. Karen Thompson, Professor and Chair of the Department of Pathology at John A. Burns School of Medicine at the University of Hawaii. The committee and I have benefitted from her support and knowledge, as well as her passion as a medical educator.

Dr. Robert Christian (Society of '67 Kinney Scholar and former resident member of the UME Committee), and Dr. Richard Conran (Eastern Virginia Medical School) spearheaded the development of a white paper around Laboratory Medicine education. The paper is complete and has been accepted for publication! Congratulations to all who were involved in this critical project.

The first of the UME Committee's online laboratory medicine modules is ready for prime time! This project was initially spearheaded by Dr. Jennifer Baccon, current Secretary-Treasurer of the APC and former UME Committee Chair. Dr. Lynette Parker (USUHS), a member of UMEDS Council, has stepped up to complete work on this first module in a valuable educational series. The UME Committee recently viewed a demo of a Chemistry module and it is excellent! I cannot express enough gratitude toward all the APC members who worked to make this dream a reality.

It is no secret that we continue to face a nationwide shortage of pathologists, so it is crucial that we demonstrate to medical students the amazing career opportunities they could have if they joined our specialty. The UME Committee routinely discusses ways to make pathology education in the laboratory more accessible, if not 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 push needed to encourage medical students to consider a career in pathology. It's also important to go where the students are, and the UME Committee is considering how to increase content on social media platforms to advertise our specialty in a positive way, hopefully increasing student interest.



### UNDERGRADUATE MEDICAL EDUCATION (UME) COMMITTEE REPORT *Continued*

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 2023, entitled “Models for Supporting, Compensating and Advancing Medical Educators,” featured an engaging keynote from Dr. Majka Woods (University of Texas Medical Branch), who was joined by panelists Drs. Maria Soto-Greene (Rutgers New Jersey Medical School), James Crawford (Hofstra School of Medicine/Northwell Health), and Michael Prystowsky (Albert Einstein School of Medicine/Montifiore Medical Center). This panel was unique in that it included both Chairs and Dean-level administrators, who are engaged in supporting, compensating, and advancing medical educators. The session was extremely well-received.

The third annual AAMC Virtual Specialty Forum was held in March 2023. 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 platform, 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!

As undergraduate medical educators, we work hard every day to ensure excitement and interest from our students with the hope that they will join our incredible specialty. As Chairs, we want to provide resources for our educators to prepare our future colleagues for the steep educational curve which is pathology residency. However, it is clear that there are gaps in education between our students and the residents. This coming year’s annual meeting will focus on these gaps and how to bridge them with a session titled “Bridging the Gap from UME to GME.”

I am so excited to continue working with this incredibly engaged committee. We have a group of dedicated volunteers at all levels - faculty, residents, and students - whose engagement continues to make the dream work. I would be remiss if I did not send a heartfelt thank you to the APC staff, without whom what we do would not be possible. If you are interested in undergraduate medical education, please contact the APC office at [info@apcprods.org](mailto:info@apcprods.org). Undergraduate medical education is central to creating the pathologists of tomorrow, and we will gladly welcome all who wish to join us!

## SENIOR FELLOWS GROUP (SFG) REPORT

By David N. Bailey, MD and Tristram Parslow, MD, PhD – *SFG Chair and Secretary*



David N. Bailey, MD



Tristram Parslow, MD, PhD

The Association of Pathology (APC) Chairs Senior Fellows Group (SFG) was formally established in 2017 to recognize former academic pathology chairs who wish to remain active in APC by providing service to it. There are currently 66 members of the group. Memberships were initially granted in renewable three-year increments, but in February 2023 the Operating Procedures of the SFG were revised to allow time-unlimited membership, as long as the member biennially completes a fiduciary disclosure form and indicates desire to continue membership.

Mentorship of chairs and other pathology leaders is one of the chief missions of the SFG. Over the past year the SFG has launched a biographical directory profiling its members and highlighting areas of professional interest; leadership roles before, during, and after service as chair; honors and awards; professional achievements of which the member is most proud; and outside interests. This information may be particularly useful for APC members wishing to seek mentorship from SFG. The entries with contact information are located on the Senior Fellows Consult List at <https://www.apcprods.org/senior-fellows-contact> (behind member log-in).

During the 2023-24 year, eight SFG members have been matched to serve as mentors to new permanent or interim chairs. In Spring 2023, a mentee satisfaction survey was conducted and indicated that mentees found the experience to be a most rewarding one. A more comprehensive survey will be conducted in Spring 2024. In addition, the SFG is available to provide confidential consultation with more seasoned chairs who may be reluctant to seek advice from their sitting chair colleagues. In fact, although the SFG members have all been former pathology chairs, many subsequently became medical school deans, healthcare chief executive officers, chief medical officers, leaders of professional organizations, presidents of professional societies, and even university presidents. Thus, they constitute a diverse source of information, experience, and professional perspectives.

At the 2023 APC Annual Meeting, the SFG sponsored the Chairs Boot Camp on the topic of “Leading during Challenging Times: Promoting and Enhancing Department Resilience.” Panelists included David Bailey, moderator; Valerie Fitzhugh; Nancy Joste; Steven Kroft; Michael Laposata; Roger Mitchell; and Fred Sanfilippo. The 2024 SFG-sponsored boot camp will focus on “The Evolving Identity of Pathology” and will feature Fred Sanfilippo and Deborah Powell.

SFG members have also been active in a number of other APC programs and committees currently accounting for 4 of 10 APC Society of '67 Board members; 14 of 25 Academic Pathology Leadership Program (APLF) mentors; and 11 members of the editorial board of *Academic Pathology*, APC's journal. In addition, SFG members sit on a number of the APC standing committees, and the SFG continues to donate generously to the Society of '67 with three of its members being in the Benefactor category of membership.

The Seniors Fellows Group looks forward to continuing its support of the Association of Pathology Chairs in the upcoming year!

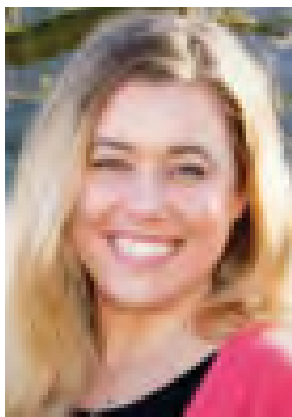


### MEMBERSHIP COMMITTEE REPORT

By Jennifer Wells Baccon, MD, PhD, MHCM and Amelia Stephenson – *Secretary-Treasurer/*  
*Membership Committee Chair and Member Services Manager*



Jennifer Wells Baccon, MD,  
PhD, MHCM



Amelia Stephenson

We are now in our second year as the APC Membership Committee. It has become clear that as pathology departments in academic institutions evolve, we no longer exist in a “one size fits all” model.

This past year, the Membership Committee used the updated Bylaws to review current and potential members to ensure that our member institutions are in the category that lets them most fully participate in APC activities. In our process, we first collect information about department composition, medical school affiliation, scholarly productivity, and a few other items, then come together to review the responses. The Membership Committee subsequently brings its recommendation to APC Council for final approval.

We have reached out to current affiliate member institutions to invite them to apply for regular membership if they are interested. If your institution is in this category and you have not seen our emails, we encourage you to get in touch with Amelia Stephenson, our Member Services Manager, at [info@apcprods.org](mailto:info@apcprods.org).

Our other main outreach effort has been to children’s hospital departments. With a few exceptions, this group of institutions has not traditionally been part of the APC membership. In our quest to be as inclusive as possible of departments that exist in the academic pathology sphere, early on in our outreach efforts, we engaged children’s hospital departments that fit APC’s membership criteria. We have successfully onboarded a few of these institutions already.

The work described above by the Membership Committee has increased the number of institutions that are members and has supported various affiliate members in becoming regular members. As we grow our numbers and provide opportunities for institutions to become more fully engaged with APC, we strengthen the organization. I want to thank the group of dedicated individuals participating on the Membership Committee and the support of the APC team. Through our work, we all are learning about the current membership structure in the APC and envisioning ways in which we might continue to evolve in the future. The process of reviewing applications has opened our eyes to the plethora of models of academic pathology departments. We have found that each department has a unique story, and we appreciate the richness of those diverse experiences as we come together as an association. It is an exciting time to be helping to shape our organization as we embrace the academic pathology environment of today.



## PATHOLOGY RESIDENCY PROGRAM DIRECTORS (PRODS) SECTION REPORT

By Deborah Chute, MD – PRODS Section Chair



Deborah Chute, MD

It is an honor to serve as the chair of PRODS Council for the 2023-2024 academic year. I am very grateful for the outstanding support provided by the APC staff, PRODS Council members, and the PRODS community over the last year; this job could not be done without this wonderful community. While this report will largely reflect on the last year, I hope you all share in my optimism and excitement for what is to come in 2024.

I wish to express my gratitude for the incredible work of Dr. Candice Black, who transitioned from Chair of PRODS Council to Immediate Past Chair in July 2023. On behalf of PRODS Council, we also thank Dr. Scott Anderson for his long-time service to the PRODS membership, who completed his term as Immediate Past Chair of PRODS Council this past July, and is now a PRODS Emeritus member. Dr. Sarah Caulkins served as Secretary through May 2023, at which time she stepped out of her role as Program Director at the University of California San Francisco, and thus resigned her role on PRODS Council. Dr. Thomas Cummings stepped into the role of Secretary in May 2023, and then was elected as PRODS Council Vice Chair in July 2023. Dr. Susanne Jeffus was elected PRODS Council Secretary in July 2023, vacating a general Member-at-Large position, and Dr. Madhurima Koka became PRODS Council Associate Secretary at that time, also transitioning from a Member-at-Large position. Dr. Von Samedi has continued in his role on PRODS Council as general Member-at-Large and as our Organization of Program Director Associations (OPDA) representative for Pathology. Dr. Juan Olano and Dr. Arwa Shana'ah were elected as PRODS Council Members-at-Large in 2023, and Dr. Tiffany Herbert was chosen as interim general Member-at-Large in August 2023, filling the position left vacant by Dr. Susanne Jeffus. Despite the transitions and shuffling of roles, PRODS Council leadership continues to represent you as residency Program Directors and Associate Program Directors. We encourage you to nominate yourselves and/or others to serve on PRODS Council as a wonderful opportunity to professionally develop with our national organization. The full PRODS Council and current terms can be found <https://www.apcprods.org/prods-council>.

One of the major initiatives and changes over the last year has been an update to the PRODS Operating Procedures, spearheaded by Dr. Candice Black (as Chair of PRODS Council) and Dr. Scott Anderson (as Immediate Past Chair of PRODS Council) in early 2023. A major component of this update included changing the titles and term lengths for the PRODS Council officer positions, along with an expansion of the member-at-large positions available.



### **PATHOLOGY RESIDENCY PROGRAM DIRECTORS (PRODS)** **SECTION REPORT** *Continued*

#### **THE CHANGES IN POSITIONS ARE AS FOLLOWS**

| <b>NEW POSITION TITLE</b>   | <b>OLD POSITION TITLE</b> | <b>NEW TERM LENGTH</b> | <b>PRIOR TERM LENGTH</b> |
|-----------------------------|---------------------------|------------------------|--------------------------|
| <b>Chair</b>                | Chair                     | <b>1 year</b>          | 2 years                  |
| <b>Vice Chair</b>           | Chair-Elect               | <b>1 year</b>          | 2 years                  |
| <b>Immediate Past Chair</b> | Immediate Past Chair      | <b>1 year</b>          | 2 years                  |
| <b>Secretary</b>            | Secretary                 | <b>1 year</b>          | 2 years                  |
| <b>Associate Secretary</b>  | Secretary-Elect           | <b>1 year</b>          | 2 years                  |
| <b>Member-at-Large (6)</b>  | Member-at-Large (4)       | <b>2 years</b>         | 2 years                  |

These changes were implemented for a variety of reasons, including working to increase participation in PRODS Council by general PRODS membership, increasing stability in PRODS Council Officer leadership, and better reflection of the work and roles of the positions. It is no surprise to anyone within Graduate Medical Education that the average Program Director position longevity has declined, and the new term lengths will allow PRODS members to better engage in leadership roles without concern that they will have to step out of succession plans if and when they step down as Program Director. These changes were approved by the PRODS general membership by special vote 2023, and are now in effect.

Another major initiative during 2023 was helping the PRODS community to prepare for the new ERAS application changes that went into effect for the 2023-2024 Match cycle. As part of this change, PRODS Council worked with ERAS to opt our specialty into using Program Signals for this academic year, allocating each applicant 5 signals to send to key programs for which they are interested in interviewing. In addition to content provided at the 2023 APC Annual Meeting, PRODS Council also hosted multiple virtual webinars to help Program Directors, Program Coordinators, medical school advisors, and students prepare for this transition. This included a webinar in January 2023 on “Upcoming Changes to ERAS”, a webinar in June 2023 on “How to Use ERAS Program Signaling”, and participating in the MatchtoPath BootCamp in July 2023 for upcoming pathology applicants, where Dr. Chute provided a webinar on “Navigating the ERAS Application for Pathology”.

PRODS Council continues to develop additional resources for Program Directors and Program Coordinators, including the ongoing EPA Working Group, led by Dr. Cindy McCloskey and Dr. Bronwyn Bryant; the PIER informatics curriculum, chaired by Dr. Scott Anderson; the TRIG genomics curriculum, led by Dr. Richard Haspel and Dr. Madelyn Lew; and the Program Director’s Patient Safety Network, led by Dr. John Childs and Priscilla Markwood, APC Executive Director. PRODS Council and the College of American Pathologists’ GME Committee recently launched the Program Directors’ Toolbox to provide residency and fellowship Program Directors and faculty with on-demand access to educational content, program administration tools and other resources to share knowledge and innovative practices across institutions. We encourage Program Directors to utilize this resource, submit content, and provide feedback so that we can continue to improve this resource!



## **PATHOLOGY RESIDENCY PROGRAM DIRECTORS (PRODS)**

### **SECTION REPORT** *Continued*

The 2023 APC/PRODS Annual Meeting in Chicago was a hybrid in-person and remote experience, and was a great success with over 500 registered participants. This meeting provided pre-recorded presentations from speakers for many sessions, as well as in-person talks and discussion groups. At this meeting, PRODS hosted four sessions, plus a business meeting. Many thanks to all of our speakers for their hard work and dedication!

Along with the GMEAS Section, we hosted the annual “GME Essentials” session. This seminar is designed to update current Program Directors on critical information from the ABPath and ACGME, introduce new Program Directors to resources in the community and perspectives available from key professionals they will interact with, and updates from several key groups, including the EPA Working Group (by Bronwyn Bryant), the ASCP Resident-In-Service-Exam (by Jonathan Genzen), and the OPDA (by Von Samedi).

Our second session, also in partnership with GMEAS members, focused on Professionalism and Human Resources Legal Perspectives in GME, and was led by Dr. Scott Anderson. He moderated a panel of speakers examining issues related to various topics, including what to do when a resident is involved in a compliance violation (by Dr. Thomas Cummings), dealing with an NRMP waiver (by Dr. Suzanne Powell), handling unprofessional behavior of a resident (by Dr. Douglas Miller), and a step-by-step way to handle an irregular resident (by Dr. Wesley Naritoku).

Our third session, shared with GMEAS and UMEDS members, focused on major changes upcoming to the ERAS recruitment season for 2023-2024, reviewing the changes to the ERAS application system, including implementation of Signaling Tokens, by guest speaker Mr. Richard Peng, ERAS Program Relations Specialist from the Association of American Medical Colleges. This presentation was timely with the imminent opening of the 2024 recruitment season.

Our fourth session, another joint session with GMEAS and UMEDS members, was the annual C. Bruce Alexander Lecture “Competency Based Medical Education (CBME) for Pathology Residency – Insights from Programs in Canada”, presented by Dr. Christopher Davidson and Dr. Christine Orr at Queens University, and Dr. Susan Done at the University of Toronto. With increasing momentum in the US GME towards CBME, it was invaluable to learn about how the Royal College of Pathologists in Canada implemented national CBME requirements starting in 2019, and the challenges and opportunities experienced by different residency programs while working to implement CBME and meet the Royal College’s requirements over the last several years.

The 2023 Margaret Grimes Distinguished Achievement Award in Graduate Medical Education was presented to Dr. Scott Anderson for his dedication to Graduate Medical Education through his service in many roles for PRODS, including as a member of the ACGME Pathology RRC and Chair of the PIER Leadership Committee.

We look forward to the 2024 APC/PRODS Annual Meeting in Washington, DC, and are working hard to design an exciting and informative program. PRODS Council will be hosting the virtual Spring PRODS meeting in April 2024, which will include updates from the ABPath and ACGME at a key time before starting the new academic year. PRODS Council is also exploring an option for a virtual New Program Director Boot Camp, to be held separately from the APC/PRODS Summer meeting to better allow new Program Directors to participate, as PRODS Council recognizes that not all new Program Directors may have time available to attend an in-person meeting when starting in a new leadership role. Stay tuned for more information on this in the coming months. Looking forward to seeing you in July in Washington, DC!



### ACADEMIC PATHOLOGY EXECUTIVES (APEX) SECTION REPORT

By Joann Li, PA, MPH – APEX Section Chair



Joann Li, PA, MPH

Throughout the past year, we've seen remarkable engagement in our Academic Pathology Executives Section (APEX) events, brown-bags, and collaborative projects. As we celebrate these accomplishments, it's also an opportune time to express our gratitude to each member for their valuable contributions. Here are some of the year's highlights.

#### **REBRANDING FOR A STRONGER IDENTITY**

This year marked a pivotal moment in our history as we transitioned from the Pathology Department Administrators Section (PDAS) to APEX through a strategic rebranding initiative. The decision to rebrand was driven by a collective commitment to strengthen our identity and reflect the diverse roles and dynamic leadership positions that each of our section members hold. The celebration of this significant milestone took center stage at the July 2023 APC Annual APC Meeting at the Swissôtel Chicago, where we hosted an epic APEX launch party.

#### **LAUNCHING THE 2022 ACADEMIC PATHOLOGY FACULTY AND ADMINISTRATORS COMPENSATION BENCHMARKING SURVEY**

Over several months, APEX members partnered with the Practice & Management Committee and APC staff to develop and launch an Administrators Compensation Benchmarking Platform, in tandem with the Academic Pathology Faculty Survey. Leveraging an innovative online dynamic tool provided by Dynamic Benchmarking, LLC, this initiative aims to collect comprehensive annual data to help establish a recognized benchmarking resource within our field. We expect this new survey platform to provide true added value to members as we seek useful comparative regional and national data to assist in recruitment, retention, and discussions with institutional leadership. In early 2024, we will open up the survey for a second year, collecting 2023 data.

#### **TRANSITIONS IN LEADERSHIP**

At the annual business meeting, we had the opportunity to thank Gary Brown for his exceptional two-year tenure as Chair of the APEX Section. Gary's leadership was instrumental in leading the renaming effort, implementing Brown Bag sessions, and fostering year-round networking and camaraderie. His reward for those two years of hard work is two more years of service as Immediate Past Chair! We also welcomed your 2023-2024 APEX Council members: Joann Li, Chair; Kai Wang, Chair-Elect; Gary Brown, Immediate



## ACADEMIC PATHOLOGY EXECUTIVES (APEX) SECTION REPORT *Continued*

Past Chair; Marilea Grider, Secretary; Shanker Deonandan, Secretary-Elect; Melissa Allen, Northeast Regional Representative; Joey McCall, Southeast Regional Representative; Chris Cheney, Midwest Regional Representative; and Susan McCarthy, West Regional Representative.

### **HONORING EXCELLENCE**

At the awards luncheon, we had the privilege of honoring Susan McCarthy, Chief Administrative Officer at the Keck School of Medicine of USC, with the 2023 Distinguished Service Award. Susan's leadership, expertise, and impactful influence on colleagues highlight her admirable career, making her truly deserving of this prestigious recognition.

**Cheers to Susan and Gary for serving as the apex of expertise in our field!**

### **2023 SOCIETY OF '67 APEX FELLOW**

APEX continues to champion for the professional development and recognition of emerging leaders. We proudly appointed Latisha Rider as the Society of '67 2023 APEX Fellow with the added prestigious distinction of being named the Marty Lawlor Fellow! Latisha is the Pathology Operations Director at Boston Children's Hospital. Latisha's wealth of experience and leadership roles make her a valuable asset to our group, and we extend our gratitude to John Baci for his mentorship and for bringing her into the fold.

### **FINANCE INSIGHTS FOR ASPIRING LEADERS**

APEX Council members demonstrated their commitment to faculty leadership development by actively participating in the Pathology Leadership Academy (PLA) weekend program at the annual conference. Joey McCall, Susan McCarthy, Shankar Deonandan, and Joann Li presented and facilitated an interactive exercise. The team's expertise in academic department budgeting and financial decision-making shone through as they not only presented essential information but also managed to turn the challenging topic of budget cuts into an interactive and engaging exercise!

### **CHARTING THE COURSE FOR ANOTHER SUCCESSFUL YEAR**

As we celebrate these accomplishments and express our gratitude for everyone's invaluable contributions, we eagerly look forward to the upcoming year. We are hard at work developing content for our annual meeting which will take place in the heart of Washington, DC from July 21 through July 24, 2024. This promises to be an exceptional opportunity for members to connect, exchange ideas, and further strengthen the bonds that make APEX a unique and thriving professional community. We look forward to seeing you this summer!





### UNDERGRADUATE MEDICAL EDUCATORS (UMEDS) SECTION REPORT

By Melina Flanagan, MD, MSPH – *UMEDS Section Chair*



Melina Flanagan, MD, MSPH

The Undergraduate Medical Educators Section (UMEDS) continues to serve as a forum for undergraduate medical school educators in pathology to share ideas and develop and innovate UME programs in pathology. UMEDS members are intrinsically altruistic: over the past few years we've supported each other through extreme changes to our teaching modalities due to COVID, and we continue to do so now under more stable conditions.

In 2023, Council membership held steady, with Dr. Melina Flanagan as Chair, Dr. Kristin Olson as Chair-Elect, Dr. Robin LeGallo as Past Chair, Dr. Raga Ramachandran as Secretary, Dr. Philip Boyer as Secretary-Elect, Dr. Joanna Chan as Member-at-Large, and Dr. Ashley Inman as Member-at-Large. The 2023 election brought on Dr. Lynette Parker as a new Member-at-Large, while Dr. Jennifer Findeis-Hosey rotated off her term as Member-at-Large. We thank her for her contributions and appreciate her continued service leading APC's new Vice Chairs of Education affinity group (see page 39)!

We held a mid-year virtual meeting in January where we discussed the results of the post-2022 meeting survey and opened the floor for topics of interest. One of the main areas in which members were grappling was the rapid rise in artificial intelligence, particularly large language models such as ChatGPT, in medical education. This discussion laid the ground work for one of our summer sessions.

At the 2023 APC Annual Meeting in Chicago in July there were four UMEDS sessions: Teaching Modalities, Integration of Pathology into the Undergraduate Medical Curriculum, Emerging Technologies in Undergraduate Medical Education, and Educational Scholarship. There were many presentations by UMEDS members, and one guest speaker.

The Teaching Modalities session included presentations on "Optimal Use of Online Learning Modules for Medical Education" (Dr. Jacqueline Birkness-Gartman), "Serious Game Application to Transfusion Medicine Education for Generation Z" (Dr. Nichole LePage), "Using Qualtrics Software to Enhance Pathology Teaching and Learning at the University of Minnesota" (Dr. Cade Arries), and "Teaching Modalities at University of California at Davis School of Medicine" (Drs. Elham Vali Betts and Kristin Olson.)

The session on Integration of Pathology into the Undergraduate Medical Curriculum included presentations on "Weaving Pathology through the Pre-Clinical Curriculum: The University of Rochester Experience" (Dr. Jennifer Findeis-Hosey), "Better Together: The Power of Co-Teaching in an Integrated PreClerkship Curriculum" (Dr. Jennifer Zepf), "Integrating Pathology Content into Multidisciplinary Panel Case Study Sessions" (Drs. Ashley Inman

## UNDERGRADUATE MEDICAL EDUCATORS (UMEDS) SECTION REPORT *Continued*

and Rachel Mathis) and “The Road Map to Patient-Centered Health Care: Following the Landmarks of Integrated Social Determinants of Health (SDOH) Concepts” (Dr. Samar Hegazy).

Inspired by discussion at the mid-year virtual meeting, we held a session on Emerging Technologies in Undergraduate Medical Education focused on Artificial Intelligence. Our guest speaker, Dr. Cornelius James from the University of Michigan, gave an excellent introduction to the topic titled “Artificial Intelligence: The Next Paradigm Shift in Medical Education”, and Dr. Robert Homer followed this with “From Bots to Docs: Harnessing AI in the Undergraduate Medical School Journey.” These talks deliberately left time for audience discussion, of which there was a considerable amount. This topic of artificial intelligence in medical education, in particular large language models, is evolving at a rapid pace, and continues to spur interest and debate from APC educators in many sections and groups.

The final session was devoted to Academic Scholarship. Dr. Barbara Ritschel gave a talk on “Educational Scholarship” with “Updates on the Pathology Competencies in Medical Education (PCME) and Educational Cases”. Guidance and encouragement in packaging our educational work into products that impact other educators and advance our own careers is always appreciated.

The 2023 Michelle Raible Award was given to Dr. Andrea Deyrup and Dr. H. James Williams, two very deserving UMEDS members. Dr. Deyrup has done significant and impactful work in anti-racism by challenging race-based medicine. Her work is paradigm-shifting and will have a major impact on the next generation of medical students. Dr. Williams is a boots-on-the ground educator; pathology education is not just his interest, it is his passion and even vocation. He inspires and mentors medical students, residents, and even junior faculty; he understands that at its heart, education is not about the alphabet soup of accrediting bodies and other organizations – education is about relationships.

UMEDS contributed to the momentum that culminated in the creation of two new APC affinity groups, a working group, and a new Academy. APC’s Vice Chairs of Education and Post-Sophomore Fellowship Directors affinity groups draw membership from not only UMEDs, but PRODS and other APC Sections as well, and were created to foster dialogue amongst pathologists with these titles and roles. UMEDS representatives also joined the new Diversity Education in Pathology (DEP) Working Group that was created by ASCP in recognition of the possible gaps in both the UME and GME curricula in various diversity domains. The goals of the DEP are first to perform a needs assessment survey related to these potential gaps, and then to create curricula addressing these needs. Finally, 2023 also saw the founding of the APC’s Academy of Distinguished Pathology Educators, and several UMEDS members are amongst the inaugural members of the Academy. The creation of all of these new education groups illustrates that pathology educators are so passionate about what they do, and that so many direct this passion towards working with more than one audience.

We are now diligently planning the upcoming annual meeting. Feedback after last summer’s meeting showed a strong interest in reviving an in-person poster session for UMEDS members to highlight their work and to network synchronously with other educators. We are pleased to report that posters will return to the 2024 APC/UMEDS Annual Meeting! I look forward to seeing our UMEDS members and the rest of the APC community this summer in Washington, DC!



### GME ADMINISTRATORS (GMEAS) SECTION REPORT

By Alexandra Murtha – *GMEAS Section Chair*



Alexandra Murtha

In 2023, the GMEAS Section continued to serve as one of the most significant sources of support for Pathology GME Administrative Professionals. Shared best practices and maintaining wellness in a high-stress role are common and important themes in our Section. The GMEAS Council made a concerted effort to focus on member feedback and, by way of that feedback, we have worked to build a lasting emphasis on professional development in our role, as well as training and support for all members.

For our second year, we hosted a virtual mid-year, all-member meeting with the goals of offering support and guidance to new pathology Program Coordinators, sharing our experiences with new recruitment tools and guidelines (ERAS, Thalamus), and inviting and encouraging members to become involved in Annual Meeting planning and presenting. We had incredible participation, so GMEAS Council plans to make virtual mid-year meetings a tradition.

Spring 2023 presented a period of transition for the GMEAS Council, as our Chair resigned from her role in pathology. Council members voted for the reassignment of several members to fill the absence until the 2024 election. Prior to that, we held our annual elections under the guidance of our Past-Chair, Chelle Kozy, to fill two open Member-at-Large positions. 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 2023 APC/GMEAS Annual Meeting was held in Chicago, IL, and for its second year as a hybrid meeting, blended in-person and virtual attendees. GMEAS had 82 registrants (57 in-person and 25 remote), which was our highest participant count yet! Some program highlights included a new Council Meet and Greet on Sunday evening, productive and collaborative best practices sessions and joint sessions with PRODS, as well as our unique utilization of the GMEAS club room to host sensitive topic discussion groups. We proudly honored the 2023 recipient of the GMEAS Distinguished Service Award, Katie Horton, during the all-section awards lunch.



### GME ADMINISTRATORS (GMEAS) SECTION REPORT *Continued*

As the Council plans for the 2024 APC/GMEAS Annual Meeting under the leadership of Beth Smith, Program Chair/Chair-Elect, we are excited about new and continuing sessions and connections. The Council is beginning to plan for a May 2024 virtual boot camp for new (and seasoned) GMEAS members to help prepare first-time attendees for the Annual Meeting. This offering allows us to broaden support for folks new to the role or new to conference attendance, while preserving our session in July for the most relevant and topical presentations and discussions. We look forward to focusing on the significant changes in GME recruitment (Thalamus, ERAS signaling etc.), as well as creating strong connections in our professional development and wellness sessions.

We are also pleased to announce that the 2023-2026 ACGME Coordinator Advisory Group includes a Pathology representative and GMEAS member, Julie Beckerdite. GMEAS members look forward to an Advisory Group update from Julie during our 2024 Business Meeting.

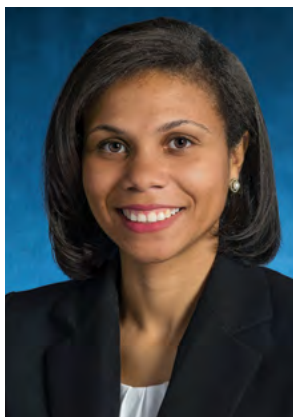


### DIVERSITY EDUCATION IN PATHOLOGY (DEP) WORKING GROUP REPORT

By Richard Haspel, MD, PhD, Robin LeGallo, MD, Von Samedi, MD, PhD, and Marissa White, MD – DEP Working Group Co-Chairs



Richard Haspel, MD, PhD



Marissa White, MD

The Diversity Education in Pathology (DEP) Working Group was established in 2023 with the goal of creating a pathology-specific diversity, equity, inclusion (DEI), and healthcare disparities curriculum, including educational resources, for undergraduate and graduate educators in pathology. The structure is analogous to the highly successful efforts of the PRODS Training Residents in Genomics (TRIG) and UMEDS Undergraduate Training in Genomics (UTRIG) Working Groups. This committee aims to be inclusive and forward-thinking, and is therefore made up of representatives from not only UMEDS and PRODS Sections, but also the broader pathology medical education community including ABPath, ACGME, ACLPS, ASCP, CAP, and USCAP.

DEP was formed in direct response to a need for enhanced UME and GME education about pathology-specific DEI and healthcare disparities issues. Related topics have been raised on a national level, such as the elimination of the race coefficient in the eGFR calculation and, more recently, the reconsideration of Absolute Neutrophil Count reference ranges by Duffy Status. However, the need for formal pathology-specific UME and GME DEI education extends beyond these important health equity issues. The ACGME milestones, ACGME annual survey, and LCME standards each now charge and assess GME and UME educators respectively on their learners' formal education in healthcare disparities and inequities and the delivery of culturally and structurally competent health care.

The delivery of pathology-specific DEI educational content presents a challenge for pathology educators, who unlike primary care physicians for example, have historically not been at the forefront of healthcare disparities and equity conversations and therefore may lack the expertise or skillset necessary to teach these topics. The working group aims to provide pathology educators with a curriculum along with resources to facilitate implementation. Although subjects such as microaggressions and implicit bias are very important, DEP aims to focus on pathology-specific issues as it is the group's perception that these cross-disciplinary topics are starting to be addressed more broadly at individual institutional levels with robust local support. Nonetheless, it is hoped that the DEP curriculum will help people understand the importance of these non-pathology-specific topics as well.



## DIVERSITY EDUCATION IN PATHOLOGY (DEP) WORKING GROUP REPORT *Continued*



Von Samedi, MD, PhD



Robin LeGallo, MD

Although newly formed, DEP has already made significant progress. In the 2022-2023 academic year, a set of questions specific to pathology DEI educational content was included, with ASCP support, in the Resident In-Service Exam (RISE). These questions provided valuable data on whether or not trainees felt they had training related to DEI in pathology. These questions were subsequently revised to solicit more granular data and will be administered in the upcoming 2023-2024 RISE exam. This GME-specific needs assessment will be supplemented by a forthcoming UME and GME educator survey, administered with the intent of assessing not only for the presence or absence of pathology-specific DEI educational content in respective institutions, but also barriers to delivering educational content in this space.

After broad calls for membership, the full committee, nearly 30 members, has met twice to discuss the aforementioned topics, and additionally began early discussions on specific committee objectives such as proposing workshops at the participating organizations' annual meetings as well a process for curriculum evaluation. The work of DEP is currently unfunded, however, ASCP is kindly providing administrative support. External grant funding will be explored once the committee has acquired the educator survey and RISE-based needs assessment data.

DEP is enthusiastic about the potential of this group and is grateful to the APC, PRODS, UMEDS, and collaborating pathology, UME and GME organizations for their support. This is a team effort and we welcome other organizations to appoint representatives. We are looking forward to having a positive impact on UME and GME pathology education, as well as having an impact in the broader medical community's effort to mitigate healthcare disparities and promote health equity.



### ENTRUSTABLE PROFESSIONAL ACTIVITIES (EPA) WORKING GROUP REPORT

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



Bronwyn Bryant, MD

The Entrustable Professional Activities (EPA) Working Group spent 2023 analyzing results of the National EPA Pilot, presenting the results at the APC/PRODS Annual Meeting in Chicago, and preparing and submitting two publications to Academic Pathology, which were accepted: “National Pilot of Entrustable Professional Activities in Pathology Residency Training” and “Leveraging Faculty Development to Support Validation of Entrustable Professional Activities Assessment Tools in Anatomic and Clinical Pathology Training”.

In the Summer and Fall of 2023, we began partnering with Dynamic Benchmarking, LLC to build a first-of-its-kind electronic tool for completing EPA assessments. This tool underwent beta testing at the University of Vermont at the end of 2023 and will be expanding to other programs in 2024.

At the start of 2024, the working group welcomed 5 new faculty members (Rachel Gordezky, Tiffany Hebert, Jorge Novo, Carlos Pagan, and Linda Schiffhauer) and 3 resident members (Michelle Garlin-Politis, Maitri Mehta, and Ming Zhang) to the roster.

Our next project is to begin planning a new study collecting validity evidence for the use of EPAs in residency training.

If your residency program is interested in implementing EPAs, please consider joining the EPA Community. We meet regularly to discuss the challenges and successes of implementing and using EPAs. Please email [EPAHelp@apcprods.org](mailto:EPAHelp@apcprods.org) to join the EPA Community.



Cindy McCloskey, MD

## PROGRAM DIRECTORS IN PATIENT SAFETY AND QUALITY IMPROVEMENT (PDPQ) REPORT

By John Childs, MD and Priscilla Markwood – *PDPQ Core Team Co-Leaders*



John Childs, MD

In the fall of 2021, APC joined the Program Directors in Patient Safety and Quality Improvement (PDPQ) Educators' Network, led by the Accreditation Council for Graduate Medical Education (ACGME), with support from Project ECHO at the University of New Mexico. The goals of PDPQ are to develop a national specialty-based learning network for program directors to improve resident and fellow engagement in quality improvement and patient safety learning at their institutions, and to promote residents' sustained commitment to quality improvement and patient safety (QIPS) throughout their years in practice. Pathology joined other specialties that participated in the first two years of the PDPQ program, including Emergency Medicine, Internal Medicine, Neurosurgery, Pediatrics, and Psychiatry.



Priscilla Markwood

In 2022, APC's Program Directors Section (PRODS) invited all residency programs to voluntarily participate in Pathology's pilot year in PDPQ. We were pleased and fortunate that program directors and other faculty from the following institutions volunteered: Brooke Army Medical Center, Geisinger Health System, Thomas Jefferson University, University of California, San Francisco, University of Colorado, and Walter Reed National Military Medical Center. The Pathology Core Team leaders were John Childs, MD, then at Walter Reed and now at Geisinger, and Priscilla Markwood, APC's Executive Director.

Pathology's PDPQ Team followed a rigorous weekly training program over six months that was established and led by ACGME. In the program, Pathology's Team met with other specialties and alone to complete learning and exercises on topics ranging from building and strengthening interprofessional relationships to curriculum redesign, review and testing to improving learner and program assessment. At the end of the training, teams were encouraged to develop ongoing specialty-based learning opportunities. The idea was to sustain and expand the availability of resources in QIPS across a growing number of Pathology programs by establishing a "learning community."



### PROGRAM DIRECTORS IN PATIENT SAFETY AND QUALITY IMPROVEMENT (PDPQ) REPORT *Continued*

As the Training Residents in Patient Safety (TRIPS) Working Group culminated its work and sunset in 2023, the Pathology PDPQ Team invited a second cohort of program participation in the hope of eventually merging these two important efforts and building upon the TRIPS work. The first PDPQ cohort, in 2022, consisted primarily of programs with significant knowledge and resources in QIPS. In seeking additional residency programs to participate in 2023, APC/PRODS specifically sought to engage newer program directors to support them by partnering with others at similar experience levels. Again, we were fortunate to have three institutions volunteer to participate in the Pathology PDPQ training: Rutgers-New Jersey Medical School, University of Michigan, and Yale School of Medicine. We also added the first resident participants to PDPQ from the University of Michigan, who contributed valuable insights on the practical realities of QIPS learning during training.

At the conclusion of the 2023 PDPQ training, the Pathology cohort suggested several ways to continue learning and broaden engagement. One suggestion was to develop a new virtual forum for residents to present their QIPS projects as peer-reviewed abstracts. All approved abstracts would be published in *Academic Pathology*, APC's journal, and the top posters would be presented by residents during a webinar open to all Pathology residency program directors, coordinators and residents. The goals of the virtual forum would be to create a platform for residents to achieve peer-reviewed scholarship and to share successful approaches to QIPS projects across Pathology programs. Dr. Childs and Ms. Markwood are working to develop a proposal for this forum to be approved by PRODS Council. Pending approval, the first virtual Resident Forum on Quality Improvement and Patient Safety would begin accepting abstracts in Fall 2024. For more information, please contact [info@apcprods.org](mailto:info@apcprods.org).

### 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 (PLC) had another productive year in 2023. We thank the PLC members and CAP and APC staff for their dedication and continued enthusiasm for this project. This article will highlight committee accomplishments.

Our committee continues to grow and change. In 2023, Dr. Anderson announced his intention to step down from the chair role and leave the committee. He took on this leadership role in September 2016 and, since that time, the committee has launched two updates to the PIER curriculum and defined significant changes for the next release. Over the years, Dr. Anderson advocated for and supported program director involvement in informatics education for residents and was a frequent speaker about it at APC annual meetings. He is grateful for this leadership opportunity over the past seven years and wishes the committee well in their future endeavors.

Looking ahead, one of our current program director members has graciously agreed to take on the committee chair role. Dr. Marie DeFrances, who has served on the PIER Leadership Committee since November 2018, will be our next chair. Her experience working on this committee will help us to have a smooth leadership transition and ensure that our goals and planned deliverables continue on the right path. We expect that the leadership transition will be complete over a period of months. With Dr. DeFrances' change of role, this leaves us with an open position on the committee for a program director, which we will be looking to fill in the early months of 2024.

A major achievement was the definition of changes for the next release of the PIER curriculum. We know that time is a precious commodity when it comes to residency training and the scope of the PIER curriculum can be challenging to fit into limited time slots. The committee, with support from our informatics members, Dr. Mehrvash Haghighi and Dr. Evita Sadimin, has been taking a close look at our current topics and knowledge and skill statements, and redefining what is truly sufficient for graduation from residency training.





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

We are also identifying what is assumed knowledge at the start of residency training and what is more appropriate for fellowship training. While not finalized, the initial results indicate the next release will have significantly fewer topics, which we hope will make it even easier for programs to include PIER in their curricula. We are also exploring changes to the organization of the curriculum and implementing accessibility standards to make the curriculum documentation easier for everyone to use. A release date will be announced as soon as final changes are confirmed.

Other work efforts of note include Dr. Anderson recording a PIER update presentation for the APC Annual Meeting in July and an in-person PLC meeting in July. At our meeting, we had several guests. From ABPath, we hosted Drs. Gary Procop, Ritu Nayar, and Kathleen Beavis. ABPath leaders shared that they were reviewing learning objectives for the board exam, and we agreed to share our changes to PIER so that it could be used as an input to changes they are considering for informatics board exam topics. Dr. Bronwyn Bryant also joined and provided information about Entrustable Professional Activities (EPAs), and we discussed the feasibility of developing an EPA for informatics. In May, one of our committee members representing residents, Dr. Omar Baba of Henry Ford Hospital, spoke at the API Summit Meeting as part of the president's address. He provided an update on our work and there was a lot of interest expressed by meeting attendees.

The PIER curriculum includes listings of existing resources, such as books and online courses, that can be used to teach PIER topics. One of our former committee members, Dr. James Harrison, created a set of PowerPoint modules to teach ten informatics topics, such as databases, interoperability, digital imaging, machine learning, and clinical decision support. These modules are free and available for download from the API web site: <https://www.pathologyinformatics.org/teaching-slide-sets>.

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) WORKING GROUP REPORTS

By Richard Haspel, MD, PhD and Madelyn Lew, MD – *TRIG and UTRIG Working Group Co-Chairs*



Richard Haspel, MD,  
PhD

Both the PRODS Training Residents in Genomics (TRIG) and UMEDS Undergraduate Training in Genomics (UTRIG) Working Groups have been actively involved in genomics education in 2023.

First, we want to note a change in committee leadership. Due to other responsibilities, including becoming the Associate Dean for Faculty Affairs at the Larner College of Medicine, Rebecca Wilcox has stepped down as UTRIG Co-Chair. Dr. Wilcox has spearheaded the many successes of the committee and we want to thank her for all her work. Dr. Lew, a co-author of this report, is the new UTRIG Co-Chair. She has been a UMEDS members for 6 years and is actively involved in medical student education at the University of Michigan where she specializes in cytopathology.

Things have excitedly picked up again post-COVID. We are particularly pleased to share that our R25 grant from the National Cancer Institute has been renewed for another 5 years and an additional approximately \$1.5 million in support. We are now in our 11th year of funding!

In regard to TRIG-related workshops, there have been sessions at the 2023 USCAP and CAP Annual Meetings with similar plans in 2024. New for 2024, USCAP is kindly supporting a medical student UTRIG workshop. There were over 100 applicants for 50 slots and, through the R25 grant, we will provide travel funding for the students to attend the workshop.

Overall, there have been more than 50 TRIG-related rigorously developed and evaluated genomics workshops at international pathology meetings for over 2,000 participants. Our most recent survey data indicates approximately 35% of US residency programs are using some component of the TRIG materials. Everything one needs to implement similar local team-based



Madelyn Lew, MD



### TRAINING RESIDENTS IN GENOMICS (TRIG) and UNDERGRADUATE TRAINING IN GENOMICS (UTRIG) WORKING GROUP REPORTS *Continued*

learning workshops for medical students and residents, including toolkits and instructor handbooks, is also available for free on the TRIG/UTRIG website at <https://www.pathologylearning.org/trig>. There are also online modules that translate the in-person workshops into a virtual environment using simulation of online genomics tools. These materials have been accessed by over 3,500 registered users from over 90 countries.

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, the American Academy of Neurology, and the American Academy of Ophthalmology. More recently, there have been several workshops related to pediatric rare diseases held at national meetings. 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/>.

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. In particular, ASCP has provided critical educational design support and USCAP has generously devoted resources for 10 years of resident workshops and the more recent medical student session. Other organizations are welcome to appoint representatives. We are looking forward to a continued positive impact on genomic pathology education

## VICE CHAIRS OF EDUCATION (VCE) GROUP REPORT

By Jennifer Findeis-Hosey, MD – VCE Group Chair



Jennifer Findeis-Hosey,  
MD

After an initial interest meeting at the 2023 APC Annual Meeting, APC formed a new Vice Chairs of Education affinity group. The goal in the formation of this group was to provide an opportunity for Vice Chairs of Education within departments of pathology and laboratory medicine to interact and collaborate. The group was mindfully assembled to include both those who formally hold the title, as well as those who functionally fulfill similar roles, to network. Additionally, people not currently in the role of Vice Chair of Education, but interested in learning more about the role or potentially taking on the position in the future within their home departments, were invited to join in and learn from other members of the group.

An initial survey assessing the needs and interests of potential members of this group yielded nearly 50 people expressing interest in joining. The majority of respondents already hold the formal title of Vice Chair of Education or a functionally similar role of educational leader within their department, with a smaller percentage of respondents expressing interest in learning from others as they may consider taking on this duty in the future. The majority of respondents held job responsibilities in both UME and GME, with additional responsibilities for some, including leading departmental CME, allied health programs, and/or observer programs.

The group held its first virtual meeting in November 2023, assembling nearly two dozen participants. During the virtual meeting attendees were able to connect with each other and have an open discussion about how this group can be most supportive to members. Behind the scenes, a listserv was developed to promote communication between group members and a webpage was created that will be devoted to the group on the APC website. The listserv has been used for a few questions to the group and will remain available to all members as needs arise.

Many thanks to the APC for encouraging the formation of this affinity group. It is a wonderful addition to APC and will hopefully be of utility to Vice Chairs of Education across our community!



### PATHOLOGY STUDENT/POST-SOPHOMORE FELLOWSHIP (PSF) DIRECTORS GROUP REPORT

By Joanna L. Conant, MD and Mark Fung, MD, PhD – *PSF Group Co-Chairs*



Joanna L. Conant,  
MD



Mark Fung, MD, PhD

We are pleased to share this first annual report from the newly created Pathology Student/Post-Sophomore Fellowship (PSF) Directors Group. A need for communication and collaboration among PSF Directors was identified and we had our first “Meet & Greet” gathering at the 2023 APC Annual Meeting. There, we had an opportunity to connect and share questions and solutions to challenges surrounding PSF programs, including recruitment, establishing new programs, and logistics in student status and stipends.

A post-meeting survey was distributed to both PRODS and UMEDS members, given the unique position that PSF programs pose: PSFs are treated as residents in their rotations and many PSF program directors are also pathology residency program directors. However, the PSF year can also be considered an extended medical student elective with some challenges surrounding medical student status. Thus, input and support from members of both PRODS and UMEDS was appropriate.

The survey gathered information on existing PSF programs, as well as identified needs from both existing program directors and those who are interested in establishing new PSF programs or re-establishing programs. A total of 26 responses were received, with 20 having a PSF program and 6 that did not but were interested in establishing one. Common themes from the survey show that most institutions have space for 2 PSFs, with expectations overall similar to that of a first-year resident, but with lower volumes and/or paired with a resident or fellow. Student status was variable, including education/research elective year, graduate degree, and pathology department employee (medical school leave of absence). Challenges identified by existing programs include appropriate EHR and badge access, health/malpractice insurance, and parking. Needs identified by those looking to start a program include resources and guidance on how to successfully initiate a program, navigating tuition and funding challenges, and recruitment. Discussions are underway to submit the findings of this survey as a manuscript.

In the Fall, we then had our first virtual meeting in which we were able to connect with one another and begin networking. We reviewed the results of the survey and generated potential topics for targeted discussions and conversations. Subsequent virtual meetings will be held quarterly, to begin in 2024. Topics for discussion include advocating for a program, logistics to launching a program, and recruitment. A listserv was created to allow for communication among PSF directors, as well as a page for the group on the APC website. Please visit <https://apcprods.org/PSF-Directors> for additional information on this new group and how to join the listserv.

Many thanks to PSF survey respondents and members who were able to join our first virtual meeting. We would also like to thank Mel Limson, Director of Programs & Development, and APC staff for assisting us in creating this new affinity group and for your continued support along the way. We look forward to an exciting and productive 2024!



## ACADEMY OF DISTINGUISHED PATHOLOGY EDUCATORS REPORT

By Deborah Powell, MD – Academy Board Chair



Deborah Powell, MD

The Academy of Distinguished Pathology Educators (the Academy) was officially launched in June of 2023 with the induction of 20 inaugural members.

- Peter Anderson, DVM, PhD
- Scott Anderson, MD
- Candice Black, DO
- W. Stephen Black-Schaffer, MD, MA
- Michael Borowitz, MD, PhD
- Philip Boyer, MD, PhD
- L. Maximilian Buja, MD
- Richard Conran, MD, PhD, JD
- Andrea Deyrup, MD, PhD
- Melina Flanagan, MD, MSPH
- Robert Folberg, MD
- Melissa George, DO
- Avrum Gotlieb, MD
- Richard Haspel, MD, PhD
- Vinay Kumar, MD, MBBS
- Kamran Mirza, MD, PhD
- Deborah Powell, MD
- Suzanne Powell, MD
- Barbara Ritschel, MD
- Bruce Smoller, MD

The concept of the Academy was initiated by Dr. Lydia Howell, based on a similar organization of the American College of Surgeons and designed by an APC working group, and then endorsed by the APC Council. Dr. Howell has served as an advisor to the Academy and asked Dr. Deborah Powell and Dr. Richard Conran to serve as the inaugural Co-Chairs.

The Academy held its first meeting on August 11, 2023 and has met monthly since then. Prior to the first meeting, Drs. Howell, Conran and Powell met virtually to discuss the Academy's operating procedures, as well as governance structure. Dr. Conran and Ms. Priscilla Markwood, APC's Executive Director, drafted operating procedures that were discussed at the first Academy meeting and ratified at the second meeting. Also discussed at the first meeting were the four main goals for the Academy and possible activities that its members might take on for the APC to fulfill those goals. A number of potential projects were suggested by the members and, after the first meeting, a survey of the Academy members was distributed to rank interest in each of these projects. As a result of this survey, five interest groups were created and the Academy members were divided among these groups, based on their rankings in the survey. The interest areas are: the use of artificial intelligence in medical education, pathobiology of disease in curricula, increasing diversity and representation in medical education, providing educational faculty development, and educator career mapping.

The Academy continues to hold monthly meetings, which have focused primarily on break-out meetings of the interest groups to develop activities that advance each area of interest. Advisors/facilitators have been assigned to each group.

In the short time since its inception, the Academy has accepted its initial members, established operating procedures and a governance structure, and organized members into five areas of interest. In 2024, we expect to elect the first Academy Board and design programs that will begin to address needs in pathology education and the professional development of pathology educators. To learn more about the Academy, its purpose, and members, please check out the website: <https://www.apcprods.org/academy-of-distinguished-educators>.



### ACADEMIC PATHOLOGY REPORT

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



James M. Crawford,  
MD, PhD

As of 2023, *Academic Pathology* has been in existence for 9 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):

| YEAR | ORIGINAL REPORTS |           |               |          | ED CASES** |
|------|------------------|-----------|---------------|----------|------------|
|      | SUBMITTED        | PUBLISHED | (UME/GME*; %) | % ACCEPT | SUBMITTED  |
| 2015 | 43               | 19        | (10; 53%)     | 44%      | --         |
| 2016 | 29               | 26        | (10; 38%)     | 90%      | --         |
| 2017 | 33               | 26        | ( 8; 31%)     | 77%      | 16         |
| 2018 | 34               | 30        | (11; 37%)     | 88%      | 12         |
| 2019 | 38               | 21        | (11; 52%)     | 55%      | 71         |
| 2020 | 73               | 43        | (16; 37%)     | 59%      | 30         |
| 2021 | 40               | 25        | (14; 56%)     | 63%      | 32         |
| 2022 | 45               | 30        | (13; 52%)     | 67%      | 45         |
| 2023 | 59               | 30        | (20; 67%)     | 51%      | 17         |

\*UME: Undergraduate Medical Education; GME: Graduate Medical Education

\*\* For more details on Educational Cases, see page 44.

The educational portfolio of the journal places it as a premier educational scholarship journal for our specialty. Since the journal's founding, 113 articles on UME and GME topics were published as Original Reports, and 223 Educational Cases were submitted of which over 170 were published to-date. For more details on Educational Cases, see page 44. Our great thanks to Drs. Barbara Ritschel, Alison Huppman, Richard Conran, and Michael Borowitz for their outstanding editorial work with submitting authors in bringing the Educational Cases to fruition. With the national standards of the Pathology Competencies for Medical Education, which were updated in 2023 (doi: 10.1016/j.jacpath.2023.100086), *Academic Pathology* has established itself as one of the leading journals for Medical Education scholarship in the field of Pathology and Laboratory Medicine.

## ACADEMIC PATHOLOGY REPORT *Continued*

Indeed, a 2023 publication in *J Clin Pathol* examined the bibliometrics of Medical Education scholarship amongst the 64 pathology journals in the world (Cima 2023; doi: 10.1136/jcp-2023-209203). Of the n=447 original reports on Medical Education published by all pathology journals in the last decade, *Academic Pathology* is credited with n=88; 20% of all such articles. (Their bibliometrics did not include the n=223 Educational Cases published in our journal.) With *Arch Pathol Lab Med*, *Am J Clin Pathol*, *J Pathol Informatics*, *Human Pathol*, and *J Clin Pathol* having a multidecade headstart, *Academic Pathology* was 6th in the number of citations of Medical Education articles. Taking note of *J Pathol Informatics* in the above roster, the impact of digital pathology on medical education has been profound, and is well-reflected in Medical Education publications in all journals.

The portfolio of Original Reports in *Academic Pathology* outside of Medical Education remains strong, as it has been every year since the journal's founding. Other Original Reports submitted-and-accepted in 2023 include the topics of large language models, gender vs. sex in DEI research, uncertainty in pathology reports, and faculty development. The scope of the journal remains true to the founding vision, which was to provide a forum for innovation in academic pathology, well beyond the usual bounds of investigative or clinical research studies.

*Academic Pathology* moved to Elsevier as publisher in 2022, and this working relationship has been highly successful. Elsevier publishes approximately 30% of all peer-reviewed medical research in the world, and our journal is benefiting immensely from both the expertise and the scope of support that Elsevier is providing. Journal traffic has been impressive (PMC, PubMed Central):

| USAGE BY PLATFORM        | 2022           | 2023           |
|--------------------------|----------------|----------------|
| PMC (html+pdf)           | 207,330        | 290,830        |
| ScienceDirect (html+pdf) | 107,834        | 158,651        |
| ClinicalKey (html+pdf)   | 5,639          | 6,008          |
| <b>Total</b>             | <b>320,803</b> | <b>455,489</b> |

The above numbers substantially exceed journal traffic (html+pdf) with our prior publisher of 104,143 (in 2020) and 268,727 (in 2021). Although it is not currently possible to break out the usage data on the basis of Original Reports vs. Educational Cases, an intriguing feature of the usage is the strong international interest in *Academic Pathology*. I cannot help but speculate that our rich portfolio of Educational Cases is driving a substantial portion of this traffic (noting that in recent years, Educational Cases are frequently among the top-10-downloaded articles). Lastly, regarding journal metrics, in 2023 *Academic Pathology* received its first Journal Impact Factor of 1.0 and its current CiteScore (a 4-year metric) is 2.2.

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 team and 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 Award, as a special program in support of eligible submitting authors.



### PATHOLOGY COMPETENCIES IN MEDICAL EDUCATION (PCME) AND EDUCATIONAL CASES REPORT

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



Barbara Ritschel, MD

In July 2023, we met our goal of publishing an update to the Pathology Competencies in Medical Education (PCME) just before the annual meeting! This was a huge undertaking to revise the learning objectives under the three competencies. The editorial team of Drs. Michael Borowitz, Richard Conran, Alison Huppmann, and Barbara Ritschel met weekly for several months to work through the 664 individual learning objectives. The original structure of the three competencies was maintained: (1) Disease Mechanisms and Processes, (2) Organ System Pathology, and (3) Diagnostic Medicine and Therapeutic Pathology.

As we already have over 170 Educational Cases tied to the PCME, it was essential to retain the nomenclature of the original PCME so that previous Educational Cases could still be easily referenced with the current revisions. We revised the coding so that if a learning objective was moved, it is easy to reference from where it was moved. We incorporated comments received from the original PCME publication, comments from authors, and from the Educational Case editors as we revised the learning objectives.

We diligently removed redundancies between some topic areas and aligned other learning objectives more appropriately under the three competencies. We also added new content as the curriculum is constantly changing. Examples of new content area include genomics, significantly expanding head and neck pathology, filling in the gap of some objectives including interstitial lung disease among many others, and adding new content areas, such as multisystem disease, developmental processes, geriatrics, autoimmune and multisystem disorders, and health informatics.

The third competency on diagnostic medicine had the most revisions. This competency focuses on diagnostic medicine and laboratory testing. As laboratory testing is essential for inpatient and outpatient care, this underscores the need for medical students to have a broad understanding of laboratory testing. Increasing awareness and understanding of laboratory testing for all physicians has been an APC goal and area of focus.

As you may have noticed from the December 2023 APC E-News, the updated PCME is among the top five downloaded articles from *Academic Pathology* in 2023! We hope these learning objectives continue to be foundational and useful for educators and students, and we will continue to update them on a periodic basis to stay current with curricular content as pathology and medicine continue to change.

## PATHOLOGY COMPETENCIES IN MEDICAL EDUCATION (PCME) AND EDUCATIONAL CASES REPORT *Continued*

In 2023, the Educational Cases continue to comprise approximately 1/3 of all publications in *Academic Pathology*, which is consistent with the past few years. According to a presentation by Elsevier in 2023, the Educational Cases continue to be among the top articles downloaded from the journal with four of the top 10 articles downloaded from the journal being Educational Cases. In addition, a high percentage of publications accessed from *Academic Pathology* via Pub Med Central are Educational Cases. The data seem to imply that there is a global readership for Educational Cases and the PCME, to the benefit of students learning and understanding pathology as essential to all medical knowledge.

We were extremely pleased to add Dr. Michael Borowitz to the Associate Editor team for the Educational Cases. Dr. Borowitz has been a reviewer for Educational Cases from the beginning, and we welcome his expertise and energy. Dr. Alison Huppmann and Dr. Richard Conran round out the three Associate Editors who continue to do the heavy lifting of managing Educational Cases that are submitted to *Academic Pathology*. We also expanded the editorial board in July and added additional reviewers for the Educational Cases. We hope that, by expanding this team, we can work diligently to decrease the time in the review process. This past year we had 24 original submissions of Educational Cases, and we worked through 38 revisions, which includes manuscripts submitted in the previous year that were still proceeding through the review process.

One of the challenges in the review process for Educational Cases is that many manuscripts require three or more reviews before they are ready for publication. The editors are providing a significant amount of mentoring to achieve the high-quality scholarship of Educational Cases. Although it takes longer for them to wend through the review process at times, having high-quality final Educational Cases is essential to their global readership.

I encourage authors to view the matrix of published Educational Cases which is available at <https://www.sciencedirect.com/journal/academic-pathology/about/pathology-competencies-for-medical-education-pcme> to see which learning objectives do not have an Educational Case yet. Please continue to submit Educational Cases, and if you have a junior author, including medical students, residents, or junior faculty, please be aware of the possibility of a Society of '67 Open Access Award (for more information, see <https://www.apcprods.org/m-s67-oa>).

A tremendous amount of thanks goes to Henry Carter for his continued superior administration as the Managing Editor of *Academic Pathology*. He continues to support authors and reviewers ensuring that the manuscripts move smoothly through the review process to publication. We are also grateful for Priscilla Markwood, the Executive Editor, and Dr. James Crawford, Editor-in-Chief, for their unwavering support and commitment in publishing Educational Cases in *Academic Pathology*. And thank you to the Society of '67, APC's philanthropic arm, for continuing to support junior authors and their scholarship.





### PATHELECTIVE REPORT

By Cullen M. Lilley, MD and Kamran M. Mirza, MD, PhD – *PathElective Co-Founders*



Cullen M. Lilley, MD



Kamran M. Mirza,  
MD, PhD

#### **OVERVIEW**

The year 2023 builds upon the significant growth PathElective experienced in 2022, marked by the collaboration with the Association of Pathology Chairs (APC). The partnership aimed to leverage APC's academic influence and PathElective's global accessibility to advance pathology education. As an official publication of APC since July 2022, PathElective is dedicated to building the next generation of skilled pathologists by providing equitable, accessible, and comprehensive pathology education. As a publication of the APC, 2023 has been a year marked by great strides in enhancing the educational experience and accessibility of PathElective.

#### **GROWTH OF THE PLATFORM'S AUDIENCE**

In 2023, PathElective continued its mission of providing accessible pathology education to a global audience. Unique visitors remained a highlight, with 60,449 new individuals discovering PathElective, marking a 14% increase from the previous year. While page views saw a 1% decrease from 2022, the 317,891 total views indicate sustained user engagement. Geographically, the platform maintained a worldwide reach, with significant growth in the United States, especially in states like Texas, California, and New York. The platform's commitment to diversity, equity, and inclusion was underscored by a survey, the results of which will hopefully be published soon.

#### **QUIZ MIGRATION**

One of the major achievements this year has been the migration of online quizzes to ClassMarker. This transition has not only provided a more reliable and sophisticated platform for assessments but has also significantly improved the student quizzing experience. The move to ClassMarker ensures a seamless and efficient evaluation process, aligning with our commitment to delivering high-quality education. One of the major benefits of the platform is the ability to offer question banks for each course and lesson, which could be used in the future if we want to expand the assessment portion of the PathElective experience. Since we are in the early days of adopting this new platform, we are continuing to adapt, but we look forward to the platform's enhanced analytics, improved user interface, and system reliability. Since adopting the new platform, we have started to get more accurate accounts of PathElective's monthly activity which has improved our ability to better understand PathElective's bandwidth and the challenges therein.



## **PATHELECTIVE REPORT** *Continued*

### **ENRICHING EDUCATIONAL OFFERINGS**

Collaborating with APC, 2023 saw the development of additional courses and modules. The focus on content development has been central to our efforts in 2023. Two new courses were added during the year, further enriching the PathElective curriculum: “Medical Renal Pathology” by Dr. Jonathan Zucker- man at UCLA Health and “Coagulation/Hemostasis” by Dr. Maximo Marin at the University of Florida. These courses have further expanded our menu of offerings, providing learners with diverse and in-depth perspectives on crucial pathology topics. This expansion reflects our dedication to delivering relevant and comprehensive content to our users. Users actively contributed educational aides, fostering a sense of community on the platform. In 2024, PathElective anticipates releasing content in career development, digital pathology, autopsy, molecular pathology, microbiology, and more.

### **STRATEGIC LONGEVITY PLAN**

PathElective, born from a humble summer project, has grown exponentially, posing challenges in manage- ment and maintenance. With the APC partnership, a strategic plan for the platform’s longevity is taking shape. The founders and board members can now focus on the overarching vision, while leveraging the support of APC for continued improvement. This sets the stage for a promising future as partners dedicat- ed to shaping the next generation of physicians. In addition to a formalized internal leadership structure and organizational support from APC, PathElective is eagerly anticipating the launch of an educational development program for Kinney Scholars interested in medical education. This initiative aims to enhance the PathElective user experience and infuse the site with fresh perspectives, breathing new life into our educational platform.

### **CONCLUSIONS**

The successful partnership between APC and PathElective continues to yield positive outcomes, setting the stage for an exciting future. The commitment to providing freely available content globally remains strong, thanks to the dedication of volunteers, donors, and APC staff. PathElective’s equitability has garnered significant praise, positioning it as a hub for pathology education. As we look forward, the focus remains on building educational content and improving website functionality to better serve the loyal PathElective audience. The journey continues, fueled by the collective passion for advancing pathology education world- wide. PathElective is proud to be at the forefront of pathology education, and we look forward to a future filled with continued growth, collaboration, and innovation.



### THE SOCIETY OF '67 – APC's PHILANTHROPIC ARM

By Dani Zander, MD and Melvin Limson, PhD – *Society of '67 Board Chair and Administrator*



Dani Zander, MD



Melvin Limson, PhD

Programs of the Society of '67 (named for APC's founding year – 1967) support the development of future leaders in academic pathology, education and research, and are made possible by generous contributions. The Society provides a vehicle for individuals, families, and corporate partners to invest in the growth and advancement of academic pathology and its work to 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 2023, more than \$43,000 was received through the generosity of nearly 40 donors. While the number of Chair donors exceeded the number of Senior Fellows who contributed, the Senior Fellows maintain their status as the APC membership category making the highest combined contribution to the Society of '67. In 2023, two additional donors attained Lifetime Membership with aggregate contributions totaling \$10,000 (Pearl Level) and one donor attained the Sapphire Level of contributions with an aggregate contribution totaling more than \$25,000. Along with other Lifetime and Annual Members, these collective contributions support four programs of the Society of '67: Open Access Awards, Trainee Project Grants, APEX Fellowship Program, and the Kinney Scholars Program. Highlights from 2023 for each program are described below.

**OPEN ACCESS AWARDS** for publications in *Academic Pathology* were committed to 44 authors to cover the article processing fees (APF) totaling nearly \$47,000, for 15 regular articles and 26 educational cases, and 3 other types of manuscripts submitted by a student, resident, or early career pathologist. Upon acceptance for publication by *Academic Pathology*, the Open Access Award funding pays for the APF charged by the journal publisher. 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 a potential obstacle. Through the Open Access Awards program, the Society of '67 supports young authors by paving the way for this important step in their academic journeys!

**TRAINEE PROJECT GRANTS** in Health Services Research or Education totaling nearly \$40,300 were awarded to nine 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 awards have been given 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.



## THE SOCIETY OF '67 – APC's PHILANTHROPIC ARM *Continued*

### Recipients in 2023 were:

#### RESEARCH PROJECTS

- **Zhengchun Lu, MD, PhD** (and Guang Fan, MD, PhD), Oregon Health & Science University, *Artificial Intelligence-Assisted Flow Cytometry*
- **Tasnuva Rashid, MD, PhD** (and Anwer Siddiqi, MD), University of Florida, Jacksonville, *Telepathology Feasibility and Validity Study*
- **Saba Shafi, MD** (and Zaibo Li, MD, PhD), The Ohio State University Wexner Medical Center, *HER2 GPA in HER2 Low Breast Cancers*
- **Zhenwei Zhang, MD, PhD** (and Vijay Vanguri, MD), UMass Memorial Medical Center, *Automated Pathology Data Collection System*

#### EDUCATION PROJECTS

- **Meagan Chambers, MD, MS, MSc** (and Alex Williams, MD), University of Washington, *The Autopsy Book*
- **Ty Chiaro, PhD, MS** (and John Schmitz, PhD, MS), University of North Carolina, Chapel Hill, *Clinical Utility of the Anti-Nuclear Antibody*
- **Jamie Kendrick, MD** (and Judith Aronson, MD), University of Texas Medical Branch, *Gender-Informed Death Documentation*
- **Jung Woo Kwon, MD** (and Nicole Cipriani, MD), University of Chicago, *Pathology Guide for Clinicians/Students*
- **Brianna Waller, MD** (and Joanna Conant, MD), University of Vermont Medical Center, *Anemia Cascade Care Pathway Development*

## Society of '67

### 2023 Trainee Project Grant Recipients

#### Health Services Research Projects in Education and Research

|  |   |
|--|---|
| <p><b>Meagan Chambers, MD, MS, MSc</b><br/>The Autopsy Book</p>                    | <p><b>Zhengchun Lu, MD, PhD</b><br/>Artificial Intelligence-Assisted Flow Cytometry</p> |
| <p><b>Ty Chiaro, PhD, MS</b><br/>Clinical Utility of the Anti-Nuclear Antibody</p> | <p><b>Tasnuva Rashid, MD, PhD</b><br/>Telepathology Feasibility and Validity Study</p>  |
| <p><b>Jamie Kendrick, MD</b><br/>Gender-Informed Death Documentation</p>           | <p><b>Saba Shafi, MD</b><br/>HER2 GPA in HER2 Low Breast Cancers</p>                    |
| <p><b>Jung Woo Kwon, MD</b><br/>Pathology Guide for Clinicians/Students</p>        | <p><b>Zhenwei Zhang, MD, PhD</b><br/>Automated Pathology Data Collection System</p>     |
| <p><b>Brianna Waller, MD</b><br/>Anemia Cascade Care Pathway Development</p>       |   |



### THE SOCIETY OF '67 - 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 the APC, and a legendary pathologist and mentor to many pathologists. In 2023, the Society of '67 provided \$45,500 in registration, lodging, and travel support to 8 medical students and 16 residents who attended the APC 2023 Annual Meeting in Chicago to build their knowledge about academic pathology leadership.

The Kinney Scholars kicked off their in-person conference week with an orientation meeting with the Society of '67 Board members, who 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 insightful questions from the trainee perspective and concluded their experience by debriefing with the Society of '67 Board.

**Named Sponsors of Kinney Scholars:**  
4: L. Macmillan Buja, MD  
2 and 8: Cheryl Hanau, MD  
6: Lydia Howell, MD  
3 and 5: Dani Zander, MD  
1 and 7: The APC Senior Fellows Group

## Society of '67

### 2023 Kinney Scholars

**Medical Students**

|  |  |
|--|--|
| Santos Acosta Martinez <sup>1</sup><br>UNIVERSITY OF VIRGINIA<br>SCHOOL OF MEDICINE    | Logan Meurer<br>NEW YORK INSTITUTE OF TECHNOLOGY |
| Harrison Dai <sup>2</sup><br>EVMS<br>Eastern Virginia Medical School                   | Hunter Monroe<br>West Virginia University        |
| Curtiss Johnson<br>CHICAGO MEDICAL CENTER<br>SCHOOL OF MEDICINE                        | Nathan Ryan<br>Northeast Ohio Medical University |
| Herman Kishshen<br>SCHOOL OF MEDICINE AND PUBLIC HEALTH<br>UNIVERSITY OF MASSACHUSETTS | Alexandra Tatarian<br>UPSTATE                    |

**Pathology Residents**

|  |   |
|--|---|
| Swati Bhardwaj, MD<br>Baylor School of Medicine at Mount Sinai           | Brett Kurpiel, MD<br>UVA Health   |
| Justin Chang, MD<br>VCU Health   | Grace Kwon, MD, PhD<br>Duke University School of Medicine                 |
| Jennifer Choual, MD, PhD<br>UC San Diego                                 | Tanner Mack, MD<br>uOttawa  |
| Hallie Dolin, MD, PhD<br>University Hospitals Cleveland Medical Center   | Jessica Muldoon, MD <sup>5</sup><br>INDIANA UNIVERSITY SCHOOL OF MEDICINE |
| Phoebe Hammer, MD<br>Stanford Medicine                                   | Caroline Stanek, MD<br>LDS HOSPITAL                                       |
| Connor Hartzell, MD <sup>3</sup><br>VANDERBILT UNIVERSITY MEDICAL CENTER | Kara Tanaka, MD <sup>6</sup><br>UCSF                                      |
| Andrew Hasenzahl, MD<br>Northwell Health                                 | Selhyo Yune, MD, MBA <sup>7</sup><br>Northwell Health                     |
| Sylvia Jang, MD <sup>4</sup><br>Methodist                                | Jenny Zhang, MD <sup>8</sup><br>Pathology                                 |





## THE SOCIETY OF '67 – APC's PHILANTHROPIC ARM *Continued*

### ***Comments from Kinney Scholars on attending the APC 2023 Annual Meeting in Chicago***

- "The 2023 Annual APC Meeting was a truly invaluable experience that has left a lasting impression on me. As a Society of '67 Kinney Scholar, I had the unique opportunity to connect with like-minded students, residents, and faculty from across the country, which allowed me to broaden my horizons and delve deeper into the field of academic pathology. This conference not only fostered my academic growth but also sparked a newfound passion for medical education that I intend to incorporate into my future career."
- "What struck me initially was just how friendly and laid back the APC staff and program chairs were throughout the week. Attending conferences like these as a medical student can sometimes feel daunting and uncertain, but I was put at ease immediately by the courteous interactions and genuine interest the chairs and folks involved in our sessions took in me and my fellow scholars in attendance."
- "The meeting also emphasized the significance of professional development and mentorship. Engaging with experienced pathologists and listening to their career journeys provided invaluable guidance and encouragement. Their willingness to share their experiences and offer advice to aspiring pathologists like me was both motivating and reassuring. Overall, this has been a very valuable experience and I hope to return to the conference as a resident."
- "Each individual's journey is marked by certain impactful encounters and situations that shape their lives in very significant ways. For me, the APC meeting was such an experience. While I have always aspired to become an academic pathologist, the intricacies of my envisioned future role were never as clear to me as rendered by the opportunity to attend the meeting. Getting this sneak peek into the "inner circle" of academicians in the specialty has reinforced my career ambitions."
- "The APC meeting was an eye-opening and transformative experience. It offered insights into the life of academic pathology, highlighted the challenges and trends within the field, showcased innovative teaching methods, and stressed the value of networking. Armed with these newfound knowledge and experiences, I will continue my journey as a pathology resident with renewed enthusiasm and determination, ready to embrace the opportunities that lie ahead in the world of academic pathology."
- "This week I saw a new perspective on the challenges of being a chair or PD. In the words of Dr. Baccon at our debrief breakfast, we got "a look under the hood" of the engine and engineers that keeps our departments running. I have a new appreciation for how much behind-the-scenes work our department leaders are doing, and how much they really do care about the resident experience, even if they don't have as much time for one-on-one case sign outs with residents."

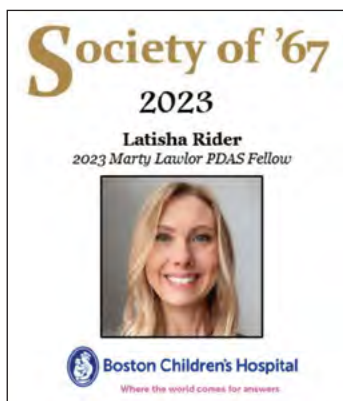
Since the program's inception in 2017, there has been a total of 119 Kinney Scholar Award recipients (45 medical students and 74 residents), selected from many APC member institutions. Additionally, upon the suggestion of Kinney Scholars in 2020 to continue in some form of service to APC year-round, several Kinney Scholars have participated voluntarily on APC's Committees, providing a valuable trainee perspective and contributing to and/or leading specific projects of the committees.



## THE SOCIETY OF '67 – APC's PHILANTHROPIC ARM *Continued*

| APC COMMITTEE             | KINNEY SCHOLAR MEMBERS  |
|---------------------------|---|
| <b>UME Committee</b>      | <ul style="list-style-type: none"> <li>• <b>Meagan Chambers, MD</b> (Univ of Washington)</li> <li>• <b>Phoebe Hammer, MD</b> (Stanford)</li> <li>• <b>Hunter Monroe</b> (WVU)</li> <li>• <b>Alex Tannenbaum, MD</b> (Univ of Wisconsin)</li> <li>• <b>Alexandra Tatarian</b> (SUNY Upstate Medical Univ)</li> <li>• <b>Jenny Zhang, MD</b> (Univ of Arizona, Tucson)</li> </ul>   |
| <b>LD&amp;D Committee</b> | <ul style="list-style-type: none"> <li>• <b>Ahmad Alshomrani, MD</b> (Univ of Nebraska)</li> <li>• <b>Jessica Muldoon, MD</b> (Indiana Univ)</li> <li>• <b>Jerry Saunders, PhD</b> (Mount Sinai)</li> <li>• <b>Burak Tekin, MD</b> (Mayo Clinic)</li> </ul>   |
| <b>GME Committee</b>      | <ul style="list-style-type: none"> <li>• <b>Adeyinka Akinsanya, MBBS</b> (Indiana Univ)</li> <li>• <b>Swati Bhardwaj, MBBS, MD</b> (Icahn SOM at Mount Sinai)</li> <li>• <b>Connor Hartzell, MD</b> (Vanderbilt)</li> <li>• <b>Arkar Htoo, MD</b> (Albany Medical Center)</li> <li>• <b>Hermon Kihshen</b> (Univ of Wisconsin)</li> <li>• <b>Grace Kwon, MD, PhD</b> (Duke)</li> <li>• <b>Kara Tanaka, MD</b> (UCSF)</li> </ul> |
| <b>Research Committee</b> | <ul style="list-style-type: none"> <li>• <b>Emily Hatheway Marshall, MD</b> (Mass General Brigham)</li> <li>• <b>Nicole Fye</b> (Penn State Health)</li> <li>• <b>Maryknoll Linscott</b> (Penn State Health)</li> <li>• <b>Laura Molina, PhD</b> (Univ of Pittsburgh)</li> <li>• <b>Nathan Ryan</b> (Northeast Ohio Medical Univ)</li> </ul>  |

The **APEX 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 2023, the Society of '67 APEX Fellowship Program provided an opportunity for a new Associate APEX Member to attend the APC Annual Meeting and engage with APEX Council members and mentors, by covering the cost of the meeting registration. Additionally, one Society of '67 APEX Fellow every year is designated as the "Marty Lawlor APEX Fellow" to honor and memorialize the legacy of a beloved colleague and friend of the academic pathology community.





## THE SOCIETY OF '67 – APC's PHILANTHROPIC ARM *Continued*

### Comments from the Society of '67 APEX Fellow on attending APC 2023

- "The thing I truly enjoyed the most during my time in Chicago was getting to put faces to names from the listserv and making new friends. The networking events throughout the conference, as well as the dedicated council rooms, made connecting with folks easy and provided ample time to make connections."
- "The sessions I attended were interesting and informative and I appreciated the open forum style that encouraged discussion and questions from the audience...I particularly enjoyed the session on "Stewarding Precision Medicine Testing". Seeing how individual stakeholders approach this process and the perspective many pathologists have about how to fund it was interesting... It was encouraging to hear that my organization is not alone in the difficult conversations and decisions taking place around this topic."

Finally, thank you to the Society of '67 Board Members in 2023 for their generosity, time in reviewing and selecting recipients, advice on the governance and oversight of the Society of '67, and encouragement for others to donate and invest in the future of academic pathology!

- **Dani Zander, MD, Chair** (APC President/Designee) - Chair, University of Cincinnati
- **Jennifer Baccon, MD, PhD, Secretary** (APC Secretary-Treasurer) - 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** - Former Program Director, Vanderbilt University
- **Harry Pukay-Martin** - Secretary, Retired APEX member, formerly at the Ohio State University
- **Fred Sanfilippo, MD, PhD** - Senior Fellow, Emory University
- **Charles Timmons, MD, PhD** - Former Program Director, University of Texas Southwestern/Texas Children's Hospital

## THANK YOU TO THE GENEROUS DONORS IN 2023 AND LIFETIME MEMBERS!

| LIFETIME MEMBERS                             |   |
|--|---|
| <b>BENEFACTORS</b><br>(\$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</li> </ul>  |
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