

Paths to Progress

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President's Message

With a series of **massive storms and wildfires** in recent months, Mother Nature has been reminding us forcefully that she's still in charge. Hurricane Harvey brought torrential rain, high winds, and flooding to a broad swath of eastern Texas and the Gulf Coast in late August; a short while later, Hurricanes Irma and Maria scoured much of the Caribbean, Florida, and the southeast; and all the while devastating fires have charred forests in the west, leaving palls of smoke that hung over Seattle, the San Francisco Bay area, and other cities for days at a time. Many of our APC member institutions and their communities were caught up in the destruction, disruption, and disarray wrought by the hurricanes, and our various listservs were buzzing with information, updates, offers of support, and expressions of concern in their wake. I'm relieved to note that, as of this writing, all of our member departments are back in operation, though several face significant challenges and a difficult road to full recovery. Our hearts go out particularly to our colleagues in Puerto Rico, much of which is still without electrical power almost two months after Irma swept through, as well as in nearby islands also devastated by that storm. Happily, reports we've received indicate that all four Puerto Rican medical schools have now resumed classes or

expect to do so soon. The two hardest-hit schools on other islands have temporarily relocated their faculty, students, and operations: the American University of the Caribbean moved from Sint Martin to dry ground at the University of Central Lancashire in the U.K., and Ross University School of Medicine, from Dominica, is now holding classes aboard a cruise ship. All of us admire the resourcefulness and resilience of our storm-stricken members, and we wish them a speedy return to normal.

This issue of *Paths to Progress* focuses on happier themes (if you're a devotee of potential catastrophes, though, read the update about PAMA, on page 9!). In the reports that follow, you'll find: highlights from summer's APC Annual Meeting in Washington, DC; plans for next summer's APC Annual Meeting; the APC journal, *Academic Pathology*, achieving a major milestone; and news of the many exciting initiatives our sections and committees have undertaken to deliver value to our APC membership and to advance the vital missions of academic pathology.

The 2017 summer meeting—our **50th anniversary jubilee**—was by any measure a tremendous success. In addition to being our best-attended meeting ever by far (with close to 500 registrants), it marked the

official elevation of our illustrious Senior Fellows' *Ad Hoc* Committee to a permanent **Senior Fellows Group**, which has since elected its first leadership team to chart the path forward. The meeting organizers, led by APC President-Elect Barbara Ducatman, MD (Oakland University), launched a bold experiment by **soliciting abstracts for posters and platform presentations** for the first time, which greatly enlivened and expanded participation in the meeting. With the generous support of **travel grants** from the newly-inaugurated Society of '67 and its donors, we also welcomed a select group of residents and medical students to attend for the first time, a very rewarding new initiative that we hope can be repeated. You can read more about those and other highlights from the 2017 summer meeting in this issue.

Among many other topics, you also can learn about new resources our **Advocacy Committee** has developed to keep APC members informed about emerging national policies and trends; see the first **subspecialty-specific data** ever compiled on pathology faculty compensation and workloads, which emerged from the Practice and Management (P&M) Committee's latest national survey; and read about the new role of APC

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President's Message (continued)

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and PRODS in nominating members of the **Pathology Residency Review Committee** of the ACGME (congratulations to Drs. Cindy McCloskey and Scott Anderson!).

Want to get more involved? Contact me, Priscilla Markwood, or any of the authors of the reports in this issue of *Paths to Progress* to find out how you can best contribute. The **APC is your organization**, and we need your wisdom, energy, input, and leadership to maximize its continued success. Make a contribution to the **Society of '67** to promote the future of

academic pathology. Tune in to our **Leaders Learning** webinar series to get expert updates on topics that are critical to our field. Make sure your department contributes data to the **P&M surveys**, so we can continue to collect the most comprehensive, valid, and reliable national data available anywhere. Share your own insights in the online survey on **Leadership Development and Diversity**.

Above all, plan to attend our upcoming **51st APC Annual Meeting** (registration opens later this year), which will be held July 15-19, 2018, at the dazzling landmark beachfront

Hotel Del Coronado in San Diego. It's the very best opportunity for you and your departmental leaders to be part of **the premier organization in academic pathology**, to join forces with your counterparts from across North America, and to prepare for whatever storms may be gathering beyond the horizon.

Sincerely,



Tris Parslow, MD, PhD
APC President



Go to apcprods.org/webinars-lls to register for upcoming webinars in, or view archived recordings of, APC's Leaders Learning Series.

Academic Pathology Report

By James Crawford, MD, PhD, Editor-in-Chief

Academic Pathology achieved a major milestone on July 6, 2017, with **indexing in PubMed**. This was the culmination of a 1.5 year process in which 30 peer-review published original reports were reviewed by the National Library of Medicine, leading to approval of this new journal as being of merit. Importantly, all published papers were back-indexed, so that the journal is completely indexed from its inception in November 2015. The process of becoming an indexed new journal is highly competitive and rigorous, particularly given the explosion of open access journals in the medical literature. Attaining indexed status is a major accomplishment, and our thanks go out to all submitting authors, the editorial team, the publisher, and especially the central APC administrative office – starting with the Executive Director of the APC, Priscilla Markwood, CAE; and the Managing Editor, Jen Norman, MEd; who have kept the journal on target and on task.

The statistics of the journal stand as follows:

	2015	2016	2017*
Submitted	44	28	39
Published	19	26	18
Rejected	25	2	6

*2017 count is year-to-date. In addition to the above, there are currently 9 manuscripts under review and 6 manuscripts under revision.

From SAGE publishing, we have these following 2017 metrics:

- 24 days average time to first decision.
- 60 days average time from acceptance to publication.
- Monthly full-text PDF downloads ranging from 1,500 to 2,000, with over 30,000 downloads since the journal began. The most popular article has been downloaded over 4,600 times (Black CC et al. Examination of the residency interview process for academic pathology departments: how to make the most of a resource-heavy process. [doi:10.1177/2374289515623551](https://doi.org/10.1177/2374289515623551)).

- The top Altmetric Scoring article (with a score of 6) is Black-Schaffer WS et al. Training pathology residents to practice 21st century medicine: a proposal. [doi:10.1177/2374289516665393](https://doi.org/10.1177/2374289516665393).
- 59% of visitors to the journal website, journals.sagepub.com/home/apc, are from the United States; the remaining 41% are from 19 different countries.

The next milestone for the journal is to publish 40 or more high-quality manuscripts per year. The manuscript recruitment effort is ongoing, with opportunity for authors to submit manuscripts on topics such as:

- The contribution of academic pathology in the next era of American healthcare
- The role of genomics in academic pathology practice, education, and research
- The role of informatics research in academic pathology

(Continued on page 5)

ACADEMIC PATHOLOGY

THE OFFICIAL PUBLICATION OF THE
ASSOCIATION OF PATHOLOGY CHAIRS



Go to journals.sagepub.com/home/apc
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Academic Pathology Report (continued)

(Continued from page 2)

- How autopsy pathology can contribute to knowledge in the 21st century
- The transformation of pathology undergraduate medical education
- Recruitment to the field of pathology and laboratory medicine
- Development of leaders in academic pathology
- The business of medicine: what do pathologists need to know?
- Educational scholarship: how can this develop careers?

Please contact me if you want to discuss potential submissions

in these or other areas of interest. A key premise is that **departments of academic pathology and laboratory medicine are already highly creative and innovative in advancing their missions.** A key goal of this journal is to give voice to these accomplishments, as peer-reviewed original reports.

Lastly, on November 7th, the journal will be featured in a webinar entitled **"Securing the Future of Academic Pathology: Publish in ACADEMIC PATHOLOGY," part of APC's Leaders Learning Series.** In this webinar, I will be providing an overall discussion of the journal's scope, the scholarship that has been pub-

lished to date, and how scholarly work can be brought forward for successful publication. As an example of outstanding recent original work that has been published in the journal, Matthew Krasowski, MD, PhD (University of Iowa) will be discussing his recent report, "Using Focused Laboratory Management and Quality Improvement Projects to Enhance Resident Training and Foster Scholarship" ([doi:10.1177/2374289517722152](https://doi.org/10.1177/2374289517722152)).

I am available for any consultations on prospective manuscript submissions, or for other ideas about journal trajectory. Thank you for your support of *Academic Pathology*. ◇



Dr. James Crawford, Editor-in-Chief of Academic Pathology, can be reached at jcrawford1@northwell.edu.

Annual Meeting Report

By Barbara Ducatman, MD, APC President-Elect

The APC's 50th Annual Meeting, held at the Omni Shoreham Hotel in Washington, DC, presented an amazing array of distinguished keynote speakers highlighting our meeting theme, **The Role of Pathology in Population Health.** Our goal was to educate pathology leaders about pathology's key role in the shift to value-based healthcare. For the first time, many of the platform presentations were chosen based upon our call for abstracts for the health services (clinical practice), research, and education sessions. The health services session included speakers describing interventions which improved laboratory test utilization or a new diagnostic consultation service, which enhanced clinical care. During the education session, attendees learned about the new pathology competencies for medical students (see pp. 15 & 20) and about

educational initiatives that improved residency teaching. In addition to platform presentations, the abstract submissions also resulted in posters which were on display throughout the meeting.

A definite highlight of the meeting was APC President **Tris Parslow's interview with John Carreyrou**, who won this year's Friends of Pathology Award. Mr. Carreyrou was responsible for the excellent investigative reporting that initially uncovered the issues with Theranos in *The Wall Street Journal*, and his account of how he uncovered these problems was a thrilling story.

The meeting also offered time for **networking** and a wonderful **jubilee celebration gala with dinner and dancing.** Many thanks to the APC staff

for organizing this wonderful affair.

The **Society of '67** distributed **travel grants** to several medical students and residents. These individuals were very excited about the opportunity to learn and participate in the cutting-edge program. Hopefully, these grants will continue in the future and help increase the number of medical students selecting pathology as a career. In addition, it is a great way to inform residents about the important role of academic pathology and develop future leaders.

Recorded presentations, as well as PDF versions of speakers' slides, are accessible at no additional cost to all meeting attendees at apcprods.org/meetings-2017-archive. For those who could not attend,

(Continued on page 6)

Free and downloadable photos from the APC 2017 Annual Meeting can be found at lesnickphoto.com/apc.

Learn more about the Society of '67 travel award on pages 23–24.



Annual Meeting Report (continued)

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content can be viewed through APC's All Access Pass, available for purchase on the APC website. Individual All Access Passes are \$499 per pass. Departmental All Access Passes, which grant access to all APC/PRODS/PDAS/UMEDS/GMEAS members within one department, are \$799.

For the first time, APC had an official hashtag for its meeting (#apc50years); we also garnered press coverage from Michael Schubert, editor at *The Pathologist* magazine, who live-tweeted while attending the meeting. *The Pathologist* assembled a timeline of tweets from the meeting: storify.com/pathologistmag/association-of-pathology-chairs-meeting-2017.

The **steering committee** for the APC 2017 Annual Meeting comprised APC Council and the following volunteers: James Crawford, MD, PhD (Hofstra Northwell); Alan Ducatman, MD (West Virginia University); Stephen Galli, MD (Stanford University); Fred Gorstein, MD (Thomas Jefferson University); Peter Jensen, MD (University of Utah); Michael Laposata, MD, PhD (University of Texas Medical Branch); Debra Leonard, MD, PhD (University of Vermont); Deborah Powell, MD (University of Minnesota); Fred Sanfilippo, MD, PhD (Emory University); and Brian Smith, MD (Yale University). The steering committee is already hard at work on the 2018 meeting.

Building on the 2017 theme, the **2018 meeting theme** will be

Educating Stakeholders on the Roles of Pathologists.

The steering committee has issued a **call for abstracts** with a **deadline of January 15, 2018**. This year, we are soliciting abstracts in six categories: undergraduate medical education, graduate medical education, research, advocacy, practice and leadership and diversity. More details can be found on pages 10-11, and on the APC website (apcprods.org/meetings-2018-programs). As with last year's meeting, some of the selected abstracts will be presented as platform sessions, and all of the accepted abstracts will be presented during poster sessions. We hope that you will encourage your faculty, residents, and students to submit abstracts. ◇

Advocacy Committee Report

By John Tomaszewski, MD – Committee Chair

APC's Advocacy Committee (APCAC) identifies, discusses, and responds to the rapidly evolving issues facing Pathology and Laboratory Medicine in the domains of business, regulation, and compliance. The APCAC recognizes that advocacy issues evolve throughout the year and it seeks to quickly adjust to the environment. The Committee especially welcomes input on newly evolving advocacy developments from all APC members.

The APCAC has identified the issues listed below as the **key strategic advocacy priorities** for 2017.

- MACRA, MIPS & PAMA: maximizing academic pathology's reporting ability and payment in evolving models
- Local Coverage Determination: exerting CMS authority and oversight of Medicare Administrative Contractors

(MACs)

- Commercial Laboratory Outsourcing Agreements: consolidation of academic labs
- Better communication with membership
- Outreach to other organizations who are engaged in advocacy including engagement of CAP, AMP, AAMC, and ASCP
- Management of the Pathology Roundtable
- GME Funding by CMS
- NIH Funding, MD/PhD and PhD Workforce Development, and Preservation of Scientific Standards: partnership with APC's Research Committee

APCAC activities which address these priorities include: conducting monthly calls and using staff to develop agendas and minutes of those calls; manag-

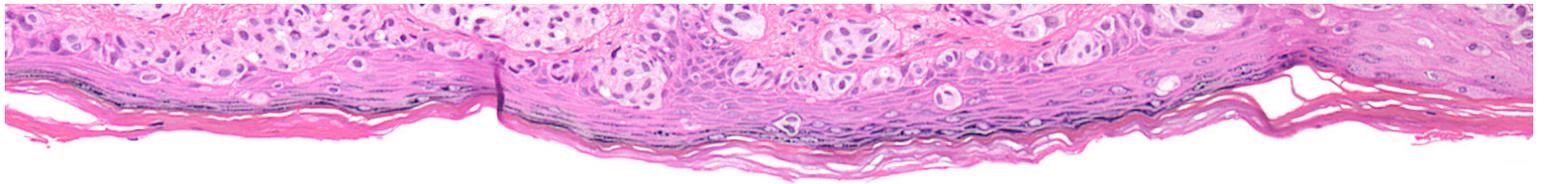
ing the Pathology Roundtable and using staff to develop agendas and minutes of those calls/meetings; reporting out to APC members on the discussions of the APCAC and the Roundtable and related resources, through newsletter articles, webinars, and *Advocacy PATHs* (Pathology Advocacy Tips and Help) which is a new communication tool for the APCAC (see below). The Committee also develops and participates in a plenary session within the APC Annual Meeting and identifies and recommends candidates for the Friends of Pathology Award.

APCAC Meeting Session

APC's 2017 Annual Meeting theme was the role of pathology and laboratory medicine in population health. The Advocacy Committee hosted a "primer" before the main meeting enti-

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The Advocacy Committee, which represents all five sections of APC, meets by phone conference on a monthly basis to receive updates and coordinate plans to respond or collaborate with other organizations. To learn more or join the Committee, email Committee Chair John Tomaszewski at johntoma@buffalo.edu.



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Graduate Medical Education Committee Report

By Karen L Kaul, MD, PhD – Committee Chair



Efforts on a number of projects related to graduate medical education are ongoing. Members of APC's Graduate Medical Education Committee (GMEC) have met by conference call, led by GMEC Chair Karen Kaul, MD, PhD (NorthShore University); as well as in-person at the summer meeting, led by GMECC Vice Chair Cheryl Hanau, MD (Drexel University).

Autopsy training continues to be a key topic. Don Karcher, MD (George Washington University), leads the Autopsy Working Group, which is addressing the role of the autopsy in pathology training and in practice, along with approaches to improve and standardize autopsy training to ensure competency. Designation of an Autopsy Service Director in each program, along with a more standardized didactic program and experience, have been suggested; these

suggestions may be reflected in upcoming revisions of the AC-GME Common Program requirements and other ACGME documents. Additionally, the American Board of Pathology has clarified certain autopsy numbers. Specifically, autopsies can be shared by only 2 residents, and may include no more than 10 limited autopsies. There are no more than 5 single organ autopsies allowed, and these cannot be shared.

Pathology pipeline discussions have been re-initiated as part of the Pathology Roundtable. The National Resident Matching Program (NRMP) data from the 2017 match showed another drop in students matriculating to pathology residency programs. A multifaceted approach to these problems is needed as the causes are complex. Organizations participating in the Pathology

Roundtable will communicate their major concerns and volunteer to form a Pathology Pipeline working group, under the leadership of APC/PRODS, to begin discussion of these issues again.

APC/PRODS is now one of the bodies appointing representatives to the **Pathology Residency Review Committee (RRC)**, along with the American Board of Pathology and the American Medical Association. Working jointly, GMEC and PRODS solicited and reviewed nominees for 2 RRC positions; these were approved by APC Council, and then by ACGME. Congratulations to Scott Anderson, MD (University of Vermont), and Cindy B. McCloskey, MD (University of Oklahoma), for their appointments to the ACGME RRC; their terms will begin in January 2018. ♦

Looking to contact another APC member? Use our live online directory to find the information you need! apcprods.org/m-directory-search
Member login required.

Leadership Development & Diversity Committee

By Lydia Howell, MD – Committee Chair

The Leadership Development and Diversity (LD&D) Committee continues to support the next generation of leaders in academic pathology, raise awareness of the importance of diversity, and provide strategies that will encourage the recruitment, retention, and leadership development of diverse faculty. Highlights of the committee's activities are listed below.

Forty-four participants enrolled in the returning **Pathology Leadership Academy** course held immediately prior to the APC annual meeting. Both formal evaluations and informal feedback were again excellent. This year's course was shortened to one day, but PLA participants had the option of attend-

ing the Chairs Bootcamp which followed the next morning, and many took advantage of this option. The co-directors of the PLA course were Dani Zander, MD (Univ. of Cincinnati), and Lydia Howell, MD (UC Davis). The PLA will take a break for 2018 to use feedback from the recently administered Chair survey in order to plan future programming.

Our 2017 **Patricia Thomas Lecturer** was Hannah Valentine, MD, NIH's first Chief Officer for Scientific Workforce Diversity. Dr. Valentine noted that the pipeline in medical science has long included a substantial number of women and under-represented minorities, but that we are los-

ing much of this talent at key career transition points. Dr. Valentine talked about the NIH's Diversity Program Consortium which includes the "Enhancing the Diversity of the NIH-Funded Workforce" program, a national collaborative which will develop, implement, and evaluate innovative approaches to research training and mentoring.

There was standing room only at the very successful half-day **Chairs Bootcamp**. Attendees included new Chairs, long-standing Chairs, and participants from the Pathology Leadership Academy. Among the most popular agenda items was a panel discussion by current

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For more on the "Enhancing the Diversity of the NIH-Funded Workforce" program: nigms.nih.gov/training/dpc/Pages/default.aspx

Advocacy Committee Report (continued)

(Continued from page 6)

tled “Getting Credit for What We Do in Population Health”. Speakers included Khosrow Shotorbani, MBA, MT (ASCP) (TriCore Reference Laboratories); Michael Laposata, MD, PhD (University of Texas Medical Branch); Bruce Levy, MD (Geisinger Health System); David Levine, MD (Vizient, Inc.); Lucinda Maine, PhD (American Association of Colleges of Pharmacy); and Helen Moore, PhD (National Institutes of Health). The speakers developed a rich background of the healthcare economics, quality and utilization, informatics, and medical delivery partnerships which are central to any understanding of the opportunities and challenges of the clinical laboratories in their engagement in the national discussion on population health management. Full recorded content from the annual meeting’s thematic sessions are now available online (free to attendees, or available by purchasing an All Access Pass).

Advocacy PATHs

A new communication tool coming from the APCAC is *Advocacy PATHs* (Pathology Advocacy Tips and Help), edited by APCAC’s Vice Chair, Stephen Peiper, MD (Thomas Jefferson University). This quarterly communication will have quick updates and links to advocacy resources both within, and external to, APC. Archived messages are available online via apcprods.org/advocacy.

Protecting Access to Medicare Act of 2014 (PAMA)

Section 216 of PAMA, which adds Section 1834A to the Social Security Act, seeks to reform reimbursement rate setting under Medicare’s Clinical Laboratory Fee Schedule

(CLFS). Laboratories will be required to report to the Centers for Medicare & Medicaid Services (CMS) the payment rates paid by each private payer for tests during the previous year. PAMA requires Medicare CLFS payments to be the weighted median of private payer payments. There are five areas of this law which will be of interest to APC members: (1) reporting of private payer rates and volumes, (2) Medicare payment rate development, (3) coding, (4) coverage, and (5) steps involved in the overall implementation of the new law.

Under the final rule, laboratories, including physician office laboratories, are required to report private payor rate and volume data if they (1) have more than \$12,500 in Medicare revenues from laboratory services on the CLFS, (2) receive more than 50% of their Medicare revenues from laboratory and physician services during a data collection period, (3) bill Medicare Part B under their own National Provider Identifier (NPI), and (4) are certified under CLIA.

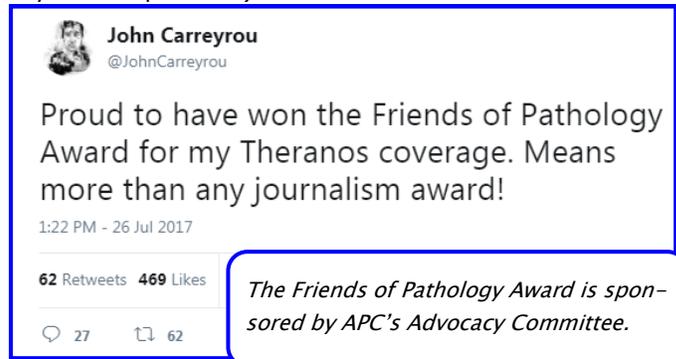
Both Clinical Diagnostic Laboratory Tests (CDLTs) and Advanced Diagnostic Laboratory Tests (ADLTs) must be reported. PAMA ADLTs are defined as analysis of RNA, DNA, or proteins combined with a unique algorithm. Under PAMA, the initial payment rate for ADLTs is set at the actual list charge until private payer rates are established. CMS will use G-codes to meet PAMA’s requirement of unique codes for FDA-cleared or -approved ADLTs and CDLTs.

The interplay of data collection and reporting, price calculation, and CLFS payment will determine the eventual structure of

PAMA. PAMA gives CMS authority to consolidate claims processing and/or coverage policies for laboratory tests to between one and four Medicare Administrative Contractors (MACs). The cumulative reduction in the CLFS by 2023 is anticipated to be a maximum of 55%.

An extract from CMS’s Summary of Data Reporting for the Medicare Clinical Laboratory Fee Schedule (CLFS) Private Payor Rate-Based Payment System (September 22, 2017) is given below:

The initial data collection period for the new CLFS payment system occurred from January 1, 2016, through June 30, 2016. A 6-month window (in which applicable laboratories reviewed their data for accuracy and completeness)



John Carreyrou
@JohnCarreyrou

Proud to have won the Friends of Pathology Award for my Therasys coverage. Means more than any journalism award!

1:22 PM - 26 Jul 2017

62 Retweets 469 Likes

27 62

The Friends of Pathology Award is sponsored by APC's Advocacy Committee.

followed the data collection period. The initial data reporting period (in which reporting entities reported applicable information for their applicable laboratories to CMS) began January 1, 2017 and ended March 31, 2017. For most laboratory tests paid on the CLFS, the data collection, data reporting, and payment rate update schedule repeats every 3 years.

Industry feedback for this

(Continued on page 12)



51st Annual Meeting of the Association of Pathology Chairs
Educating Stakeholders on the Roles of Pathologists

July 15-19, 2018

Hotel Del Coronado ▪ Coronado, CA



CALL FOR ABSTRACTS

The Association of Pathology Chairs is pleased to welcome APC members, their faculty, trainees, and other stakeholders to submit abstracts for posters and platform presentations at the 51st APC Annual Meeting, to be held July 15-19, 2018 in the beautiful beachside Hotel Del Coronado near San Diego. Several abstracts from each major thematic area (outlined below) will be selected for presentation in plenary sessions. All accepted abstracts will be displayed as posters throughout the meeting and published in APC's flagship journal, *Academic Pathology*, with permission of the corresponding author. Abstracts published previously elsewhere may be submitted with appropriate annotation of prior publication. *There is no abstract submission fee. However, speakers and poster presenters are required to fund their own travel to the meeting and meeting registration.*

For submission criteria and to submit abstract(s) for review, go to:

<https://meetingcenters.org/submit.aspx?meetingid=1804>

DEADLINE – 11:59 p.m. Eastern – Monday, January 15, 2018

Approved abstracts and selected speakers will be notified by February 28, 2018

Questions? Contact info@apcprods.org or 302-660-4940

APC encourages departments to “teach” through presenting posters that illustrate a range of state-of-the-art and innovative approaches. Specific examples listed in abstract categories below are intended as guides to situations and opportunities that can be uniquely addressed by APC members. Other examples will be considered by the abstract reviewers. All projects and programs described in abstracts must be active (not in development). Priority for platform presentations will be given to evidence-based abstracts.

Submissions will be ranked by the 2018 Program Steering Committee and approved by the APC Council and the PRODS, PDAS and UMEDS Section Chairs. APC gratefully acknowledges the support of the 2018 Program Steering Committee, which includes Drs. James Crawford, Alan Ducatman, Stephen Galli, Fred Gorstein, Peter Jensen, Michael Laposata, Debra Leonard, Deborah Powell, and Brian Smith, and select members of APC Council.

APC President – Tristram Parslow ▪ Program Chair – Barbara Ducatman (President-Elect)

ABSTRACT CATEGORIES

(Questions about topics should be emailed to info@apcprods.org)

100 – Undergraduate Medical Education: Session Focus – Preparing Future Physicians to Be or to Engage Pathologists

Chairs, Curricular Deans, and Medical School Educators are encouraged to submit abstracts demonstrating:

- Curricula that introduce basic disease concepts early (i.e. pathobiology, pathophysiology and lab values) and maintain students' exposure to the practice of pathology (i.e. diagnosis, prognosis and prediction) throughout medical school
- Cross-disciplinary or clinical team experiences in medical school that emphasize the fundamentals of effective use and interpretation of lab test results (pathophysiology training) and consultative and collaborative interactions among pathologists and clinicians
- Clinical clerkships, post-sophomore fellowships, and other training opportunities that are designed to give students deeper understanding of the value of pathology and pathologists
- Creative approaches to using pathology interest groups to encourage student awareness of careers in pathology

200 – Graduate Medical Education: Session Focus – Empowering Residents to Achieve Excellence in Pathology and Beyond

Chairs, Program Directors, Faculty, and Residents are encouraged to submit abstracts demonstrating:

- Experiences that train pathology residents to be effective members of diagnostic and clinical management teams
- Educational programs that strengthen interpersonal communication, self-awareness, and professionalism, and/or optimize residents' abilities to function in diverse groups
- Opportunities for residents to realize how unique, modern skillsets define the future of pathology; for example, how interest in informatics can inform health and healthcare through computational pathology
- Resident training that cultivates pathology's contributions to population health management through impact on quality, cost and patient access

300 – Research: Session Focus – Engaging Pathologists in Data-Driven Clinical Research Opportunities

Chairs, Faculty and Collaborators are encouraged to submit abstracts demonstrating:

- Interdepartmental clinical research collaborations that were significantly enhanced by the contributions of pathologists, especially in providing or interpreting actionable information for diagnosis or disease monitoring
- Discoveries enabled and led by data provided or interpreted by pathologists that improved healthcare decision-making, locally or nationally
- Development of new institutional research competencies (i.e. whole slide imaging, population analytics, or computational biology) led by pathology departments, especially in providing evidence of cost-effective changes in clinical outcomes
- Examples of clinician-scientist training programs successfully incorporating clinical research team experiences for pathologists
- Examples of programs that successfully incorporate awareness of pathology as an academic career choice into MSTP and other MD/PhD curricula

400 – Practice: Session Focus – Quantifying the Value of Pathologists to Administrators, Payers and Patients

Chairs, Faculty and Practice Administrators are encouraged to submit abstracts demonstrating:

- Institutional programs that engage pathologists in educating other clinicians and hospital administrators how to be proactive in using the contributions of pathologists for the benefit of patient care; for example, through leading a process of modifying test utilization or blood management protocols or leveraging purchasing power for pathology across a health network
- Pathologists playing active roles in care coordination that improved cost of care or length of stay; for example, through roles on clinical management teams or in developing patient-friendly lab reports
- Implementation of new technologies (i.e. digital pathology, next gen sequencing, whole slide imaging) led by pathologists, with business cases for generating more accurate and precise results and/or producing better outcomes for patient diagnosis or therapy
- Situations or models that illustrate pathologists giving time and value back to clinical practices, as a whole, thus showing leadership in sustaining a system's clinical effectiveness and financial viability
- Examples of pathology departments that increased hospital autopsy rates and/or collaborated with other departments with the goal of utilizing autopsy results to improve clinical care

500 – Advocacy: Session Focus – Communicating the Value of Pathologists to National and Local Influencers

Chairs, Faculty, Collaborators and Other Stakeholders are encouraged to submit abstracts demonstrating:

- Approaches to fundraising for or within pathology that engage patient advocacy groups and agencies
- Examples of national and regional programs/projects that define and demonstrate the central value of pathology and laboratory medicine as drivers of efficiency and effectiveness in system-based practice
- Examinations of novel organizational structures of laboratories, departments, and practices which promote the value-added proposition for Pathology and Laboratory Medicine
- Examples of advocacy using quantitative information, showing pathologists' unique effectiveness in value-based activities, directed to these stakeholders: clinical leadership, corporate leadership, payers, vendors, policy-makers

600 – Leadership & Diversity: Session Focus – Developing Leaders and Teams that Model Today's Patient Populations

Chairs, Program Directors, Educators, Faculty and Practice Administrators are encouraged to submit abstracts demonstrating:

- Institutional programs designed to increase diversity in pathology trainees and faculty, particularly those in leadership positions
- Faculty professional development programs, especially those designed to prepare pathology leaders to be inclusive and equitable in supporting diverse patient, trainee, faculty and provider groups
- Examples of improved outcomes (operationally or clinically) due to diversity among students, staff, trainees, faculty and leaders

Practice & Management Committee Report

By Robert Mrak, MD, PhD – Committee Chair



Go to apcprods.org/webinars-lls to register for upcoming webinars in, or view archived recordings of, APC's Leaders Learning Series.

The APC Practice & Management (P&M) Committee this year has focused on the results of two major P&M surveys: last year's practice survey, and the more recent outsourcing survey.

We continue to analyze the results of **last year's annual survey of pathology department salaries and workloads**. We focused on subspecialty practice, and we are happy to report that we have robust data (n>10) for RVUs, salaries, and Part B effort for 13 subspecialties. There was wide variation in median RVUs among those specialties with RVUs, ranging from a high of 7,999 for dermatopathologists to a low of 1,271 for neuropathologists. With the exception of dermatopathologists, differences in total compensation were much smaller. Relative to general surgical pathologists, dermatopathologists showed a median RVU workload 64% higher and a median salary 43% higher. With normalization for Part B effort, the RVU difference was smaller—29% above that of surgical pathologists.

The **September 27, 2017, webinar in APC's Leaders Learning Series** presented these data, as well as survey data for total compensation by degree, rank, years-in-rank, region, and gender, as well as data regarding fringe benefits and incentive compensation. These data were also presented this month at the West-Midwest-Canadian Regional Pathology Chairs meeting in Tiburon, CA.

A second major effort of the P&M Committee is a **survey of pathology Chairs' experiences with joint ventures (outsourcing) of academic clinical laboratories**. An initial, anonymous survey of pathology Chairs identified 25 respondents with experience in this area who were willing to participate in in-depth phone interviews. These interviews were carried out by P&M Chair Robert Mrak, MD, PhD (University of Toledo), and AP-CAC Chair John Tomaszewski, MD (University at Buffalo, SUNY). Major findings of the survey are:

- Financial evaluations of possible joint ventures should be extrapolated beyond the first few years, as initial financial benefits often eroded in later years. This was due in part to price increases, increased management fees, and lack of utilization control incentives.
- Clinician satisfaction was often poor. This was in part due to poor test quality and test turnaround times, but also due to lack of on-site clinical pathology specialists for consultation.
- There were substantial negative effects on teaching, both in pathology and in other specialties. This was largely due to difficulties in maintaining academically-oriented clinical pathology faculty.

These findings were presented in a **webinar on June 22, 2017, as a part of APC's Leaders Learning Series**. A manuscript reporting these findings is currently in preparation.

◇

Advocacy Committee Report (continued)

(Continued from page 9)

initial data reporting period suggested that many reporting entities would not be able to submit a complete set of applicable information to CMS by the March 31, 2017 reporting deadline, and that such entities would require additional time to review collected data, address any issues identified during such review, and compile the data into CMS's required reporting format. On March 30, 2017, CMS announced that it would exercise enforcement discretion

until May 30, 2017, with respect to the data reporting period for reporting applicable information under the CLFS and the application of the Secretary's potential assessment of civil monetary penalties (CMPs) for failure to report applicable information. CMS specified that this 60-day enforcement discretion period was the maximum amount of time CMS could allow to still have sufficient time to calculate the CLFS payment rates scheduled to go into effect on January 1, 2018.

CMS is now soliciting comments on the preliminary calendar year 2018 Medicare CLFS rates, until **Monday, October 23, 2017**, and will publish the final rates in November. Comments must be submitted electronically by this date to the following CMS mailbox:
[CLFS Annual Public Meeting @cms.hhs.gov](mailto:CLFSAnnualPublicMeeting@cms.hhs.gov)

(Source: www.cms.gov/Medicare/Medicare-Fee-for-Service-Payment/ClinicalLabFeeSched/PAMA-Regulations.html) ◇

To submit a nomination for the Friends of Pathology Award, or one of APC's distinguished service awards, visit apcprods.org/awards.

Research Committee Report

By Jeffrey Golden, MD – Committee Chair

The research session at the APC 2017 Annual Meeting, in keeping with the overall theme, was focused on the role of pathology in population health. The session started with two keynote speakers. The first was **Joe Selby, MD, MPH**, who discussed Patient-Centered Outcomes Research Institute (PCORI) and how pathology can tap in to PCORI opportunities. He started by defining Comparative Clinical Effectiveness Research, the space PCORI is focused on. He further provided a framework to conduct comparative effectiveness framework for diagnostic pathology.

The second presentation was by **Lisa Simpson, MB, BCh, MPH, FAAP**, from AcademyHealth, a professional society which is focused on evidence in decision-making and which aims to provide evidence to inform policy and practice. Ms. Simpson described the role of health services research in evaluating and informing health policy and healthcare. She integrated an understanding as to how health services research can help pathology practice inform population health efforts and identified strategies for pathology to partner with health services research to advance evidence to inform healthcare. She noted many opportunities for pathology in decision support, safety, test selection, comparative effectiveness and analytic performance. She also highlighted the role of pathology in almost all precision medicine initiatives.

The keynote speakers were followed by **4 shorter talks that were submitted as abstracts and selected for presentation**. The first was by Tore Eid, MD, PhD (Yale University), who discussed type II diabetes in the Caribbean and

how pathology and precision medicine can impact patient care. Dr. Eid and his colleagues set up a network of patients from multiple islands. They performed metabolic profiling on these patients who had been well phenotyped. They have shown they can organize this complex set of patients, and preliminary data have shown considerable promise for a method of identifying specific phenotypes that is now being further studied for validation under a U54 grant.

The next presentation was by James Kirby, MD, D(ABMM) (Beth Israel Deaconess Medical Center). Dr. Kirby is exploring faster methods for screening susceptibility of bacteria. He has adapted off-the-shelf commercially available inkjet printers to deliver different amounts (droplet sizes) of antibiotics into wells, allowing for dilution titers that allowed antibiotic resistance profiles to be rapidly and cost effectively determined. Furthermore, they could efficiently test various combinations of antibiotics. Finally, they adapted a microscopy-based system to evaluate the growth in these printed multiwell plates.

The third speaker was Chris Andry, MPhil, PhD (Boston University), who spoke on process improvements in biobanking. Boston University (BU) has an established NCI-supported tumor-banking program. They have over 1,700 well-annotated specimens from a very diverse patient population. The infrastructure, both with oversight and management/operations expertise, is impressive. They considered positioning this in pathology to be critical to its success. It has played an important role in the BU Cancer

Center and has permitted them to have a role in the national dialogue on the legal, moral, and ethical conversation regarding tissue banking. Another impressive development was the creation of standard operating procedures and metrics for all samples, which are carefully maintained and shared with the NCI and others on a real-time, or near real-time, basis.

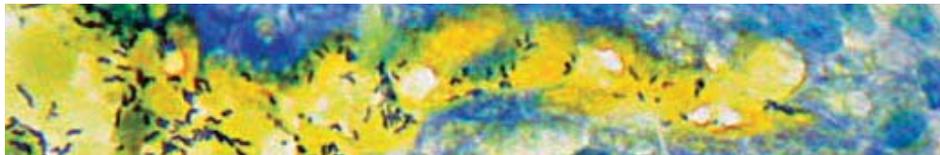
Finally, APCAC Chair John Tomaszewski, MD (University at Buffalo, SUNY), delivered a report on the Banbury Conference, which focused on the evolution and revolution in anatomic pathology, specifically in the domain of digital pathology. Dr. Tomaszewski pointed out that this nascent field is now upon us and is likely a disruptive technology from which we should expect fundamental changes in anatomic pathology within 5 years. The discussion focused on anatomic pathology becoming a quantitative science in the practice of medicine, to include tissue based molecular diagnostics and data integration with images using machine learning and other related methodologies. He eloquently outlined the opportunities and challenges.

The Research Committee also met in person in DC, and spent the majority of their time discussing evaluation of **the new Physician-Scientist residency track**. We first reviewed the results of the survey conducted by Dr. Remick and then had a lengthy discussion regarding the metrics of success. We all recognized that this is a challenging topic that has no one or simple answer. Several suggestions to get more data were considered and their feasibility are being explored for discussion during the coming year. ◇



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Product Fee	\$599	Participant Fee	\$50
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Undergraduate Medical Education Committee Report

Michael Prystowsky, MD, PhD – Committee Chair

The UME Committee (UMEC), in concert with UMEDS, is marketing the **Pathology Competencies for Medical Education (PCME)** generated by both UME groups over the past several years to organizations outside of APC. UMEC and UMEDS are currently soliciting educational cases for peer review, from the APC membership, to reinforce one or more competencies. Accepted cases are published in *Academic Pathology*. All PCME documents can be found at apcprods.org/pcme.

On October 11, 2017, Barbara Knollmann-Ritschel, MD (Uniformed Services University of the Health Sciences), and Michael Prystowsky, MD, PhD (Albert Einstein College of Medicine), PCME Co-Editors-in-Chief, hosted a **webinar in APC's Leaders Learning Series** en-

titled "PCME Framework & Educational Case Application." The webinar covered how to utilize the PCME and educational cases at your institution, as well as how to submit additional educational cases for publication—an opportunity for nationally-recognized scholarship for all faculty. In an effort to maximize the impact of the PCME on medical education, the recorded PCME webinar has been made publicly available at bit.ly/2y0YTVV.

Looking to the future, UME along with UMEDS is working to recruit **new and emerging allopathic medical schools (NUMEDS)** to become involved with UMEDS, as well as provide them with resources and networking opportunities with one another and the APC/UMEDS. Recently, two exploratory con-

ference calls with representatives from more than a dozen new and young medical schools were convened and facilitated by Richard Conran, PhD, MD, JD (Chair, Eastern Virginia Medical School), Robert Folberg, MD (Founding Dean at Oakland University William Beaumont School of Medicine), Barbara Knollmann-Ritschel, MD (Vice Chair, Uniformed Services University of the Health Sciences), and Deborah Powell, MD (Dean Emerita, University of Minnesota). The APC is also planning to host a breakfast networking meeting at the AAMC 2017 Annual Meeting for these medical school representatives who are attending. ◇



LD&D Committee Report (continued)

(Continued from page 8)

and former deans who had once also been pathology Chairs on how to talk to your dean, and presentations by fairly recently appointed department Chairs on challenges to expect and how to address them. Based on the success of the session and the high evaluations, the Chairs Bootcamp will be back next year!

At the annual meeting, certificates were presented to the second class of the **Diversity and Inclusion Leadership Program (DILP)** pilot 2-year distance-learning program: Gisou Azabdaftari, MD (Roswell Park Cancer Center), and Diana Cardona, MD (Duke University). Founded in 2014, the content and experience has been rated

as excellent by DILP fellows, mentors, and other LD&D members. DILP content will be incorporated into APC's new Leaders Learning Series of webinars in order to reach a broader audience and have more impact beyond the small DILP group. The LD&D Committee has therefore agreed to sunset the program in its current form, and will continue to explore new opportunities to provide one-on-one leadership and diversity training experiences following feedback from the fall LD&D survey to department chairs.

The LD&D Committee released an **online survey** in September 2017 to assess previous programs (PLA, DILP), and to gain information on Chairs' current needs and preferences regarding faculty development. The

LD&D Committee will use this information when planning future programming.

Next steps for 2017-18:

- Review chair survey findings to plan future programs (PLA, other).
- Develop content on leadership and diversity for Leaders Learning Series.
- Identify and invite the 2018 Patricia Thomas Lecturer.
- Review and update LD&D's online resources.
- Consider development of new online resources or toolkits for leadership development & diversity to assist chairs and enhance departments. ◇



Dr. Hannah Valantine delivered the 2017 Patricia Thomas Lecture in Diversity and Inclusion.

Senior Fellows Group Report

By Fred Sanfilippo, MD, PhD – SFG Chair



The Senior Fellows (SFs) met in July, during the APC 2017 Annual Meeting in DC, to review Senior Fellow activities, major projects of the past year, and plans for the coming year. At the Chairs' Business Meeting, the SFs proposed changing APC's Bylaws to grant permanent status to the SFs, give SFs a vote on the APC Council, and allow SFs to elect their own leadership. The APC membership unanimously passed this proposal, and **the temporary Senior Fellows Ad Hoc Committee (SFAHC) became the permanent Senior Fellows Group (SFG)**. The initial SFG officers were subsequently elected: Fred Sanfilippo, Chair (2017-2019); Deb Powell, Vice Chair (2017-2019); David Bailey, Secretary (2017-2018); Dave Wilkinson, Councilor (2017-2019); and Mary Lipscomb, Councilor (2017-2018).

The Senior Fellows were very well-represented at APC's Annual Meeting, and were actively engaged throughout. David Bailey, Fred Lucas, Deb Powell and Fred Sanfilippo provided a SF lunch panel discussion at the **Pathology Leadership Academy (PLA)**, which preceded the annual meeting, and Fred Sanfilippo was one of the PLA speakers. Several other SFs attended the PLA and provided advice to participants. During the **Chairs Bootcamp**, the SF luncheon panel, "How to Deal with Deans and AMC Leadership," was led by Rob Folberg, Deb Powell, Fred Sanfilippo, and Mark Tykocinski. The panel was very well received by many Chairs (both new and senior), PLA participants, and Society of '67 Scholars in attendance. Feedback from the scholars at the end of the meeting indicated

that they found this to be one of the most interesting and informative sessions they attended.

SFG resources including the SFG Council members, SFG Operating Procedures, and the SF Consult List, are accessible via apcprods.org/senior-fellows.

Mary Lipscomb and Jen Norman have completed updates to the **Senior Fellows Consult List** on the APC website, which has been made more easily accessible for members to request one-on-one consultations with SF members. Instructions for using the list, with background information for each SF, are available on the APC site. Over 25 SF consults have been provided to chairs since the last Annual Meeting.

The **"Life After the Pathology Chair II: Lessons Learned"** project has been led by David Bailey and Fred Sanfilippo, who once again ran a discussion group at the APC Annual Meeting, which included workgroup summaries from Fred Gorstein and David Wilkinson. The discussion group was well-attended by many SFs and Chairs, who provided very active and valuable comments. A manuscript summarizing the project and information obtained from the workgroups and discussion group was recently published in APC's journal, *Academic Pathology*.

Fred Gorstein and Ron Weinstein are leading the further development of the **SF Speakers Bureau**. Plans are to solicit additional information and consolidate the various areas of interest and expertise that are already listed by SFs on the Consult List into general categories to make it easier for chairs and others to identify appropriate speakers. There was consensus that the process for engaging speakers from the Bureau should be flexible and left up to the individuals involved. It was also felt that an ongoing assessment should be made of the use and effectiveness of the Bureau as soon as it is operational.

Several projects and activities have been suggested for the coming year. These include: a survey of SF consults, transitioning from the Chair, lethal behaviors of Chairs, Chair burn-out, leadership wellness, when to step down as Chair, the role of pathology in promoting health literacy, as well as several topics specifically relevant to next year's Chairs Bootcamp: dealing with narcissistic deans, when deans and CEOs do not get along, serving as an Interim Chair, being a new Chair in a new versus current institution, how not to anger a dean/AMC leader, and what to do when asked to do something inappropriate.

SFG Chair Fred Sanfilippo, can be reached at Fred.Sanfilippo@emory.edu. ♦

The latest Senior Fellows article, "Life After Being a Pathology Department Chair II: Lessons Learned" (Bailey DN et al) was published in *Academic Pathology* on October 13, 2017. [doi:10.1177/2374289517733734](https://doi.org/10.1177/2374289517733734).

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– Course participant

“Excellent review of patient safety, critical to daily practice of pathology and effective patient care”

– Course participant



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PRODS News

By Mary Furlong, MD – PRODS Council Chair



Read Dr. McCloskey's Academic Pathology article, *Entrustable Professional Activities for Pathology*, at journals.sagepub.com/doi/full/10.1177/2374289517714283.

For links to all PCME resources, including APC's recorded webinar focusing on the PCME framework and educational cases, go to bit.ly/apcpcme.

The APC 2017 Annual Meeting in July marked the **transition of PRODS Council leadership**. Let's give a big shout out to Charles Timmons, MD, PhD (University of Texas Southwestern), outgoing PRODS Chair, and to Wesley Naritoku, MD, PhD (University of Southern California), outgoing PRODS Immediate Past Chair. Dr. Timmons led the group with great poise and astute intuition and Wes was (and continues to be) a constant source of wisdom for both new and veteran program directors alike. Nadeem Zafar, MD (previously at University of Tennessee), was positioned to take on the office of PRODS Council Chair, but because of a wonderful opportunity to serve as Chief of Pathology at VA-Puget Sound in Seattle, Dr. Zafar has resigned from his PRODS Council-eligible position. While we are happy to congratulate Dr. Zafar on his new undertaking, we were also saddened to lose an incredibly passionate, thoughtful, and energetic leader. As PRODS Chair-Elect, I was delighted to assume the position of PRODS Chair, and I look forward to the next two years serving PRODS and serving as a liaison between program directors, our Chairs, and the other member sections of APC.

PRODS met this past spring at USCAP's annual meeting in San Antonio, TX. A concise but key agenda covered several updates from USCAP, the American Board of Pathology, and the TRIG group, as well as reports from the Fellowship Panel and the ACGME, milestones 1 and 2. A timely and stimulating presentation on social media opportunities and challenges by Jerad Gardner, MD (University of Arkansas for Medical Scienc-

es), concluded our PRODS satellite meeting.

The **APC 2017 Annual Meeting** in July, held in our nation's capital, was an exceptionally lovely event celebrating the 50th anniversary of the Association of Pathology Chairs. Although not necessarily intuitive that population health would be so relevant to the field of pathology, the program was filled with incredibly interesting, thought-provoking, and in many ways groundbreaking information that is **likely to transform the role of pathology in the future**. As part of PRODS programming, there was active discussion regarding pathology **Entrustable Professional Activities (EPAs)**. Dedicated program directors and faculty from APC's Graduate Medical Education Committee and the College of American Pathologists have been meeting and working on these core knowledge-based and skills-related tasks that will "represent another means to determine learner proficiency and evaluate educational outcomes in the training environment." The group has also tied the nineteen EPAs to ACGME's six competencies and to the pathology milestones. Cindy B. McCloskey, MD (University of Oklahoma), has been the lead with this important effort, published in a recent issue of *Academic Pathology*. We look forward to continued dialogue regarding the implementation of EPAs and are grateful for the committee's work.

Another germane topic crossing both UMEDS and PRODS presented at the summer meeting was the **Pathology Competencies for (undergraduate) Medical Education (PCME)**. A

group of dedicated undergraduate faculty and educators have collectively created and most recently revised a dynamic list of educational competencies for medical school curricula, with associated educational cases to highlight the understanding of mechanisms of disease, to help students form a differential diagnosis and apply laboratory medicine concepts in the work up of patient. It is imperative that, as educators, we actively engage medical students and promote standards of excellence in the teaching of pathology in medical school. Many thanks to PCME Co-Editors-in-Chief, Barbara Knollmann-Ritschel, MD (Uniformed Services University of the Health Sciences), and Michael Prystowsky, MD, PhD (Albert Einstein College of Medicine), and their team for this immense under-taking published this July in *Academic Pathology*. Overall, the summer meeting was a huge success with workshops and discussion groups, as well as updates on milestones, physician wellness, faculty feedback to residents, code of conduct for residency recruitment, professionalism, pipeline programs, and the PIER curriculum. **Many thanks to all who contributed** and especially to APC's **Priscilla Markwood** and **Mel Limson** for their amazing organization and hard work.

This past year PRODS voted to rename the **GME Teaching Award** to the Margaret Grimes Distinguished Teaching Award in Graduate Medical Education, **in honor of the late and beloved Margaret Grimes**. Dr. Grimes served as the program director at Virginia Commonwealth University, was well known in the pathology gradu-

(Continued on page 21)

PDAS News

By Beth Hansell – PDAS Council Chair

APC's **50th Anniversary Meeting in Washington, DC**, July 24th–July 28th, was not only a successful meeting but a wonderful celebration of the APC's mission to provide leadership and to advocate for the dynamic discipline of pathology. Similar to our 2016 meeting, the PDAS section had a number of new attendees that we had the pleasure of meeting; we look forward to seeing everyone next year! Harry Pukay-Martin, who was honored with the inaugural PDAS Distinguished Service Award in 2014, was also in attendance. A big thank you to Mr. Pukay-Martin as he continues to contribute so much to APC and PDAS, including currently serving on the Society of '67 Board.

cy "primer" session, "Getting Credit for What We Do in Population Health;" thematic research and practice/health services plenary sessions; and the Project Santa Fe Panel Report.

The **PDAS breakout sessions** included PDAS Plenary Session I: a panel discussion which covered "Implementation of a Laboratory Information System," facilitated by Gary Brown (University of Colorado), Roseanne Meyer (University of Iowa), and Kelley Suskie (University of Rochester). Shanker Deonandan (Hofstra Northwell) spoke about successful financial management of an academic pathology department, and then Robert Challenor (University of Pennsylvania)

open to all sections: John Baci (Boston Children's Hospital) facilitated discussion group #2, "Faculty Mentoring to Accelerate Professional Development and Promotion." Andrea Saenim (Northwestern University) led discussion group #3, "Part A Negotiations." A big thank you to all the presenters!

At the PDAS business meeting, our section approved unanimously that a **PDAS alumnus group** would be set up. 2016-2017 PDAS Council members were thanked for their service, followed by the introduction of 2017-2018 **PDAS Council members**. We thanked Marty Lawlor (University of Michigan) for 2 years of hard work and dedication to PDAS as Chair, and his upcoming 2 additional years as Immediate Past Chair.

Planning is already underway for APC's 51st Annual Meeting. The 2018 meeting will take place in San Diego, CA, at the Hotel Del Coronado, July 15th–19th. We hope all PDAS members can join us! Members who wish to **recommend content and/or volunteer as presenters for APC 2018** should contact PDAS Chair Beth Hansell at HansellB@muscc.edu.

It's not too early to submit your **nominations for the 2018 PDAS Distinguished Service Award!** Please consider nominating our next award recipient, who will join past awardees Harry Pukay-Martin, Martha Miers, Kelley Suskie, and John Baci. Nominations must be submitted **no later than December 31, 2017**; go to apcprods.org/awards for details on the nomination process. ♦



Recorded meeting presentations are available at apcprods.org/meetings-2017-archive.



John Baci receives the 2017 PDAS Distinguished Service Award. L to R: M. Lawlor, R. Mrak, J. Baci, T. Parslow.

Our 2017 **Distinguished Service Award** went to John Baci (Boston Children's Hospital). Mr. Baci has been a valuable member of the PDAS community, and served seven years in various roles on PDAS Council. Congratulations to Mr. Baci on this well-deserved honor!

The PDAS program this year included **shared sessions with Chairs and other APC member sections**. Included in these sessions were an advoca-

shared his insights on administrative support over more than one department. PDAS Plenary Session II: Andrea Saenim (Northwestern University) presented "Development of a Pathology Compensation Plan," and Beth Hansell (Medical University of South Carolina) presented "Best Practices to Provide Admin Support for Research Faculty." In addition to the Plenary Sessions, two PDAS members also supported two discussion groups which were

All award nominations must be submitted no later than December 31, 2017. For details on the nomination process, go to apcprods.org/awards.

UMEDS News

By Moshe Sadofsky, MD, PhD – UMEDS Council Chair

UMEDS once again held a **Course Directors Workshop** immediately preceding the APC 2017 Annual Meeting. The workshop featured a comprehensive introductory talk from Melina Flanagan, MD (West Virginia University), entitled The ABC's of Being a Medical School Pathology Course Director. Dr. Flanagan's introduction was followed by UMEDS Chair-Elect Barbara Knollmann-Ritschel, MD (Uniformed Services University of the Health Sciences), and

sional Activities (EPAs).

Our UMEDS activities are always "works in progress." Like skiing down a mountain, one is more concerned with "where am I now?" than with "what have I done in the past?" So, we can congratulate ourselves on an excellent summer meeting, but where are we now? Current UMEDS key initiatives are:

- The **Pathology Competencies for Medical Education (PCME)**, with continued assembly of objectives and example teaching cases. We hope to publish these in *Academic Pathology* (now indexed on PubMed!) annually. Regular outreach for contribution and dissemination required. The PCME are a living document, and feedback is always welcome! Educational cases can be submitted through *Academic Pathology's* manuscript submission portal, and feedback on the content of the competencies themselves can be sent to Jen Norman (jnorman@apcprods.org).
- UTRIG, the ongoing development of **genomics teaching material for the UME audience**. Rebecca Wilcox, MD (University of Vermont), is the UTRIG liaison to

UMEDS Council. See pp. 21-23 for more on the TRIG/UTRIG projects.

- **Repository of teaching resources:** We hope for an easily accessible online portal where APC/UMEDS members can access meeting recordings, educational cases, teaching materials, and literature. Links to relevant resources will be posted to apcprods.org/umeds and shared on the UMEDS e-list.

Now is the time for UMEDS members to decide what programming you would like to see at the **2018 Annual Meeting**. Thanks to those who have already written to me! One topic we hope to explore in next year's program is the theory behind educational assessment, the limitations inherent in current practice, and the ways in which assessment drives remediation. Please consider whether you would be able to present on your relevant experiences—especially from those of you in a setting that is novel to others—at the summer meeting. Email UMEDS Chair Moshe Sadofsky (Moshe.Sadofsky@einstein.yu.edu) to **suggest topics and/or volunteer as a speaker** for next year's UMEDS program. ♦



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Vijay Vanguri, MD (University of Massachusetts), both of whom presented on assessment. The workshop concluded with an interactive session on using improv as a tool to improve teaching and communications, led by Kristen Atkins, MD (University of Virginia). This year's Course Directors Workshop was recorded, and is now **available online to all UMEDS members** at apcprods.org/umeds-resources!

The UMEDS program also included a session devoted to the integrated curriculum, and a series of small-group workshops. We also attended valuable joint sessions, including the thematic education session (with Chairs, PRODS, and PDAS), and a session with PRODS on Entrustable Profes-

For links to all PCME resources, including APC's recorded webinar focusing on the PCME framework and educational cases, go to bit.ly/apcpcme.



Margret Magid received the 2017 Michele Raible Distinguished Teaching Award. L to R: M. Prystowsky, M. Magid, M. Sadofsky, T. Parslow.

PRODS News (continued)

(Continued from page 18)

ate education community, and served numerous national roles within PRODS and the American Board of Pathology. The first recipient of the Margaret Grimes Distinguished Teaching Award was, fittingly, Rebecca Johnson, MD, FASCP, who was honored at the APC summer meeting in Washington DC. As a previous program director, Chair, trustee, and current CEO for the American Board of Pathology, it was wonderful to recognize Dr. Johnson for her tireless efforts in graduate medical education.

In a similar fashion, PRODS Council enthusiastically brought forth a proposal—which APC Council happily approved—for an **invited lectureship** for the summer meeting in honor of the immeasurable contributions of **Bruce Alexander, MD**, former Program Director at the University of Alabama at Birmingham. This lectureship will commence with the 2018 summer meeting.

ACGME has approved adding two members to the **Pathology Review Committee** to be



Rebecca Johnson received the 2017 Margaret Grimes Distinguished Teaching Award. L to R: R. Johnson, K. Kaul, T. Parslow, C. Timmons.

named by APC and PRODS. These individuals will join James Stubbs, PhD (Chair of the committee), and nine other members, including a resident member, a public member and other program directors and chairs. Congratulations to Cindy B. McCloskey, MD (University of Oklahoma), and to Scott Anderson, MD (University of Vermont), who were recently named to these positions.

On a final note, Pathology will be the first group to undergo revision to the Milestones; a working group is expected to formalize this fall and com-

mence work on **Milestones 2.0**.

Looking forward, we will begin our **planning for the 2018 spring and summer meetings**; first the USCAP satellite meeting in Vancouver, BC, Canada, and then back to sunny San Diego, CA, for the APC Annual Meeting (July 15th–19th). I am excited to work with all of PRODS to plan an engaging and informative agenda for both meetings. ◇



TRIG/UTRIG Working Group Report

By Richard Haspel, MD, PhD & Rebecca Wilcox, MD

Since its inception in 2010, the PRODS working group **Training Residents in Genomics (TRIG)** has held over 20 genomic workshops at pathology meetings internationally. To allow others to implement training using a team-based learning approach, TRIG has produced “train the trainer” **workshops, an instructor handbook and toolkit with over 700 downloads, and online modules** which translate the workshop into a virtual environment using simulation of online genomics

tools. The handbook, toolkit, and online modules are available at no cost on the TRIG website (pathologylearning.org/trig).

In addition to educational tool development, TRIG has taken a structured approach to **evaluation**. The efficacy of the online modules has been demonstrated through a study at 10 residency programs using a pre- and post-test design; a draft manuscript on this study is currently being prepared. The nov-

el use of the Resident In-Service Examination (RISE), taken by every pathology resident in the country, has allowed large scale tracking of progress in genomic pathology education. This year, there was a jump from approximately 70% to 80% in those residents indicating they have had some genomics training.

From 2012-2017, a **National Cancer Institute R25 grant** supported the TRIG working

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Recorded meeting presentations are available at apcprods.org/meetings-2017-archive.

GMEAS News

By Amy Motta – GMEAS Council Chair



The GMEAS Mentor List and GMEAS Dropbox are accessible (after login) via apcprods.org/m-gmeas-resources.

Looking to contact another APC member? Use our live online directory to find the information you need! apcprods.org/m-directory-search Member login required.

The APC GMEAS section had a very successful APC summer meeting. Thank you GMEAS Council for creating an outstanding program!

GMEAS included a half-day **New Program Coordinator Boot Camp** in its program this year, and it was a huge success! Attendees' experience levels ranged from just a few weeks to many years. Donald Sandlin (Univ. of Arkansas), Pat Braund (Univ. of Colorado), and Amy Motta (Dartmouth-Hitchcock) presented. The Boot Camp touched on all aspects of GME and finished with the human aspect of being a coordinator. We look forward to planning another New Program Coordinator Boot Camp at the APC 2018 meeting in San Diego.

Significant time in the 2017 GMEAS program was devoted to **resident well-being**. Carol Hollstein (Loma Linda Univ.), Chelle Kozy (Orlando Health), and Betsy McDonald (UT Southwestern) presented valuable information and examples from their programs on resident well-being. Amy Bourgeois (Univ. of Vermont) presented on coordinators creating their own portfolios to further their careers. Cheryl Gross (ACGME) presented key information on understanding the ACGME surveys. **Special programming for fellowship coordinators** in-

cluded Kim Curry (Univ. of Nebraska) and Ali Murtha's (UCSD) joint talk on fellowship recruitment, and Ashley Sanders' (Univ. of Arkansas) talk on immigration and visas. The College of American Pathologists sponsored a much appreciated **mixer for GMEAS members** at the Lebanese Taverna. GMEAS attendees had a chance to connect with other coordinators and compare best practices during **resident management system break-out sessions** for New Innovations, MedHub and E*Value.

Congratulations to the newly elected **GMEAS Council members!** Members-at-Large Tammy Umstott (Univ. of Arizona) and Beth Shultz (Penn State-Hershey) joined the Council in July. Between now and July 2018, the council will be working on **writing a coordinator handbook, increasing GMEAS membership, and planning the 2018 meeting**.

At the **GMEAS business meeting**, discussions of particular interest were the possible title change of coordinators in the ACGME Common Program Requirements (CPR) based on recommendations from the ACGME Coordinator Advisory Group and the Coordinator Description Task Force (CDTF), Jen Norman's tour of the APC website and interactive member

directory, and topic proposals for the APC 2018 summer meeting.

I felt such a sense of comradery with all of the coordinators at the meeting in July. It was wonderful to meet the many new coordinators and to see old friends. For me, this meeting is so much more than learning how to do our jobs better—it feeds my soul and renews my energy. I want to thank everyone that attended for that.

Join us at the **Hotel Del Coronado in San Diego** next year at the annual APC meeting! Speakers at the GMEAS sessions will include Mary Pyfrom (Coordinator of Primary Certifications, American Board of Pathology) and Matt Lange (Accreditation Administrator, RC for Pathology and Medical Genetics and Genomics, ACGME). **If you have ideas for meeting topics, or you would like to present in July 2018**, please contact GMEAS Chair Amy Motta (Amy.L.Motta@hitchcock.org) or GMEAS Chair-Elect LeeTanya Marion-Murray (LeeTanya.Marion-Murray@cshs.org).

As recruiting season for residency programs looms, remember to take time for yourself and laugh every day! ♦



Society of '67
Join the Team
apcprods.org/m-donate

TRIG/UTRIG Working Group Report (continued)

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group. The funding has recently been renewed for another 5 years. Totalling approximately \$1.5 million, the funding will be used to revise the existing curriculum, the workshop instructor guide and toolkit, and the online modules.

The R25 grant will also be used to support the UMEDS working group, **Undergraduate TRaining In Genomics (UTRIG)**. This group was established to adapt the TRIG curriculum to medical student education. The group has already made significant progress through a survey-based review of the TRIG exercises. The review was designed to determine

what sections could be adapted to a medical school curriculum, as well as to collect additional curriculum ideas. At the **APC 2017 Annual Meeting**, the UTRIG group started developing exercises based on these survey results. The group also continues to develop survey questions for the RISE-FIRST in-service examination. As this exam is for PGY1 pathology residents, the survey can provide insight into current genomics teaching in medical school.

Based on the TRIG approach, **“plug and play” universal exercises** have been developed through the Intersociety Coordinating Committee for Practitioner Education in Genomics (ISCC). Workshops

based on adapted exercises have been held at the annual meetings of the American Heart Association, American Academy of Neurology, and American Academy of Ophthalmology. A **handbook and toolkit** for these exercises is being finalized, with plans for release on the TRIG website.

TRIG and UTRIG are possible due to the support of APC and the many cooperating pathology and genetics organizations. With the grant renewal, we are looking forward to a **continued positive impact on genomic pathology education**. ♦



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Society of '67 Report

By Peter Kragel, MD – Chair, Society of '67 Board

The APC has established the **Society of '67** to support programs aligned with the Association's mission and vision. The Society's name honors the founding of the APC, which occurred in 1967. The APC envisions excellence in all missions of academic pathology, supporting continuous improvements in healthcare, medical education, and research; and advocating for high quality, safe, equitable, affordable, and accessible medical care.

A gift to the Society of '67 helps us achieve this vision. The Society provides a vehicle for individuals, families, and corporate partners to support academic pathology and improve the health of our nation through patient care, research, education and advocacy. We recognize our donors' generosity and vision at the APC Annual Meeting and in APC publications.

The first class of APC Society of '67 travel awardees (known as **Society of '67 Scholars**) participated in APC's 50th Annual Meeting in Washington, DC. By covering travel, hotel, and registration costs, the travel award provides an opportunity for medical students and residents to familiarize themselves with career opportunities in pathology and the critical role of pathology in healthcare delivery, research, and education through access to national leaders in academic pathology.

In 2017, the annual meeting focused on **the role of pathology in population health**. Through a competitive application process, medical students and pathology residents provided information about their interest in population health, their career goals, and their leadership roles. The Society plans on offering the travel awards again in 2018.

The intent of the award was to provide recipients with an understanding of the current and future impact of pathology and laboratory medicine on effective management of population health through clinical services, research, and education. The award also provided an opportunity to interact with the leaders of academic pathology, bringing a trainee's perspective to the Association. MS3 or MS4 students, and pathology residents beyond the first year of postgraduate training, were eligible to apply. Scholars agreed to attend the meeting and participate in designated Scholar activities and provide a brief report of their experiences.

Travel awardees included medical students Jihad Aljabban (Ohio State University), Caroline Early (East Carolina University), Brittney Imblum (Penn State),

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To learn more about the Society of '67, or to make a donation, visit apcprods.org/societyof67.



Society of '67 Report (continued)

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Annie Tsay from (Penn State), and Christopher Trennepohl (UNC, Chapel Hill). Pathology resident awardees included Mohamed Rizwan Haroon Al Rasheed, MD (University of Illinois); Charles Childers, MD (Madigan Army Medical Center); Xiangroung He, MD, PhD (SUNY at Buffalo); Nicole Jackson, MD, MPH (Louisiana State University); Alison Krywanczyk, MD (University of Vermont); Alissa Minkovsky, MD, PhD (Brigham and Women's Hospital); Madhuchhanda Roy, MBBS, PhD (University of Wisconsin); Kristen Ruby, DO (Dartmouth-Hitchcock Medical Center); Sharon Song, MD (University of Pennsylvania); Laura Toth, DO (Dartmouth-Hitchcock Medical Center); and Annika Windon, MD (University of Pennsylvania).

Award recipients' feedback was very positive. Some highlights from the **Scholars' feedback**:

- I gained an undeniably **better perspective** on the field of academic pathology and its direction. The focus on population health was fantastic and the keynote speakers were inspirational.
- Throughout the sessions, **I felt my perspective was valued**. I was surprised to be approached by esteemed pathologists who took the time to speak to me about their experiences.
- I made **meaningful connections** with my fellow Society of '67 Scholars and other professionals. As one of the youngest scholars, it was great to get some advice on how to best shape my medical school career early on.
- It was such a privilege to gain exposure to these current issues and ideas early on in my career. I am bringing back **a new perspective on pathology's role in patient care**.
- The experience overall has been **energizing and instructive**. I have come away from the conference with ideas about my own professional development and how to be a **better leader and more effective communicator**.
- For the first time in my medical career I felt more like a peer... I wanted to join the academic medical community but I wasn't sure how I could ever make an impact and be successful. **Coming to this meeting really showed me it was possible**.
- I left this meeting not only with a better idea of the breadth of what pathology has to offer but more **clarity and conviction in my choice for pursuing pathology as a specialty**. ◇

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Executive Office Report

By Jen Norman, MEd – Manager of Member Services & Education

Membership renewals for CY 2018 were sent out at the start of October, and we have further streamlined the renewal payment process from last year. Paying your dues is just a click away! Although APC encourages member departments to make updates to their member rosters throughout the year/as changes occur, we are specifically requesting departments update their information during this dues collection period. All **member updates** must be submitted to APC **no later than December 15th** to be included in the **AY 2017-2018 APC Member Directory**, which will be published in January 2018.

While a PDF member directory can be useful, these PDF directories are released only once a year. **APC's interactive member directory** is updated continuously, and is easily searchable. We encourage all APC members to use the searchable directory, at apcprods.org/member-directory-search, when seeking out contact information for your fellow members.

At our jubilee annual meeting, APC elected to record several of the meeting sessions for posterity. The **recorded meeting content** is available online, at no additional cost, to all meeting attendees.

APC's **Leaders Learning Series (LLS)** continues to host valuable webinars on a monthly basis. Recordings of **past webinars are archived** on the APC website, and are accessible to all active members of APC. We also maintain resource repositories online for our committees and member sections. Visit apcprods.org to take advantage of our online member resources.

APC has joined **Twitter!** For public announcements regarding APC and *Academic Pathology*, follow [@apcprods](https://twitter.com/apcprods). ◇