



Paths to Progress

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President's Message

We are once again in hurricane season this fall and hoping that our colleagues in North Carolina, Florida, and anywhere else effected by these hurricanes a speedy recovery from the floods. Although academic pathology continues to weather its own storms, we know that the **strength of our member departments will continue to advance our specialty.** Many of the following Committee reports will detail highlights from this summer's APC Annual Meeting at the fabulous Hotel Del Coronado and plans for next summer's APC Annual Meeting. In addition, our APC journal, *Academic Pathology*, continues to set new standards for articles detailing the educational and service accomplishments of our members and helps us form a learning community. There are many upcoming and exciting initiatives planned by our Sections, Committees, and Working Groups to deliver value to our APC membership and to advance the vital missions of academic pathology.

The 2018 summer meeting was another great success with an outstanding attendance of nearly 470 registrants. Once again, the planning committee solicited abstracts for posters and platform presentations, giving all our member departments the opportunity to showcase their own departmental and institutional initiatives.

And, again, with the generous support of travel grants from the **Society of '67** and its donors, we also **welcomed a select group of residents and medical students.** This year's class was much more competitive with more applicants than ever (including a

"true" undergraduate who hopes to attend medical school and eventually choose pathology as a career). If we want to capture our best and brightest for careers in academic pathology, we need to broaden and strengthen our pipelines. Reviewing the reflections from a college undergraduate, medical students, and residents, I was struck by their **passion for the specialty and grateful that the travel scholarships was able to strengthen their resolution to join us as future colleagues.**

The Society of '67 is also now offering an **"Open Access Award"** to underwrite publishing in *Academic Pathology* by early career authors, including junior faculty, pathology fellows or residents, and medical students. Additionally, the Society of '67 has launched a new pilot grants program with the **Trainee Project Grant in Healthcare Innovation** program for research or education projects. The Society of '67 has raised money for these endeavors by soliciting donations as well as a "Fun-Raiser" beach party. Please consider donating to this worthy cause. You can read more about those and other highlights from the 2018 summer meeting in this issue.

The **Advocacy Committee** has developed to keep APC members informed about emerging national policies and trends, and as part of this theme, there was a special session on Artificial Intelligence. The session demonstrated the cause of optimism in what some see as a disruptive technology.



The **Practice and Management Committee** is continuing to attempt to define benchmarks for clinical pathology and is planning a survey for 2018. Please help us better define benchmarking for our pathologists by participating in the upcoming survey.

Our **UMEDS, PRODS, and GMEAS Sections**, along with the corresponding committees (**UME and GME Committees**), have focused on the ongoing trends in **medical education including competencies, assessment and remediation, and trainee wellness initiatives.**

Most recently, the 27 organizational constituents of the **Intersociety Pathology Council (IPC)** selected **APC to serve as its new Secretariat**, previously managed by the Intersociety Council of Pathology Information (ICPI). The IPC, formed in 1968, serves as a communication center and provides a unified voice for the discipline of pathology. The IPC will next meet in-person in March 2019 (in conjunction with the

President’s Message (continued)

USCAP annual meeting). In the meantime, APC staff is working on the organizational transitions as APC assumes the role of the Secretariat.

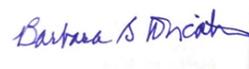
All of our activities rely on the energy and passion of our membership complemented by our diligent and hard-working staff. If you’re currently not involved with a Committee or project, I invite you to **become more involved**. Contact me, Priscilla Markwood, or any of the authors of the reports in this issue of *Paths to Progress* to find out how you can best

contribute. If you do not currently have time to volunteer, then consider working with your administrator to **fill out the upcoming P&M survey** so we can continue to collect the best national data available anywhere or **make a donation to the Society of ‘67** now to fund its worthy initiatives to attract medical students and pathology residents into academic pathology.

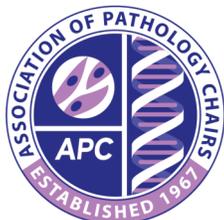
Finally, **plan to attend next summer’s APC 2019 Annual Meeting** (registration opens this fall), which will be held July 21-24, 2019, at the

wonderful Boston Seaport Hotel, a venue highly rated by past participants. Lydia Howell, MD (UC Davis), and the planning committee are hard at work with our theme of **“Innovation through Collective Excellence: Shaping the Future of Pathology.”** I hope to see you there.

Sincerely,



Barbara S. Ducatman, MD
APC President



The organizational constituents of the Intersociety Pathology Council are listed at:

www.interpathcouncil.org

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Fred Sanfilippo received the 2018 APC Distinguished Service Award

L to R: D. Bailey, F. Sanfilippo, D. Powell, T. Parslow

Academic Pathology Editor’s Update

By James Crawford, MD, PhD

Academic Pathology is exhibiting steady upwards growth in 2018, as the accrual statistics in the table demonstrate. Should the four manuscripts “under revision” ultimately be accepted, the overall 2018 acceptance YTD rate will be 91%. This is a reflection of the excellent alignment of manuscript submissions with the journal scope, and of the excellence of the work being submitted.

For 2018YTD, the 26 accepted papers fall into the following categories:

- 11 in Education (UME, GME, CME)
- 12 in Management/Administration
- 1 from an APC Task Force (Autopsy)
- 2 from the Senior Fellows Group

Year	Submitted	Accepted (Rate)	Rejected	Under Review	Under Revision	Downloads
2015	44	19 (43%)	25	n/a	n/a	3,645
2016	28	26 (93%)	2	n/a	n/a	15,997
2017	42	35 (83%)	6	n/a	n/a	27,655
2018	38 (YTD)	26 (66%)	2	5	4	24,071 (YTD)

The first two categories are demonstration of how important *Academic Pathology* is for publication of original educational scholarship (for all levels of education), and for bringing innovation in department management and administration forward – including business case studies. The last two categories are notable, since *Academic Pathology* is an organ for publication of APC-commissioned task group

efforts, and is a welcome home for a growing portfolio of scholarly publications from our Senior Fellows Group. The *Educational Case Series* led by Dr. Barbara Knollmann-Ritschel, Associate Editor, continues to be successful: 16 Educational Cases were published in 2017; and 7 have been published YTD in 2018.

(Continued on page 4)

RECENT ARTICLES IN ACADEMIC PATHOLOGY

Abstracts of the 50th Anniversary Association of Pathology Chairs Annual Meeting: Pathology and Population Health

Author(s): Various
<https://doi.org/10.1177/2374289518769905>

Pathology Course Director Perspectives of a Recent LCME Experience: Preparation in an Integrated Curriculum With the Revised Standards

Author(s): Barbara E. C. Knollmann-Ritschel, MD, Eric Suarez, MD, William Gilliland, MD, Richard Conran, MD, JD, PhD, Arnyce Pock, MD
<https://doi.org/10.1177/2374289516687070>

NDER: A Novel Web Application for Teaching Histology to Medical Students

Author(s): Elizabeth U. Parker, BS, Nicholas P. Reder, MD, MPH, Daniel Glasser, BS, Jonathan Henriksen, BS, Mark R. Kilgore, MD, Mara H. Rendi, MD, PhD
<https://doi.org/10.1177/2374289517691061>

Structured Annual Faculty Review Program Accelerates Professional Development and Promotion: Long-Term Experience of the Duke University Medical Center's Pathology Department

Author(s): Stanley J. Robboy, MD, Roger McLendon, MD
<https://doi.org/10.1177/2374289516689471>

Pathology Residents Comprise Inspection Team for a CAP Self-Inspection

Author(s): Stacy G. Beal, MD, Jesse L. Kresak, MD, Anthony T. Yachnis, MD
<https://doi.org/10.1177/2374289517699230>

Improving American Healthcare Through "Clinical Lab 2.0": A Project Santa Fe Report

Author(s): James M. Crawford, MD, PhD, Khosrow Shotorbani, MBA, MT(ASCP), Gaurav Sharma, MD, Michael Crossey, MD, PhD, Tarush Kothari, MD, MPH, Thomas S. Lorey, MD, Jeffrey W. Prichard, DO, Myra Wilkerson, MD, Nancy Fisher, MBA
<https://doi.org/10.1177/2374289517701067>

Biobanking—Budgets and the Role of Pathology Biobanks in Precision Medicine

Author(s): Chris Andry, MPhil, PhD, Elizabeth Duffy, MA, Christopher A. Moskaluk, MD, PhD, Shannon McCall, MD, Michael H. A. Roehrl, MD, PhD, Daniel Remick, MD
<https://doi.org/10.1177/2374289517702924>

Quality Improvement Intervention for Reduction of Redundant Testing

Author(s): Alan M. Ducatman, MD, MS, Danyel H. Tacker, PhD, Barbara S. Ducatman, MD, Dustin Long, PhD, Peter L. Perrotta, MD, Hannah Lawther, MD, Kelly Pennington, MD, Owen Lander, MD, Mary Warden, MD, Conard Failingler, MD, Kevin Halbritter, MD, Ronald Pellegrino, MD, Marney Treese, MD, Jeffrey A. Stead, MD, Eric Glass, DO, Lauren Cianciaruso, DO, Konrad C. Nau, MD
<https://doi.org/10.1177/2374289517707506>

Transition to Subspecialty Sign-Out at an Academic Institution and Its Advantages

Author(s): Joanna L. Conant, MD, Pamela C. Gibson, MD, Janice Bunn, PhD, Abiy B. Ambaye, MD
<https://doi.org/10.1177/2374289517714767>

The Case for Laboratory Developed Procedures: Quality and Positive Impact on Patient Care

Author(s): Karen L. Kaul, MD, PhD, Linda M. Sabatini, PhD, Gregory J. Tsongalis, PhD, Angela M. Caliendo, MD, PhD, Randall J. Olsen, MD, PhD, Edward R. Ashwood, MD, Sherri Bale, PhD, Robert Benirschke, PhD, Dean Carlow, MD, PhD, Birgit H. Funke, PhD, Wayne W. Grody, MD, PhD, Randall T. Hayden, MD, Madhuri Hegde, PhD, Elaine Lyon, PhD, Kazunori

Murata, PhD, Melissa Pessin, MD, Richard D. Press, MD, PhD, Richard B. Thomson, PhD
<https://doi.org/10.1177/2374289517708309>

Entrustable Professional Activities for Pathology: Recommendations From the College of American Pathologists Graduate Medical Education Committee

Author(s): Cindy B. McCloskey, MD, Ronald E. Domen, MD, Richard M. Conran, MD, PhD, JD, Robert D. Hoffman, MD, PhD, Miriam D. Post, MD, Mark D. Brissette, MD, Dita A. Gratzinger, MD, PhD, Patricia M. Raciti, MD, David A. Cohen, MD, Cory A. Roberts, MD, Amy M. Rojiani, MD, PhD, Christina S. Kong, MD, Jo Elle G. Peterson, MD, Kristen Johnson, PhD, Sue Plath, MA, Suzanne Zein-Eldin Powell, MD
<https://doi.org/10.1177/2374289517714283>

Second Flexner Century: The Democratization of Medical Knowledge: Repurposing a General Pathology Course Into Multigrade-Level "Gateway" Courses

Author(s): Ronald S. Weinstein, MD, FACP, FATA, Amy L. Waer, MD, FACS, John B. Weinstein, PhD, Margaret M. Briehl, PhD, Michael J. Holcomb, BS, Kristine A. Erps, Angelette L. Holtrutz, Julie M. Tomkins, MA, MA, Gail P. Barker, MBA, PhD, Elizabeth A. Krupinski, PhD
<https://doi.org/10.1177/2374289517718872>

Pathology Competencies for Medical Education and Educational Cases

Author(s): Barbara E. C. Knollmann-Ritschel, MD, Donald P. Regula, MD, Michael J. Borowitz, MD, PhD, Richard Conran, MD, JD, PhD, Michael B. Prystowsky, MD, PhD
<https://doi.org/10.1177/2374289517715040>

Using Focused Laboratory Management and Quality Improvement Projects to Enhance Resident Training and Foster Scholarship

Author(s): Matthew D. Krasowski, MD, PhD, Bradley A. Ford, MD, PhD, J. Stacey Klutts, MD, PhD, Chris S. Jensen, MD, Angela S. Briggs, MA, Robert A. Robinson, MD, Leslie A. Bruch, MD, Nitin J. Karandikar, MD, PhD
<https://doi.org/10.1177/2374289517722152>

Forensic Pathology Education in Pathology Residency: A Survey of Current Practices, a Novel Curriculum, and Recommendations for the Future

Author(s): Amanda Spencer, DO, Wayne K. Ross, MD, Ronald E. Domen, MD
<https://doi.org/10.1177/2374289517719503>

STEERING an IDEa in Undergraduate Research at a Rural Research Intensive University

Author(s): Donald A. Sens, Karen L. Cisek, Scott H. Garrett, Seema Somji, Jane R. Dunlevy, Mary Ann Sens, Pat Conway, Van A. Doze
<https://doi.org/10.1177/2374289517735092>

Life After Being a Pathology Department Chair II: Lessons Learned

Author(s): David N. Bailey, MD, Mary F. Lipscomb, MD, Fred Gorstein, MD, David Wilkinson, MD, Fred Sanfilippo, MD, PhD
<https://doi.org/10.1177/2374289517733734>

Surgical Pathology Resident Rotation Restructuring at a Tertiary Care Academic Center

Author(s): Chelsea R. Mehr, MD, Amrom E. Obstfeld, MD, PhD, Amanda C. Barrett, MD, Kathleen T. Montone, MD, Lauren E. Schwartz, MD
<https://doi.org/10.1177/2374289517736344>

Undergraduate Specialist Program in Pathobiology at the University of Toronto

Author(s): Douglas M. Templeton, PhD, MD, Avrum I. Gottlieb, MD, CM, FRCPC

<https://doi.org/10.1177/2374289517747594>

The Association of Departmental Quality Infrastructure and Positive Change: A Pathology Department Illustration

Author(s): Jody E. Hooper, MD, Hazel Richardson, MSIS, Amelia W. Maters, ScM, Karen C. Carroll, MD, Peter J. Pronovost, MD, PhD
<https://doi.org/10.1177/2374289517744753>

Evaluating Nonclinical Performance of the Academic Pathologist: A Comprehensive, Scalable, and Flexible System for Leadership Use

Author(s): Austin Blackburn Wiles, MD, Michael O. Idowu, MD, MPH, Charles V. Clevenger, MD, PhD, Celeste N. Powers, MD, PhD
<https://doi.org/10.1177/2374289518754889>

Commentary: The Continuing Fellowship Conundrum

Author(s): Suzanne Zein-Eldin Powell, MD, Peter J. Kragel, MD, Ronald E. Domen, MD
<https://doi.org/10.1177/2374289518763810>

A "Pathology Explanation Clinic (PEC)" for Patient-Centered Laboratory Medicine Test Results

Author(s): Blake Gibson, MD, Erika Bracamonte, MD, Elizabeth A. Krupinski, PhD, Margaret M. Briehl, PhD, Gail P. Barker, MBA, PhD, John B. Weinstein, PhD, Ronald S. Weinstein, MD
<https://doi.org/10.1177/2374289518756306>

Brief Report: Trends in Pathology Graduate Medical Education Programs and Positions, 2001 to 2017

Author(s): Aldis H. Petriceks, BA, Darren Salmi, MD
<https://doi.org/10.1177/2374289518765457>

Outsourcing of Academic Clinical Laboratories: Experiences and Lessons From the Association of Pathology Chairs Laboratory Outsourcing Survey

Author(s): Robert E. Mrak, MD, PhD, Tristram G. Parslow, MD, PhD, John E. Tomaszewski, MD
<https://doi.org/10.1177/2374289518765435>

Dealing With Deans and Academic Medical Center Leadership: Advice From Leaders

Author(s): Fred Sanfilippo, MD, PhD, Deborah Powell, MD, Robert Folberg, MD, Mark Tykocinski, MD
<https://doi.org/10.1177/2374289518765462>

A Next-Generation Sequencing Primer—How Does It Work and What Can It Do?

Author(s): Yuriy O. Alekseyev, PhD, Roghayeh Fazeli, MD, Shi Yang, MD, PhD, Raveen Basran, DPhil, Thomas Maher, MS, Nancy S. Miller, MD, Daniel Remick, MD
<https://doi.org/10.1177/2374289518766521>

The Pathology Workforce and Clinical Licensure: The Role of the PhD Clinical Laboratorian in the United States

Author(s): Robin G. Lorenz, MD, PhD, Donald S. Karcher, MD, Michael D. Gautreaux, PhD, Melvin Limson, PhD, Dani S. Zander, MD
<https://doi.org/10.1177/2374289518775948>

The Evolution of Earned, Transparent, and Quantifiable Faculty Salary Compensation: The Johns Hopkins Pathology Experience

Author(s): Kathleen H. Burns, MD, PhD, Michael J. Borowitz, MD, PhD, Karen C. Carroll, MD, Christopher D. Gocke, MD, Jody E. Hooper, MD, Timothy Amukele, MD, PhD, Aaron A. R. Tobian, MD, PhD, Allen Valentine, MBA, C (ASCP), Rob Kahl, AA, Vanessa Rodas-Eral, MS, John K. Boitnott, MD, J. Brooks Jackson, MD, MBA, Fred Sanfilippo, MD, PhD, Ralph H. Hruban, MD
<https://doi.org/10.1177/2374289518777463>

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Academic Pathology Editor's Update (continued)

(Continued from page 2)

Spring 2018 also saw the **launch of the social media presence on Twitter** for this journal:

@**AcadPathol**. Dr. Yonah Ziemba, PGY2, at the Zucker School of Medicine at Hofstra/Northwell is the Social Media Editor for the journal. Dr. Ziemba has found material in the publications of *Academic Pathology*, and – with permission of the authors – is bringing quotations from these papers forward for the general public on Twitter. At the current time there are 915 followers of this account.

Academic Pathology is an Open Access journal. **Article downloads** – either as pdf or html files – **continue to trend upwards**. Download numbers are indicated in the table above. These numbers attest to the value of published papers to a broad readership.

"Open Access" involves an Article Processing Fee (APF), which is due upon acceptance of the manuscript en route to publication. As noted in Dr. Peter Kragel's "Society of '67" report, **the So67 is supporting the "Open Access Award" for waiver of the APF**. This award is intended

to support first or corresponding authors earlier in their careers (**Pathology Resident/Fellow, junior faculty**), in bringing their meritorious work forward without the financial barrier of an APF. The So67 Board will review applications for candidate abstracts of proposed manuscripts, determine if the abstract qualifies the potential manuscript for an award, and advise *Academic Pathology* on whether the "Open Access Award" is to be applied should the manuscript be accepted for publication. We have our first such acceptance (and awardee) of a manuscript currently in press, and greatly look forward to future submissions under this award program.

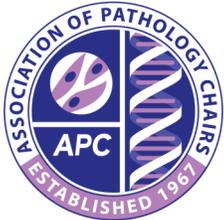
To reiterate my message for the Spring 2018 newsletter, beyond the clear mandate for manuscripts on education, areas of interest to the journal include:

- The contribution of academic pathology specifically, and pathology/laboratory medicine in general, to the next era of American healthcare, including new payment systems and risk models
- The value statements for academic departments of pathology and laboratory

medicine in the next era of American healthcare

- The role of genomics in academic pathology practice, education, and research
- The role of informatics research in driving success in academic pathology
- Pathology and laboratory medicine's contribution to the patient experience and health system quality performance
- How autopsy pathology can contribute to knowledge in the 21st century
- Transformation of pathology undergraduate and graduate 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?

I am available at: jcrawford@northwell.edu for any consultations on prospective manuscript submissions, or for other ideas about journal trajectory. Thank you for your support of *Academic Pathology*!



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Advocacy Committee Report

By John E Tomaszewski, MD – Advocacy Committee Chair

The APC 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. APCAC recognizes that advocacy issues evolve throughout the year and it seeks to quickly adjust to the environment. APCAC especially welcomes input on newly evolving advocacy developments from all APC members.

The Advocacy Committee has identified the following issues as the **key strategic advocacy priorities for 2018**:

- Maximize academic Pathology's reporting ability and payment potential in evolving models (MACRA, MIPS & PAMA).
- Address local coverage determination (LCD) and national coverage determination (NCD), especially as they relate to improved payment and appropriate regulation of molecular pathology testing and NGS.
- Monitor commercial laboratory outsourcing agreements and consolidation of academic labs.
- Support graduate medical education (GME) funding by CMS and watch for potential threats of international medical graduate (IMG) defunding.
- Support NIH funding, MD/PhD and PhD workforce development, and preservation of scientific standards.
- Broaden APC's outreach to potential partner organizations and strengthen the Pathology Roundtable.
- Improve the presence of Pathology in undergraduate medical education (UME) and develop the pipeline of applicants to Pathology residencies.

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The Advocacy Committee, which represents four Sections of APC, meets by conference call on a monthly basis to receive updates and coordinate plans to respond or collaborate with other organizations.

To learn more or join the APC Advocacy Committee, email:

info@apcprods.org

NEW

Society of '67

Open Access Award program

The Open Access Award, established by the *Society of '67* in July 2018, seeks to:

- **PROMOTE** the publication of high-quality original scholarship in a peer-reviewed journal by authors at an early stage of academic development
- **FOSTER** projects of enterprise and national importance with potential for grant-funding eligibility
- **ENABLE** editors and reviewers to mentor young authors in the highest standards of research ethics and academic rigor
- **SUPPORT** the mission of the APC to produce the next generation of outstanding investigators and educational scholars in the field of pathology

CRITERIA:

The first or corresponding author (qualifying author) must be a medical student, pathology resident or fellow, or junior faculty.

The manuscript must demonstrate strong research methods and the potential for broader or longitudinal study, and fit the scope of *Academic Pathology*. Generally, case reports and quality improvement projects will not qualify, unless they explicitly open the door to other research questions and opportunities.

Preference will be given to research that shows collaboration and teamwork with other specialties at the same institution or with pathologists from multiple institutions.

If accepted, awardees are agreeing to submit their manuscript for publication in *Academic Pathology*. The editors and reviewers are committed to nurturing manuscripts toward acceptance for publication. In the unlikely event that awardees are unable to satisfactorily address reviewer comments in a manner that leads to publication, the award qualification will be rescinded and the award can no longer be claimed for the abstract submitted.

The award is given through a 4-step process – application, qualification, submission, and acceptance.

To apply, authors must submit the following to mlimson@apcprods.org:

- An abstract of no more than 250 words that summarizes the contents of the manuscript to be written and/or

submitted. Please do not subdivide, e.g., Background, Aim, Results, Conclusion, or similar. The abstract must stand alone, and it should be presumed that the reader has some knowledge of the subject but has not read the paper. Abbreviations and reference citations must not be used in the abstract.

- Curriculum vitae of the qualifying author
- List of co-authors and their affiliations

All authors will be recognized as recipients of the Open Access Award. For reference, the International Committee of Medical Journal Editors (ICMJE) definition for authorship shall be followed: <http://www.icmje.org/recommendations/browse/roles-and-responsibilities/defining-the-role-of-authors-and-contributors.html>.

The *Society of '67* Board will review applications on a monthly basis. Within 45 days of receipt of an application, the qualifying author will be notified whether or not the application qualifies for submission.

Authors may qualify to receive up to one award per year.

After qualifying, authors have up to one year to submit their manuscript for peer review and up to two years (from the date of award qualification) to complete the review process and be issued a letter of acceptance. The award qualification will be rescinded and can no longer be claimed for the abstract submitted after two years (from the date of award qualification).

The list of co-authors may only be changed with written approval of the *Society of '67* Board. To change the list of co-authors, the qualifying author must submit a letter to the *Society of '67* Board with an explanation of either a clear, unanticipated role for a new co-author(s) or a clear, unanticipated reason that co-author(s) could not participate in the intended research.

Recipients of the Open Access Award will receive:

- A publication fee waiver for the accepted article.
- Open Access Award attribution on the published article.
- Open Access Award acknowledgement on the journal website.
- Open Access Award recognition on the APC website.

To make a contribution or to learn more about program, visit:

www.apcprods.org/societyof67

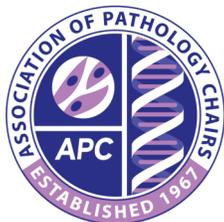
Corporate and estate donations are welcomed.



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Advocacy Committee Report (continued)

(Continued from page 4)



Fundamental Principles of Communicating the Value of Pathologists:

- Understand the principles of influence
- Identify and clearly articulate your goal
- Research and understand your audience and your competition
- Understand the decision-makers
- Develop the information and expertise you need
- Craft and deliver a strong and impactful message
- Don't give up!

See recordings from APC 2018 at APC Online Learning:

apcprods.org/online-learning

Activities of the Advocacy Committee, which support addressing these priorities, include conducting monthly calls; managing the Pathology Roundtable; and reporting out to APC members on the discussions of the committee and the Roundtable, and related resources, through newsletter articles, webinars, and periodic "Advocacy PATHs"

(Pathology Advocacy Tips and Help) messages on the APC listserv. The Advocacy Committee also develops and participates in a session within the APC Annual Meeting and identifies and recommends candidates for the Friends of Pathology Award. The APC biannual newsletter highlights selected topics under active discussion by the Advocacy Committee.

Advocacy Committee Sponsored Activities at the APC 2018 Annual Meeting in San Diego:

On Monday, July 16th, the Advocacy Committee hosted a joint session for Chairs and PDAS members at the APC 2018 Annual Meeting focused on approaches to enhancing the national recognition of the value of Pathology and Laboratory Medicine in the healthcare delivery system of the United States. Two keynote addresses were given; one by Janet Marchibroda of the Bipartisan Policy Center and a second by Clifford Hudis, MD from the American Society of Clinical Oncology. Janet Marchibroda opened the session with a presentation entitled "Communicating the Value of Pathology to National and Local Leaders." Ms. Marchibroda emphasized the importance of effective communication for pathologists in making the case for their critical value in care model development, practice efficiency, and regulatory initiatives. The message was to pay close attention to the fundamental

principles of communication including: (1) understand the principles of influence, (2) Identify and clearly articulate your goal, (3) research and understand your audience and your competition, (4) understand the decision-makers, (5) develop the information and expertise you'll need, (6) craft and deliver a strong, impactful message, and (7) don't give up. The second keynote was given by Dr. Hudis and was centered on "The Value of Pathologists in Cancer Prevention, Diagnosis, and Management." Dr. Hudis spoke about the many shared interests between the clinical oncology community and pathology and laboratory medicine. He also stressed the need for enhanced communications and used the current discussions around the proposed FDA regulation of lab developed tests as an example. All agreed that understanding the drivers underpinning the differing opinions on the regulation of LDT's is an important step in developing consensus. After some good Q&A between the keynote speakers and the audience, the session continued with three oral presentations of submitted abstracts on communicating the value of pathology and laboratory medicine to different constituencies. Jordan Newell, MD, of the Penn State Health Milton S. Hershey Medical Center spoke on communicating the value of our field to STEM students in his abstract, "Pathology Exposure in Gifted High School Students: A Unique Opportunity in a Unique Population." This was followed by a presentation by Kamran Mirza, MD, PhD, of Loyola University directed at establishing the value of pathology for medical students in his talk, "The Utility of Early Intervention in Helping Medical Students Consider Pathology." Samuel Reichberg, MD, PhD, of the Zucker School of Medicine at Hofstra/Northwell addressed the challenge of how we can package and deliver laboratory medicine value to clinicians by "Leveraging Out-patient Inquiries into Comprehensive Clinical Pathology Consultations."

On Tuesday, July 17th, the Advocacy Committee hosted a town hall type program on "Advocating for Academic Pathology" in which representatives from advocacy groups in APC, the College of American Pathologists (CAP), the American Society for Clinical Pathology (ASCP), and the Association for Molecular Pathology (AMP), compared notes on their strategic and tactical approaches to advocating for academic pathology. Similarities and differences amongst the different organizations were highlighted. There was a vigorous question and commentary session between the audience and presenters. The consensus feedback was that this was a very useful discussion for all.

The Advocacy Committee also held its annual face-to-face meeting at the APC summer meeting. Ad hoc reports from the Pathology Roundtable members were also received by the Advocacy Committee. Discussions of the Advocacy Committee included (1) first considerations for 2019 strategic priority development; (2) consideration of alignments with the advocacy priorities of other colleague organizations; (3) and first thoughts on tactical approaches that might be used in addressing strategic priorities. Interested APC members are invited to forward any comments on advocacy priorities to the committee.

Advocacy PATHs

Advocacy PATHs is another method for the Advocacy Committee to communicate with APC members via the APC listserv. Advocacy Paths delivers a brief "five things you need to know from Advocacy Committee discussions" message. The committee has identified the following topics as key points for the next issues of Advocacy PATHs: PAMA, DAIA, and the GME position papers on surgical pathology and autopsy training.

Practice & Management Committee Report

By Robert Mrak, MD, PhD – P&M Committee Chair

The APC Practice and Management (P&M) Committee activities have produced **two articles, published in *Academic Pathology***. The first arose from a survey of pathology chairs with experience in clinical laboratory outsourcing. This survey, conducted in winter and spring of 2017, resulted in a webinar in June 2017 and now a publication in *Academic Pathology*. The second arose from the 2017 practice survey that focused on salary and wRVU benchmarks for anatomic pathology subspecialties. This, too, was the subject of a webinar in September 2017, and now a publication that is in press in *Academic Pathology*.

The P&M Committee met in person at the national APC 2018 Annual Meeting in Coronado, California. Michael Talbert, MD (Oklahoma University) was elected Committee Vice Chair.

There was extensive discussion on the **perennial problem of metrics for clinical pathology practice**. Some of the points raised were:

- A plan like that used in anesthesiology, based on hours instead of measurable

clinical activity. A major problem here is that anesthesiologists are doing demonstrable work during their measured hours - administering anesthesia to a patient. What demonstrable work does a clinical pathologist do? This can vary from intense management work to sitting passively in a meeting to sitting passively at your desk reading journals. This would be difficult to "sell" to CEOs.

- "Faux" or "imputed" RVUs based on clinical effort and calculated based on the median RVU production of a surgical pathologist with a similar clinical effort. This is actually not much different from #1, except that hours are disguised as RVUs. This can work as long as the CEOs don't think about this too deeply.
- Quality added measurements, e.g., to patient care or to cost/benefit analyses. This is a valid basis for negotiating for bonus payments, but you can't base a salary (for normal workload and productivity) on quality improvement or you will lose in the long run. No other specialty does this: salary is based on workload

and quality added brings bonuses on top of this salary. A quality added workload metric means that the base salary is zero.

A second portion of the discussion focused on **Part A payments, which are increasingly under scrutiny and attack by hospital administrators**. Key questions are:

- How many clinical pathologists should a hospital support? This, in part, comes back to the workload metric problems discussed above.
- Anecdotally, most arguments for Part A support center on (1) development (e.g., of new LDTs), (2) clinical consultations (see above), and (3) quality added (see above).

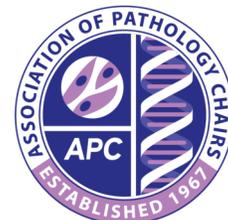
For the coming year, the **P&M Committee has two goals**: (1) refining the APC practice survey for a new 2018-2019 iteration, and (2) a focused survey on clinical pathology (either together with the main practice survey or as a separate survey) with the aim of providing benchmarks for laboratory staffing.

genome sequencing has already made an impact: cancer care, rare diseases, prenatal testing, and pharmacogenomics. He finished with a look forward, recognizing the need to evaluate the genome and other factors that play a role in human disease, for example the environment.

Finally, Dr. Green recognized the significance of integrating this information with physiologic data, particularly the vast amounts of data becoming accessible through wearable devices. He concluded with an optimistic look at what precision medicine will be able to deliver by leveraging these disparate data sources.

The second keynote speaker,

(Continued on page 8)



View Practice & Management Committee Webinars:

June 2017:
Experiences and Lessons in Outsourcing of Academic Clinical Laboratories

September 2017:
Benchmarking Subspecialty Practice in Pathology

Webinars archived for members at:

[apcprods.org/
Webinars-11s](http://apcprods.org/Webinars-11s)

Register today for the APC 2019 Annual Meeting!

[apcprods.org/
meetings-2019](http://apcprods.org/meetings-2019)

Research Committee Report

By Jeffrey Golden, MD – Research Committee Chair

The Research Committee met at the APC 2018 Annual Meeting and focused its discussion on **methods to attract more academically oriented students, particularly MD/PhD students, into pathology training programs**. Many exciting programs have been put into place in various departments across the country. The Committee decided to create a document of these various programs to be vetted by the chairs, and then circulated to other programs for reviewing and implementing the options that might work best in their environment, recognizing each program is different and no one option will work for all programs. This document is being created and will be circulated this fall.

The Research session at this year's APC annual meeting focused on **human genomics and precision medicine**. The session featured two keynote speakers. The first speaker, Eric Green, MD, PhD from the National Human Genome Research Institute, National Institutes of Health gave his presentation entitled, **"The Human Genome Project to Precision Medicine: A Journey to Advance Human Health."** He began with an historical review of the human genome project and the accelerated rate of progress in sequencing and understanding the genome aided in part by the remarkable decrease in the cost of sequencing over the past decade. He went on to describe **four areas of healthcare where**

genome sequencing has already made an impact: cancer care, rare diseases, prenatal testing, and pharmacogenomics. He finished with a look forward, recognizing the need to evaluate the genome and other factors that play a role in human disease, for example the environment.

Finally, Dr. Green recognized the significance of integrating this information with physiologic data, particularly the vast amounts of data becoming accessible through wearable devices. He concluded with an optimistic look at what precision medicine will be able to deliver by leveraging these disparate data sources.

The second keynote speaker,

(Continued on page 8)

Research Committee Report (continued)

(Continued from page 7)

Huntington Willard, PhD, Director of Geisinger National Precision Health, presented, **"From Research to Clinical Care: the Geisinger Experience in Genomics and Precision Health."** Dr. Willard first described Geisinger saying, "As close to Iceland as you can find in the U.S." (attributed to Glenn Steele, MD, PhD), meaning a stable

and defined population with essentially one longitudinal healthcare delivery system (Geisinger). He reviewed how Geisinger is a highly integrated healthcare system that decided **universal genomic sequencing should be part of routine care** and has set out on a journey to demonstrate how this can be done and the value it brings.

The project launched in 2007 and they have achieved a high consent rate (90%). As of 2018, more than 92,000 participants have had whole exome sequencing performed. While this began as a research project, the sequencing is now being done as clinical exomes. They are looking to show the value by reporting significant variant findings and are also taking their program model nationally.



Undergraduate Medical Education (UME) Committee Report

By Michael Prystowsky, MD, PhD - UME Committee Chair

See the **Pathology Competencies for Medical Education (PCME) and Educational Cases**, as well as instructions for writing and submitting educational cases, are available at:

journals.sagepub.com/page/apc/pcme

The Undergraduate Medical Education (UME) Committee continues to work closely with UMEDS to refine and promote the **Pathology Competencies in Medical Education (PCME)**. While the PCME was published in *Academic Pathology* (2017), the improvement of the PCME is a continuous process involving the addition of or updates to learning goals and objectives to meet the ever-changing needs of pathology education in medical school. New educational cases supporting the learning objectives have been published in *Academic Pathology* and serve as a national resource for all pathology educators using traditional curricula or integrated curricula in medical schools and osteopathic schools. The UME Committee is working on plans to market the PCME to other organizations to strengthen the exposure for pathology in healthcare. In addition, the UME Committee recommends that clinical faculty work with residents to develop and publish educational cases in *Academic Pathology*. Publication of these cases gives scholarly credit both to faculty and residents and mentoring experience to the faculty

APC will be participating at the **AAMC 2018 Annual Meeting in Austin, Texas**, this fall with guidance from the UME Committee. First, APC is one of only two discipline-specific medical specialties at the **Minority Student Medical Career Fair** on Saturday,

November 3rd. Most table exhibitors are medical schools recruiting college students to apply. The APC has invited a forensic pathologist representative from the National Association of Medical Examiners (NAME), Kendall Crowns, MD, the Deputy Chief Medical Examiner based in Austin. APC's two representatives to the AAMC's Organization of Resident Representatives (ORR), Nathan McLamb, MD (Brigham & Women's Hospital) and Sharon Song, MD (University of Pennsylvania), have also been invited to assist APC during the career fair. Dr. Song and Dr. McLamb are also recipients of the Society of '67 Scholars Travel Award in 2017 and 2018, respectively. APC will have career brochures contributed by the American Society for Clinical Pathology (ASCP) and the Intersociety Council of Pathology Information (ICPI), as well as APC's own resources for students, such as the annual "Opportunities in Pathology" compilation (see below). APC will also distribute pathology-branded promotional items like highlighters and padfolios to increase awareness of pathology and the journal.

Secondly, **APC and Academic Pathology will be showcased at an exhibit booth** from Saturday, November 3rd through Monday, November 5th. Michael Prystowsky, MD, PhD (Albert Einstein College of Medicine), as Chair of the UME, will be assisting APC

staff in the Exhibit Hall to promote the programs and resources of the APC, including the PCME, as well as the scholarly work in *Academic Pathology* and career development programs for trainees supported by the Society of '67. Typical attendees to the AAMC annual meeting are medical school deans, hospital CEOs, faculty, administrators, residents, students, and other stakeholders at medical schools and teaching hospitals.

Thirdly, the UME Committee, along with UMEDS, continues to engage representatives from **new and emerging medical schools (NUMEDS)** in the process of being accredited by the LCME. Since several of the new medical schools do not have a pathology department *per se*, but rather a "Department of Basic Sciences" or a "Medical Sciences Department," representatives can join as "special individual" members and participate in the UMEDS Section because of their interest in pathology education.

The **NUMEDS listserv** was created late last year to serve as a platform for monitoring and facilitating discussions among the new medical school representatives to help serve as a resource or connector to appropriate individuals in different sections of the APC. For example, UMEDS can address challenges for pathology facul-

(Continued on page 9)

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).

UME Committee Report (continued)

(Continued from page 8)

ty in medical education and teaching issues; and the Senior Fellows Group can provide advisement at the administration/dean level. The NUMEDS group and APC leadership will be coordinating a networking breakfast during the AAMC 2018 Annual Meeting.

APC continues to compile an annual listing of **Opportunities in Pathology for Students**

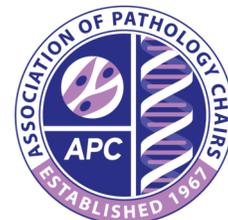
dents for high school students, college undergraduates, post-baccalaureates, and medical students. Earlier this fall, APC solicited opportunities, such as summer internships, post-bac programs, and post-sophomore fellowships from its membership.

The compilation will be posted on the APC website, and a printed version will be distributed at the AAMC annual meeting. We encourage all

members to **distribute this FREE listing of pathology-relevant student experiences broadly** with your local and national networks to help strengthen the pathology pipeline.

Opportunities in Pathology for Students:

apcprods.org/opportunities



Graduate Medical Education Committee Report

By Karen Kaul, MD, PhD – GME Committee Chair

The APC Graduate Medical Education Committee (GMEC) has contributed to several ongoing projects:

The Pathology Pipeline Council, set up under the Pathology Roundtable to ensure broad representation across our field, has begun to make progress under the leadership of Wesley Naritoku, MD, PhD and Karen Kaul, MD, PhD with assistance from Priscilla Markwood. These working groups are developing a broad and coordinated effort to provide accurate and timely information to students and others interested in pathology. There are three active working groups curating existing resources and content and identifying additional needs for information, including the **Medical Education Working Group** (curating successful approaches to reach medical students with information about pathology); the **Pub-**

lished Literature Working Group (cataloging existing resources on career opportunities, workforce trends and the future of pathology); and the **Financial and Peer Support Working Group** (gathering information on networking and educational opportunities for students, residents, trainees and new-in-practice pathologists). A fourth working group is comprised of a mix of residents and senior staff of APC, ASCP, and CAP, who are focusing on **engagement and communication**.

The **Entrustable Professional Activities (EPA) Working Group**, a joint effort of PRODs and GMEC, is led by Cindy McCloskey, MD (University of Oklahoma). Several conference calls have taken place thus far, with broad outline of a pilot project developed along with four potential EPAs chosen. The group is currently working to

define needed knowledge and skills for these EPAs, as well as to gather information from the literature and from other specialties that have developed EPAs (such as Pediatrics) to further guide the development of the pilot study.

Lastly, we wish to thank Peter Kragel, MD (East Carolina University) for his leadership of the **Fellowship Directors Ad Hoc Committee (FDAHC)** since its inception in 2013. As Chair of the FDAHC, he has worked to standardize the fellowship selection process and timelines, designed the APC-sponsored fellowship clearinghouse to facilitate the selection and acceptance process, and has also authored the Code of Conduct to guide this process. Cheryl Hanau, MD (Drexel University), Vice Chair of the GMEC, will lead this group going forward.

The FDAHC has representation from twelve Pathology subspecialties:

apcprods.org/fdahc

Leadership Development & Diversity Committee Report

By Dani Zander, MD – LD&D Committee Chair

For the APC 2018 Annual Meeting, the Leadership Development and Diversity Committee (LD&D) organized the **Patricia Thomas Lecture on Leadership Development & Diversity**, which was presented by Lynn Gordon, MD, the Senior Associate Dean for Diversity and Inclusion at UCLA and past chair of the AAMC's Group on Women in Medicine and Science. Dr. Gordon gave a **timely and**

engaging presentation on sexual harassment, the topic of her recent publication in *Academic Medicine*. She also joined the LD&D Committee for the group's early breakfast committee meeting, where committee members had the opportunity to consult her about many other leadership and diversity-related topics.

LD&D collaborated with the

Senior Fellows (SF) on a **Chairs Boot Camp**, which was very well-attended and included presentations by about 20 chairs and Senior Fellows in five panel sessions:

- What I wish I knew and should have asked as a new chair (New chairs' experience)

(Continued on page 10)

Did you miss the APC 2018 Patricia Thomas Lecture?

Recordings from APC 2018 are available at APC Online Learning:

apcprods.org/online-learning

LD&D Committee Report (continued)

(Continued from page 9)

- What (and why) sitting chairs ask past chairs for advice (SF experience)
- How to deal with critical issues from those who have been through them (Senior active chairs' experience)
- When, why, and how to transition from the chair (New SF experience)
- Where should Pathology departments be heading (SF academic medical center leaders)

Although the Pathology Leadership Academy (PLA) was given a year off in 2018, the PLA will be offered again at the APC 2019 Annual Meeting in Boston. The LD&D Committee transitioned from leadership by Lydia Howell, MD (University of California, Davis) to Dani Zander, MD (University of Cincinnati) and the first telephone conference after the APC meeting included productive discussions about the PLA structure, programs and speakers. The PLA will be held on July 20, 2019, preceding the APC 2019 Annual Meeting, and will be co-directed by Jennifer Hunt, MD

(University of Arkansas for Medical Sciences) and Dr. Zander. As in previous years, PLA attendees will be encouraged to register for the annual meeting to expand their learning and networking opportunities. The PLA program is expected to include lectures on leadership topics recommended by the APC membership in the last survey, and small group and interactive sessions.

Other programs in planning include the 2019 Patricia Thomas Lecture and the Chairs Boot Camp in collaboration with the Senior Fellows Group. More to come!



The Pathology Leadership Academy (PLA) is coming back next year, preceding the APC 2019 Annual Meeting in Boston, MA!

Residency Program Directors Section News

By Mary Furlong, MD – PRODS Council Chair

It is a pleasure to share with you a summary of PRODS and PRODS Council activities during the past academic year. It was a busy year that brought new members to the group, exciting educational programs during our annual meetings, and several new initiatives to enhance the curricula of pathology residency programs.

PRODS elections last year resulted in **renewal of two at-large members to PRODS Council**: Melissa George, DO, program director at Penn State Hershey and John Childs, MD, program director at the Uniformed Services University of the Health Sciences. I am especially grateful to PRODS Council Plus members for their guidance and wisdom and to all PRODS for their commitment to the community and to the residents in our field.

PRODS have been working on several items in the past year that are worthy of specific mention. Initiated by Robert Hoffmann, MD, PhD, program director at Vanderbilt and Peter Kragel, MD, former Chair at East Carolina University and working with APC GME Committee and PRODS Council, **two important position papers on autopsy and surgical pathology have been written and approved**. Look for those to be published in *Academic Pathology* this year. Cindy McCloskey, MD is leading the

charge to pilot several of the **entrustable professional activities (EPAs)** this year with a multi-organizational working group tasked to design and carry out this project. The **Pipeline Development Council**, chaired by Karen Kaul, MD, PhD, Chair at NorthShore University and Wesley Naritoku, MD, PhD, program director at University of Southern California, has been reinvigorated in the past year with new diverse membership from multiple organizations, having had several calls and identifying subgroups to focus on curation and communications. **These groups will identify resources and investigate means of messaging our goals to students at all levels with the intent of highlighting a career in pathology.**

Our **spring PRODS meeting** at the United States and Canadian Academy of Pathology (USCAP) in March in Vancouver proved to be engaging and informative. With two short plenaries focused on resident graduated responsibilities, annual updates and resident abstract presentations, the half-day session energized the group and served as a great segue to the summer program.

The beautiful and historic Hotel del Coronado in San Diego, California was the site of the **APC/PRODS summer**

meeting in July. The PRODS meeting commenced with the **introduction of the inaugural C. Bruce Alexander lecture**; the creativity and warmth of JJ Steinberg's tribute to Dr. Alexander and his legendary career in academic pathology was inspiring (Dr. Steinberg is the program director at Albert Einstein College of Medicine). Two plenary sessions framed the PRODS programming and included **immigration law** and graduate medical education, and **physician wellness**. An overview of general principles of immigration with input from the Educational Commission for Foreign Medical Graduates (ECFMG), our speakers provided relevant and detailed information regarding many aspects of having international medical graduates in our programs. We are grateful to Forrest Read and Kerry Richard, General Counsel affiliated with MedStar Health, Georgetown University Hospital in Washington, DC; and Eleanor Fitzpatrick from the ECFMG. As part of that session and a perfect lead-in to our session on physician wellness, Wesley Young, PhD, the Director, Services for International Students and Scholars at the University of California, Davis highlighted some ways that their graduate schools focus on the **adjustment of and cultural competency for their international stu-**

(Continued on page 12)

Did you miss the presentation on remediation, resident training, or resident empowerment?

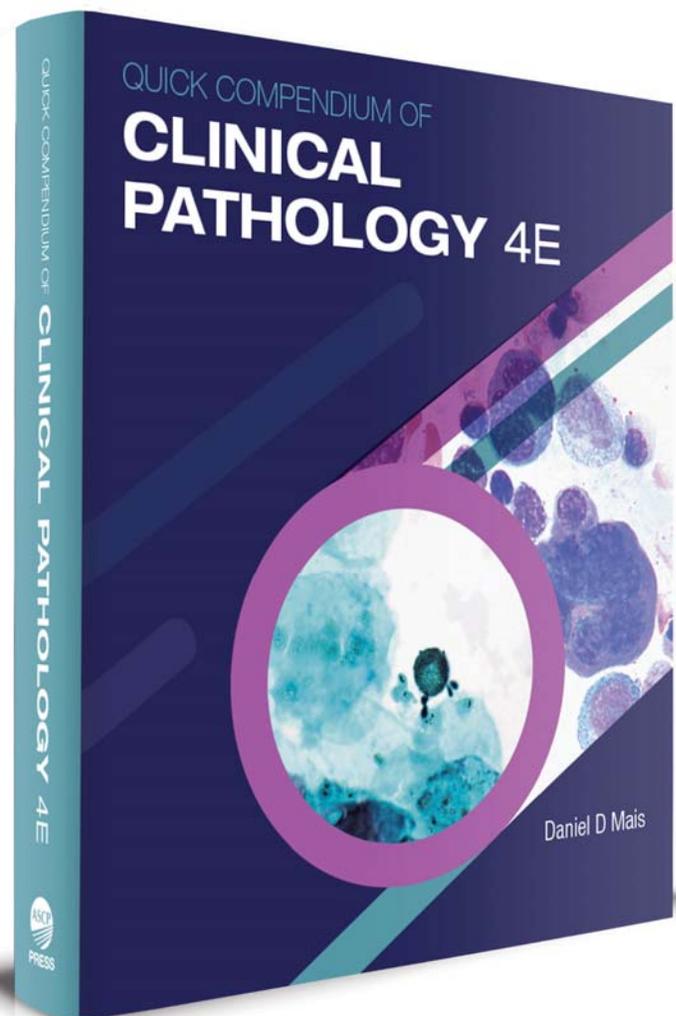
Recordings from APC 2018 are available at APC Online Learning:

apcprods.org/online-learning

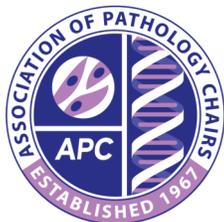
Quick Compendium of Clinical Pathology 4TH EDITION

This **thoroughly revised Quick Compendium of Clinical Pathology 4th edition** is more heavily illustrated than ever, providing a brilliantly concise yet comprehensive source book. More than ever before, it effectively sorts through diverse material to provide a clearly distilled working review of clinical pathology.

- All sections incorporate current molecular and serologic tumor markers, techniques and findings
- Hundreds of brilliant images – especially in hematopathology, immunology and microbiology
- Still suited for those needing a guidebook for board preparation purposes or a “just the facts” practical quick reference
- Subtopics are organized according to neoplastic and non-neoplastic and other disease states and diagnostic techniques



PRODS News (continued)



dents; in a humorous and heartfelt presentation, he shared some simple, practical ways to help those from other countries adapt in our country. In a similar fashion, we included three speakers to address **physician wellness**; an important current issue for both undergraduate and graduate medical education. P. Tobin Fishel, PhD, Director of Residency Wellness, from University of Southern California is well known for her work with self-care and wellness initiatives and led the session with a brief meditation. Following her very germane

presentation, our agenda included PRODS presentations covering two other critical aspects of physician wellness: **mental health and financial health** by Diane Kowalski, MD, program director at Yale University and Anne Champeaux, MD, Chair at the University of South Florida. Both discussions were timely and applicable in the current climate of an improved clinical learning environment. We were delighted to join our UMEDS colleagues for a stimulating session on **assessment and remediation in adult education** with Calvin

Chou, MD, from the University of California, San Francisco.

A very special aspect of PRODS programming is the presentation of the **Margaret Grimes Distinguished Teaching Award for GME** this year given to Suzanne Powell, MD, the program director at Houston Methodist. Dr. Powell had too many accomplishments to even begin reviewing at the awards luncheon; she is a role model to all of us! Congratulations again!



Suzanne Powell received the 2018 Margaret Grimes Distinguished Teaching Award for Graduate Medical Education

*L to R: K. Kaul,
M. Furlong,
S. Powell,
T. Parslow*

To register for APC 2019 go to:

apcprods.org/meetings-2019

GME Administrator Section (GMEAS) News

By LeeTanya Marion-Murray – GMEAS Council Chair

Cheers! Welcome to Recruitment Season!

Congratulations to the newly elected **GMEAS Council members!** Chair-Elect: Chelle Kozy (Orlando Health); Secretary-Elect: Ali Murtha (UCSD); Members-at-Large: Tasha Gilberston (Mayo Clinic) and Ashley Sanders (University of Arkansas).

The APC GMEAS Section had an enjoyable summer meeting at the APC 2018 Annual Meeting. Thank you all for your contributions to a successful meeting!

The meeting was held at the lovely Hotel Del Coronado in San Diego, CA. With seasoned and new coordinators, a total of 49 coordinators attended this year! Below are some highlights of the topics that were presented.

GMEAS provided a half-day **New Program Coordinator Boot Camp** again this year. This is a much-needed session, and we will continue this, especially with the various changes for program administration. Former GMEAS Chair, Amy Motta (Dartmouth-Hitchcock), presented 3 topics, **Welcome to GMEAS and the Basics of Graduate Medical Education, What Coordinators Need to Know about the American Board of Pathology, and A Year-in-the Life of a Program Coordinator**. In addition, one of our newly elected Members at-large, Ashley Sanders (University of Arkansas), who presented the topic, **The ACGME: Five Capital Letters and Everything in Between**. Last of all, coordinator Leslie Antinarella (University of Rochester) presented the topic, **Surviving**

the First Three Years as a Program Coordinator.

We also had some collaboration with coordinators presenting their best practices, for **recruiting, resident-well being, annual program evaluation (APE)**. Former Chair, Amy Motta (Dartmouth-Hitchcock), and Hollie Thomas (Univ. of Mississippi) presented vital information for recruiting. Secretary, Carol Hollstein (Loma Linda Univ.), and newly elected-Chair, LeeTanya Marion-Murray (Cedars-Sinai) provided a **Jeopardy! Game** via PowerPoint to the coordinators.

In addition, pointers and signs to look out for concerning our residents' well-being were given. Five coordinators led the session on the **Annual**

(Continued on page 13)

The GMEAS Drop-box, GMEAS mentor list, and other members-only resources can be found at:

apcprods.org/gmeas-resources

(member login required).

GMEAS News (continued)

(Continued from page 12)

Program Evaluation Process: Amy Bourgeois (University of Vermont), Members at-large, Tammy Talvy (University of Arizona), Chair, LeeTanya Marion-Murray (Cedars-Sinai), and newly elected Members at-large, Tasha Gilbertson and Cindy Gosse (Mayo Clinic). All the information they presented kept us engaged in conversations.

Other presentations were given by two of our Members-at-Large, Ashley Sanders (University of Arkansas), **Starting to Lean: Lean Approach for the Rookie**, and Beth Shultz (Penn State) **Alphabet Soup of Databases for the Coordinators Soul**. In addition, Past Chair, Katie Warfield (University of Maryland) presented, **Coordinator Milestones: What Are the Benefits?** In addition, we had break-out sessions for the Resident Management Systems: Medhub, and New Innovations.

Last of all, the College of American Pathologists sponsored a very nice dinner (GMEAS mixer) for us at the

Bluewater Grill. We all appreciated this!

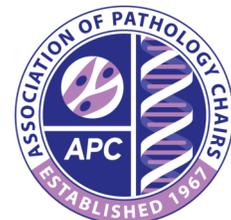
For the **GMEAS business meeting**, we had thirty one coordinators in attendance. We discussed changes in the **GMEAS Operating Procedures**, which were to delete the Long Range Planning and Internet Technology standing committees. We discussed that, according to **ACGME Common Requirement Change (Sections 1-5)**, programs must have a coordinator for both the residency and fellowships, and residency coordinators must be supported at 50% FTE. Former GMEAS Chairs, Amy Motta and Betsy McDonald encouraged coordinators to get involved. Amy informed us all that ACGME was accepting applications for the **ACGME Coordinator Advisory Group**, and Betsy mentioned how coordinators should think about nominations for next year's GMEAS Council elections. To volunteer as GMEAS leader for the first time, consider starting off as a member-at-large who can share their thoughts for business items, ideas, and future program agendas.

Finally, we have many projects that are continuing and on the horizon, such as the **Coordinator Award**, the **GMEAS history project**, the **program coordinator handbook**, the **GMEAS membership project**, **GMEAS regional meetings**, the **American Board of Pathology FAQ Page**, and **fundraising for the APC Society of '67**.

Overall, the meeting was a success, and we look forward to next year's meeting in July 2019. It will be held in Boston at the Seaport Hotel. We are in the early stages of planning the meeting. The theme is, **"Innovation Through Collective Excellence: Shaping the Future of Pathology."**

If you have ideas for topics to present at the meeting, contact GMEAS Chair, LeeTanya Marion-Murray at: LeeTanya.Marion-Murray@cshs.org or GMEAS Chair-Elect, Chelle Kozy at: Erika.Kozy@orlandohealth.com.

May the force be with us all for a successful recruiting season!



NOMINATE a colleague for a Distinguished Service or Teaching Award:

apcprods.org/awards

Nominations must be submitted by December 31, 2018.

Pathology Department Administrators Section News

By Beth Hansell – PDAS Council Chair

The **PDAS Program at APC's 51st Annual Meeting** held at the Hotel Del Coronado, July 15th – 19th in San Diego, CA, was well-attended by our PDAS membership and offered a number of informative sessions.

Our 2018 Annual Meeting was attended by our inaugural 2014 PDAS Distinguished Service Awardee, Harry Pukay-Martin. Harry, who also serves as Secretary on the Society of '67 Board, presented,

"Financial Planning: A Whirlwind Tour of Independence through Wealth Accumulation." We also had the pleasure of John Baci from Boston Children's Hospital pre-

(Continued on page 14)

Nancy Risenhoover received the 2018 PDAS Distinguished Service Award.

L to R: R. Mrak,
N. Risenhoover,
B. Hansell,
T. Parslow



PDAS News (continued)

(Continued from page 13)

senting, **"A Love Story of Managing a Multi-Generational Pathology Workforce,"** followed by Steve Gudowski from Thomas Jefferson University presenting on **"Financial Planning: Some Retirement Musings."** Our first day was completed with joint sessions communicating about and advocating for pathology with the Chairs, followed by a networking reception and an opportunity to review posters.

Day two was packed with PDAS sessions. Andrea Saenim from Northwestern Medicine presented: **Pathology Physician Engagement,** followed by Brian Rudolph from the University of Pittsburgh with his presentation on: **Evolving Models of Faculty Compensation,** then Michael Towle from the University of Vermont shared his university's **Compensation Plan for a Population Based Payment World.** After a short break we heard Marilea Grider from Emory: **Funds Flow at Emory,** and Tara Kasmarek from the University of California, Irvine on: **Clinical Integration and Funds Flow** at UC, Irvine. Before breaking for lunch, Diana Voorhees, DV & Associates, Inc., provided our members with **final rule updates on Pathology Billing and Coding.** PDAS members Beth Hansell and Tara Kasmarek were joined by W. Stephen Black-Schaffer, MD and Karen Kaul, MD, PhD to moderate a session on **molecular billing and reimbursement.**

A Society of '67 ticketed reception was held on North Beach in recognition of donors and the culmination of multiple

fundraising challenges and activities.

Our final day began with more exciting PDAS sessions. Kelley Suskie from the University of Rochester started us off with **Clinical Technical Staffing Shortages and Strategies to Combat.** We then heard from Dr. Bruce Smoller also from the University of Rochester on: **Building an Anatomic Pathology Outreach Program.** Kai Wang from the University of California, San Francisco (now at University of San Diego) provided insight on: **Digital Pathology at USCF.** Another interesting talk from Gary Brown, University of Colorado provided information on: **Outreach Business Models for a Rapidly Evolving Health System.** Our final PDAS session speaker was also from the University of Colorado. Dr. Toby Cornish explained: **Integrating Our Digital Future.** Next, our day finished up with a joint session with the Chairs which covered the hot topic of Artificial Intelligence.

The **PDAS 2018 Distinguished Service Award** was proudly presented to **Nancy Risenhoover** from the University of New Mexico. Nancy received numerous nominations which validates how well-respected she is by her colleagues. Nancy is often described as dedicated, insightful, knowledgeable, sharing, supportive, one with patience, and a leader. Congratulations, well-deserved, and thank you for your service to the PDAS Section, Nancy!

At the annual **PDAS business meeting,** the current PDAS Council members were introduced and the membership was reminded that four council positions will be up for nomi-

nations in March/April 2019. Feedback from the meeting was collected to include topics and suggestions on program format. Nancy Risenhoover, our 2018 awardee, addressed the group, thanking her peers, mentors and family. Various PDA job openings were announced along with a request for volunteer speakers and topics for the 2019 meeting in Boston.

Awards for the 2018 Society of '67 PDAS Fundraising Challenges were presented as follows:

- **Most Funds Raised:** Southeast Region, led by Will Kyle (Houston Methodist Hospital)
- **Most contributors:** Northeast Region, led by Brian Rudolph (University of Pittsburgh)
- **Highest increase in participation:** West/Midwest Regions, led by Kai Wang (UCSD)

Additionally, as part of Will Kyle's Society of '67 challenge for the Southeast Region, George Lozano (Louisiana State University, Shreveport) was selected for receiving Will's donated registration fee to the next SEAPC meeting.

One new experience this year was the introduction of "SoMe" by the Social Media Committee. Check it out on Twitter [#apcprods2018](https://twitter.com/apcprods2018).

Let's break the attendance record at the 52nd Annual Meeting scheduled for July 21 through July 24 in Boston, Massachusetts. The program theme is **"Innovation through Collective Excellence: Shaping the Future of Pathology."**

Undergraduate Medical Educators Section News

By Barbara Knollmann-Ritschel - UMEDS Council Chair

UMEDS had a very successful summer meeting at the beautiful Hotel Del Coronado! Many thanks to Moshe Sadofsky for putting together a wonderful section meeting and for his leadership of UMEDS for the past two years! Our 2018 Course Directors Workshop

with two excellent presentations from Dr. Miguel Paniagua and Dr. Gregory Baker of the National Board Medical Examiners on the **assessment approaches and the steps in formation of a competent physician,** was followed by an update by Drs. Ander-

son and Atkinson on **USMLE Step Examinations,** and the morning ended with an insightful discussion of **what resources medical students use** for studying pathology by Dr. Borowitz. Our

(Continued on page 15)



Recognition for the PDAS Regional Winners of the Society of '67 PDAS Fundraising Challenges.



(Top to bottom)
Accepting on behalf of the:

Southeast Region
Will Kyle
(Houston Methodist)

Northeast Region
Brian Rudolph
(Univ Pittsburgh)

West/Midwest Regions
Kai Wang (UCSD)

UMEDS News (continued)

(Continued from page 14)

first plenary session began with a presentation on **learning theory** by Dr. Susan Kirch followed by a joint session with PRODS on **assessment and remediation** of the adult learner by Dr. Chou.

On Tuesday, we began the day with a joint session with the Chairs, moderated by Dr. Michael Prystowsky, Chair of the UME Committee, discussing issues on **preparing future physicians to utilize pathology or be pathologists**. We had two keynote speakers: Drs. Tykocinski and Stern. This was followed by three examples of innovative curriculum in laboratory medicine, asynchronous interactive modules, and a forensic autopsy experience with EPA's by Drs. Huan, Villatoro, and Kemp. The second UMEDS plenary session took a deep dive into **trends in UME** with the accelerated three-year programs, challenges, and strategies presented by Drs. Cangiarella, Magid, and Rapiewicz. In the afternoon there were two discussion groups that focused on UME: the **pipeline issues** in attracting medical students into our specialty and **integrating pathology into the emerging Health Systems Science**.

Wednesday, the plenary session was a showcase of **innovative teaching, curriculum integration, and clerkship rotation designs**. This is always a great session for members to learn from each other of new and innovative

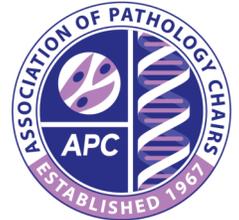
teaching designs and curricular advances. We had a special focus this year on curricular integration, a topic important to all of us as we navigate integrative waters every day!

The UMEDS Section rounded out with two in-depth presentations for our workshop on **creating active learning sessions** by Dr. Wilcox and **creating an education module** by Dr. Joanna Chan. We have such impressive presenters each year, that I believe everyone leaves the session with many new ideas for their own curriculum, and, hopefully, has answers to questions asked during the discussions, after the many presentations on how to deal with specific issues! The lively discussions are always where a great amount of topics are brought up and members can learn from a vast array of experiences!

During our Business Meeting on Wednesday we were able to thank our past UMEDS Council members for their valued service on the Council and introduce and welcome our new Council Members. The UMEDS Council serves the UMEDS Section. This was so nicely apparent in the discussion of our current UMEDS projects, and the decision to start a **new working group to develop an online Toolbox** so that our UMEDS members can easily find past UMEDS presentations and the authors to engage in questions, ideas and discussion during the year. Dr. Margret Magid has kindly agreed to lead this new working group.

We had updates from our two other working groups: Undergraduate Teaching in Genomics (UTRIG) and the Pathology Competencies in Medical Education (PCME). Dr. Wilcox gave an update of **UTRIG, which is developing online cases in genomics for medical students**. The working group will pilot four cases during the upcoming ASCP Annual Meeting. This is a valuable working group with many stakeholders, who are really working on the depth of information that should be taught to medical students in the vastly growing realm of genomics. In addition, I was able to give an update on the **PCME and educational cases**. We are happy to see so many members using the PCME to update their own learning objectives, as well as to use the competencies to critically look at what is collectively accepted as important topics when curriculum cutting happens. Lastly, many members mentioned the use of the educational cases, and asked for more educational cases to be submitted. We have multiple educational cases in the pipeline of production and encourage all of you to submit educational cases tied to the learning objectives of the PCME. This is a great way to engage and mentor medical students and residents in scholarly work!

We encourage all of our members to stay connected in discussions on our UMEDS listserv, and to forward ideas for your next annual meeting!



See the *Pathology Competencies for Medical Education (PCME) and Educational Cases*, as well as instructions for writing and submitting educational cases, are available at:

journals.sagepub.com/page/apc/pcme

NEW APC Online Learning!

APC Online Learning provides year-round continuing education for those interested in academic pathology. High-quality presentations by well-known speakers at the APC annual meeting offer timely and relevant educational material that can impact practice, research, advocacy, teaching, and leadership. Earn up to 13 hours of CME credit. Enroll today at:

apcprods.org/online-learning

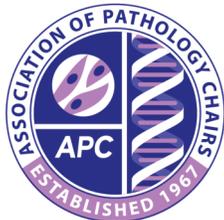
Richard Mitchell received the 2018 Michele Raible Distinguished Teaching Award in Undergraduate Medical Education

L to R: M. Prystowsky, M. Sadosky, R. Mitchell, J.



Senior Fellows Group (SFG) News

By Fred Sanfilippo, MD, PhD (SFG Chair) and David N Bailey, MD (SFG Secretary)



APPLY to join the
Senior Fellows Group
at:

[apcprods.org/
senior-fellows](http://apcprods.org/senior-fellows)

The Academic Pathology
article on "Dealing with
Deans and Academic
Medical Center Leader-
ship: Advice from Lead-
ers" is online at:

[doi/10.1177/23742895
18765462](https://doi.org/10.1177/2374289518765462)

Membership: The APC Senior Fellows Group (APC SFG) now has forty-one members, having added five more since the APC Spring Newsletter. A process for encouraging membership is now in place so that when chairs notify APC that they plan to step down as chair, an e-mail will be sent directing them to the online application site. Applications can be received before the chair steps down, but will be held until the chair resignation is official. Applications are reviewed by the SFG Executive Committee (chair, vice-chair, secretary, and two councilors) with subsequent review and approval from APC Council. Additional questions have now been added to the site in order to indicate what chairs are currently doing. Membership is for three years and renewal reminders are sent in the fall of the terminal year. The online reapplication has been simplified so that only those fields that need to be updated can be accessed. Renewal requires demonstration of activity during the prior three-year period (e.g., participation in APC SFG meetings, projects, consultations).

SFG Executive Committee: The APC SFG elected Rebecca Johnson as councilor to replace Mary Lipscomb, who did not wish to seek reelection after her inaugural one-year term. David Bailey was elected to serve a full three-year term as secretary after his inaugural one-year term. Fred Sanfilippo (chair), Deborah Powell (vice chair), and David Wilkinson (councilor) continue in their respective offices.

Activities at the 2018 APC Annual Meeting: Together with the APC Leadership Development and Diversity Committee, the APC SFG organized the Chairs Boot Camp that occurred on the first morning of the 2018 annual meeting in Coronado, California. An APC SFG panel discussion on "What Advice Do Pathology Chairs Seek from Former Chairs" included a lively discussion of the topic with the audience. The results have been submitted for publication in *Academic Pathology*.

Society of '67 Fundraising: The APC SFG was the largest single APC Section contributor to the Society of '67 as of the 2018 annual meeting. We thank all members who contributed.

Projects for 2018-19: The APC SFG is embarking upon two new projects this year:

- 1) **"The Term-Limited Chair: Boon or Boondoggle"** was submitted as a Discussion Group proposal for the APC 2019 Annual Meeting. This project will explore the advantages and disadvantages of serving as a time-limited chair ("acting" while a search is ongoing; "interim" for a longer period between two chairs, if a search cannot commence quickly; "term-limited" for those with a fixed, single term; and "terminal" chair for permanent chairs, who have been encouraged by leadership to stay on beyond the end of the term,

until a successor is identified). Representatives of each type will constitute a discussion panel, along with a former dean. Time-limited positions are becoming more and more frequent and raise a number of questions from those being asked to occupy them. Results of the discussion will be submitted for publication.

- 2) **"Life After Being a Pathology Department Chair III: Reflections on the 'Afterlife' (or 'What I Want to Do When I Grow Up')"** will start with collecting narrative responses from senior fellows about what post-chair activities (professional, non-professional) have kept them energized and inspired, and what advice they would impart to those contemplating stepping up to the chair and to those considering stepping down from the chair. Work groups will discuss the assembled responses, a presentation will be prepared (e.g., APC webinar, presentation at the APC annual meeting), and findings will be submitted for publication.

Finally, the APC SFG encourages **utilization of its senior fellow consultation service, information about which is available on the APC website at:**

[apcprods.org/
senior-fellows](http://apcprods.org/senior-fellows)

Society of '67 (So67) News

By Peter J Kragel, MD – So67 Board Chair

The Society awarded its second annual **Scholars Travel Award** to eight pathology residents, four medical students, and one college student. Awardees attended the APC 2018 Annual Meeting at the Hotel Del Coronado, California. The 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 attending the APC Annual Meeting.

Comments from this year's awardees, who reflected on their participation, included:

- "My time at the APC conference has been invaluable. I was not only able to network with Pathologists, but I was able to discuss my own journey into Pathology with them...I am excited to embark on the same journey that has molded the remarkable physi-

(Continued on page 17)

(Continued from page 16)

arians I met and learned from at the APC conference."

- "My experiences at the conference highlighted **pathology's position at the forefront of innovation**. I learned that **pathology is a bridge between basic and clinical science**, making it the quintessential medical specialty."
- "My favorite part about attending the APC Annual Meeting was simply **being around so many people who share my passion for pathology**."
- "The number of brilliant pathologists assembled within the beautiful venue was slightly overwhelming. I felt as if I were **attending an after party of A-list actors**, who would normally be very difficult to encounter one-on-one."
- "I really enjoyed all the smaller sessions with the Scholars and the Society of '67. **My peers were all amazing, and I made many friends**. I look forward to keeping in touch with the Scholars in years to come, in both a professional and personal context."
- "It was **inspirational to see so many women chairs**. Pathology has long been a specialty valuing inclusion and diversity, but as a female pathology trainee, seeing these women leaders at the place I want to be **gives me the encouragement to follow that dream of becoming a leader, a chair**. Seeing them shows me that it is possible, and yes it can be done."

The Society hosted a "**FUN-Raiser**" reception with bonfires on the beach during the APC 2018 Annual Meeting. The event was the culmination of fundraising challenges and a silent auction. These activities and the proceeds from the ticketed event, sponsored by the APC, raised a total of more than \$32,000 to support Society programs. Thanks to everyone who participated!

GMEAS Chair Amy Motta (Dartmouth-Hitchcock Medical Center) was honored as the



Society of '67 2018 Travel Award Scholars deeply appreciate their exposure to the leaders in academic pathology at the APC Annual Meeting!

"Society of '67 FUN-Raiser Chair of the Year" for advocating for the inaugural silent auction as a GMEAS activity, in lieu of financial contributions, personally soliciting and receiving almost half of the items donated, being a contributor at the Friend level, and supporting the goals of the Society of '67 by investing in trainees for enhancing the future of academic pathology.

Dr. Kragel was honored for his service as the Founding Chair of the Society of '67 Board. Since the Society's inception in 2016, Dr. Kragel has led the establishment of the Board and its operating procedures. He provided guidance for launching the Society's programs aligned with APC's missions and vision.

Two new Society programs, the **Trainee Project Grant in Healthcare Innovation Grant** and the **Open Access Award**, were announced at the summer Annual Meeting.

The **Trainee Project Grant** funds innovative research or education projects that address issues of healthcare quality, costs and/or access related to pathology services. The Society Board reviewed nearly three dozen letters of intent to apply for the grant. Only a quarter of those applicants were invited to submit full proposals this fall for further consideration.

The **Open Access Award** promotes the publication of high-quality, original scholarship in a peer-reviewed journal, *Academic Pathology*, by authors at an early stage of academic development. For additional information, please visit: apcprods.org/s67-programs.

Those who wish to support APC's mission and vision can donate to the Society of '67. For more information and to join the list of contributors, visit: apcprods.org/m-societyof67.



Society of '67

View an inspiring video that promotes APC's mission and vision, the Society of '67, and the Scholars Travel Award program, which premiered at the Awards luncheon:

apcprods.org/m-societyof67

... and consider making a donation to support programs of the Society of '67!

Peter Kragel (left) is presented by APC President Tris Parslow (right) with a Captain's Clock in appreciation for his exceptional service as Founding Chair of the Society of '67 Board since 2016.

Society of '67

Congratulations to the 2018 Class of Scholars!

RESIDENTS



Aadil Ahmed, MD
Loyola University
Chicago



Nathan McLamb, MD
Beth Israel Deaconess
Medical Center



Mark Evans, MD
University of California,
Irvine



**Vignesh
Shanmugam, MD**
Brigham and Women's
Hospital



Tiffany Levine, MD
Madigan Army Medical
Center



**Amanda Strickland,
MD**
University of Texas
Southwestern Medical
Center



**Giselle Lopez, MD,
PhD**
University of California,
San Francisco



Lulu Sun, MD, PhD
Washington University
in St. Louis

MEDICAL STUDENTS



Christopher Knoeckel
University of Colorado



Austin McHenry
Loyola University
Chicago



Melanie Kwan
Texas A&M

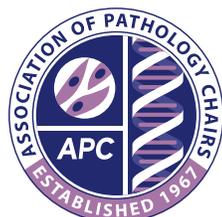


Kelly Olson
University of Wisconsin

COLLEGE STUDENT



Grace Covelli
Northwell Health



*The Association of Pathology Chairs (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 in Washington, DC.*

The APC is the voice of academic pathology. Academic pathology leads the way in assuring accurate and timely clinical diagnoses, identifying new diagnostic and prognostic tumor markers and molecular tests, making critical discoveries that expand our understanding of and ability to treat disease processes, and enhancing the way in which we educate medical students, residents and the public.

*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 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. Through generous donations, the **Society of '67** is proud to offer:*

The Society of '67 Scholars Travel Award which 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 attending the 2018 APC Annual Meeting in Coronado, CA.

Congratulate, welcome, and mentor the Scholars into academic pathology!

NEW **Society of '67** programs include Healthcare Innovations Research Mini-Grants and Publication Grants for residents, fellows and junior faculty. For updates and more information, visit: www.apcprods.org/societyof67

DONATE TODAY and Join the Society of '67!

To make a contribution or to learn more about program, visit:

www.apcprods.org/societyof67

Corporate and estate donations are welcomed.

 Follow @apcprods

Pathology Roundtable Update

By Donald Karcher, MD – Pathology Roundtable Moderator

The Pathology Roundtable, first started by the APC in 2012, is again under APC management. The

Roundtable was founded as an organization of pathology societies, with the goal of improving communication within the greater pathology community and promoting better understanding among pathology societies of their respective positions on the major issues of the day. The APC served as the Roundtable's original secretariat for the first two years of its existence, but this role was transferred to the ICPI in 2014. **Effective in July of 2017, the APC again assumed administrative oversight of the Roundtable.** When first

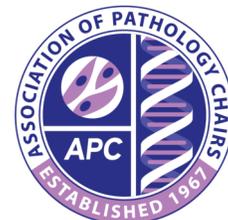
founded, the Roundtable consisted of the so-called "cooperating societies" of the American Board of Pathology. Over the years, new members have been added and the organization currently has a total of 13 members: (in alphabetical order) ABP, ACLPS, ADASP, AMP, APC, API, ASC, ASCP, ASIP, CAP, ICPI, NAME, and USCAP (see box for details).

From the original inception of the Roundtable, the role of moderator was envisioned as periodically rotating among the member organizations. The following have so far served as moderators: Dani Zander (representing APC), Dan Remick (representing ASIP), and Barry DeYoung (representing ADASP). **Effective in July 2018, I began my term as Roundtable moderator, representing the CAP.**

As the pathology community and its various components face **multiple challenges**, and as the practice of pathology evolves as part of the **rapidly changing health care system, the need for an organization such as the Pathology Roundtable is greater than ever.** Over the years, the group has dealt with many timely issues, including potential regulation of laboratory-developed tests (LDTs) by the FDA, the impact on pathologists of the federal program to encourage "meaningful use" of health information technology, pro-

tecting pathology practice from infringement of other specialties performing services traditionally and appropriately provided by pathologists, and several other practice and regulatory challenges. **A major initiative recently undertaken by the Roundtable is designed to improve the "pipeline" that brings students into pathology residency and eventually into a career in pathology.** Multiple pipeline workgroups (detailed below) have been formed, with representatives from various member societies, and are currently in the process of beginning their work.

With the help and support of Priscilla Markwood and other APC staff members, we're planning periodic Roundtable conference calls throughout the year, and hope to have face-to-face meetings at least annually. Reports on the ongoing work of the Pathology Roundtable will appear periodically in future issues of this APC newsletter, *Paths to Progress*.



The Pathology Roundtable has representation from 13 organizations:

- American Board of Pathology
- Academy of Clinical Laboratory Physicians and Scientists
- Association of Directors of Anatomic and Surgical Pathology
- Association for Molecular Pathology
- Association of Pathology Chairs
- Association of Pathology Informatics
- American Society for Cytopathology
- American Society for Clinical Pathology
- American Society for Investigative Pathology
- College of American Pathologists
- Intersociety Council for Pathology Information
- National Association of Medical Examiners
- United States and Canadian Academy of Pathology

Pathology Pipeline Development Council

By Karen Kaul, MD, PhD and Wesley Naritoku, MD, PhD – PDC Co-Chairs

The **Pathology Pipeline Development Council (PDC)** has begun to make progress, under the leadership of Wes Naritoku, MD, PhD, and Karen Kaul, MD, PhD, with able assistance from Priscilla Markwood and Mel Limson. These groups are developing a broad and coordinated effort to provide accurate and timely information to student and others interested in pathology and are **set up under the Pathology Roundtable to ensure broad representation across our field and to share resources.**

There are three active groups curating existing resources and content, and identifying additional needs for information. These include:

(1) The **Medical Education Working Group (MEWG)** to gather information on successful approaches to reach medical students with information

about pathology. The MEWG includes Jennifer Baccon, Mary Furlong, Cheryl Hanau, Bob Hoffman, Barbara Knollmann-Ritschel, and Chaya Prasad.

(2) The **Published Literature Working Group (PLWG)** to catalog published and web-based resources on career opportunities, workforce trends and the future of pathology. The PLWG includes Kim Collins, Don Karcher, Daniel Remick, and Nadeem Zafar.

(3) The **Financial and Peer Support Working Group (FPSWG)** to gather information on models and support for networking and educational opportunities for students, residents, trainees and new-in-practice pathologists, such as educational programs, travel awards, and grants. The FPSWG includes Michael Cohen, Asma Nursat, Vera Tesic, and James Wisecarver.

A fourth, very active group is the **Communications Working Group (CWG)**, comprised of a mix of young pathologists, fellows, and trainees, and a few of us in the older demographic, who are looking at engagement and communication approaches to better get information out about pathology to broad and interested audiences. The CWG includes David Gross, Jeff Jacobs, and the following resident representatives: Adam Booth (UTMB Galveston), Sharon Song (U Penn), Katherine Scribner (USC), Rebecca Obeng (Emory U).

Each of these groups has had a first conference call this past summer to define their goals, begin to gather information, and plot their course. Second conference calls are occurring this fall.

MD Survey Task Force Update: *Paper Published*

By W. Stephen Black-Schaffer, MD – Task Force Vice Chair



For the first of three articles, see "Evidence-Based Alignment of Pathology Residency With Practice: Methodology and General Consideration of Results" in *Academic Pathology* is online at:

[doi/10.1177/2374289518790501](https://doi.org/10.1177/2374289518790501)

Over the past five years, a Task Force comprised of representatives from the American Board of Pathology (ABP), the American Society for Clinical Pathology, the Association of Pathology Chairs, the College of American Pathologists, and the United States and Canadian Academy of Pathology have been **investigating the alignment of graduate medical education in pathology with the practice of pathology**. The Task Force chair is Rebecca Johnson, MD, vice-chair is Stephen Black-Schaffer, MD, and Task Force staff are David Gross, PhD and Kristen Johnson, PhD. Over these years, the Task Force has **surveyed new-in-practice pathologists annually in conjunction with the Continuing Certification process of the ABP, and surveyed pathologist-employers of new-in-practice pathologists once**. The core of the surveys is paired ratings by each respondent across the range of practice areas: first, of the **importance of each area in their actual practice**; second, of the **usefulness of their training to their practice in that area**. These paired responses, collected and analyzed in conjunction with each respondent's reported training (residency track and fellowship(s)) and practice characteristics (practice size, setting, and years in practice), **permit assessment of how effectively and efficiently training in pathology is preparing our residents and fellows for entry into practice**. Meanwhile, the **employer survey provides a complementary perspective to confirm or challenge the perceptions of the new pathology practi-**

tioners on both the importance of the practice areas and the preparation of the new practitioners.

The findings from the Continuing Certification surveys over the four survey years, demonstrated **striking consistency in reported importance and utility of preparation by practice area, with some differences by practice size and setting** (relating respectively to degree of subspecialization and referral patient populations) **and years in practice** (relating to progressive practice responsibility with increasing seniority). Likewise, the **employer survey results** were in general **consistent with those of the new practitioners, allowing for limitations of the employer's assessment of the utility of their new practitioner's training** (while employers will recognize inadequate training in practice areas that are important, more training than is practically useful in other areas will likely not be apparent).

The findings from these surveys are being **published in three parts**. The first is the general rationale and methodology underlying design of the surveys and process for analyzing the results, which are not limited in their application to pathology. The second part is the specific findings with regard to alignment of pathology residency training with pathology practice in areas in which the new practitioners did not also have directly applicable fellowship training. The third part, complementary to the second, is the specific findings with regard to alignment of pathology fellowship training with practice in areas

directly applicable to the fellowship training.

At the Task Force meeting during the APC annual meeting in San Diego on July 17th, it was announced that the first of these three manuscripts had been accepted for publication in *Academic Pathology* (see sidebar for link to paper). The second manuscript is close to complete in draft form, pending incorporation of the findings on the fourth Continuing Certification survey. Only preliminary data analysis has been completed for the third manuscript.

The remainder of the meeting was focused on developing questions for the fifth Continuing Certification survey and the second Employer survey. The first issue addressed important practice areas in which the general survey population reported inadequate preparation, the question being how to elucidate the distinguishing characteristics of new practitioners who reported satisfactory preparation. There was a focus on the extent to which progressive responsibility in training may predict successful entry into practice.

The final issue addressed was, with the continuing certification population now extending beyond the ten-years-in-practice point, whether this was an opportunity to collect information on changes in practice patterns from these no-longer-new-in-practice pathologists. The consensus was that we should attempt to do so, in order to provide the discipline with more than retrospective insight into evolving patterns of pathology practice, which might then correspondingly call for **evolution in pathology training**.

Entrustable Professional Activities Working Group

By Cindy McCloskey, MD – EPA Working Group Chair

The Entrustable Professional Activities (EPA) Working Group was formed in spring 2018 in response to national interest in **EPAs for pathology training**. The EPA Working Group is a cooperative effort between the APC Program

Directors Section (APC/PRODS) and the College of American Pathologists' Graduate Medical Education Committee (CAP GMEC) with oversight by the APC Graduate Medical Education Committee (APC/GMEC).

The goals of the working group include the following:

1. Assess the current status of EPAs in pathology residency training in the U.S.

(Continued on page 21)

Pathology Informatics Essentials for Residents

By Scott Anderson, MD – PIER Leadership Committee Chair and
Sue Plath – PIER Project Lead (Education Manager, CAP Learning)

PIER (Pathology Informatics Essentials for Residents) curriculum continues to improve and keep pace with change. The joint venture between APC, College of American Pathologists (CAP), and Association for Pathology Informatics (API) remains actively engaged to ensure that PIER remains a relevant and enduring resource designed to support Pathology residency programs teaching residents the basics of Pathology Informatics.

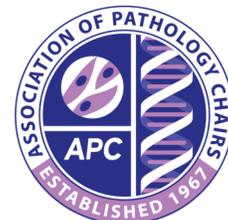
The **PIER Leadership Committee** took advantage of the Spring PRODS meeting at USCAP and July APC/PRODS Annual Meetings to provide updates on PIER. The committee chair, Dr. Scott Anderson (University of Vermont), spoke at the spring meeting. He advised that the third annual usage survey, which is used to measure program's satisfaction with the curriculum along with their intention to implement PIER, would be distributed in May and he encouraged PRODS to participate. Dr. Anderson also announced that PIER Release 3 was coming in July and was currently being reviewed by informatics experts. In addition, Dr. Anderson provided a PIER update to APC and CAP leaders at a

leadership dinner held during USCAP. At the Summer Annual Meeting, Dr. Anderson facilitated a 90-minute workshop with a panel of three program directors (Dr. Michael Esposito, Northwell Health/Hofstra SOM, Dr. Charles Marboe, Columbia University, and Dr. Charles Hill, Emory University) and an informatics faculty member (Dr. Tarush Kothari, Northwell Health, Hofstra SOM) who shared their **tales about PIER implementation**. This workshop, like others in past years, was very well-attended.

The PIER Release 3 update, now available, provides two key enhancements: **updated resource options** reviewed and curated by informatics experts and **prepared content** sourced from recorded sessions that have been mapped to the PIER Essentials. These sessions can be used to teach and learn PIER Essentials topics. API created a web page from which to access these recorded sessions. To learn more, go to: www.pathologyinformatics.org/pier_and_api.php. The link to the API PIER page is: www.pathologyinformatics.org/pier_resources.php; however, API membership is required to

access the recorded sessions.

What's next for PIER? With the end of 2018 also comes change for the PIER Leadership Committee. Drs. Mary Furlong (representing PRODS and PRODS Council) and Prajesh Adhikari (representing residents) will be rolling off and we would like to thank them for their contributions over the past 2 years. The committee is in the process of identifying and confirming their replacements. The PIER Leadership Committee also embarked this year on a task to define the next major update of the curriculum. The year 2021 will mark 5 years since the original release of PIER. Committee members are evaluating feedback received over multiple years of collecting data and using that information to define the next iteration of the curriculum. The committee will be going through the process of writing a grant application to help fund work needed for the 2021 update. In addition, Dr. Anderson is representing PIER to the ACGME Milestones 2.0 working group to stay abreast of informatics changes that can impact the PIER curriculum.



*PIER is a
FREE curriculum
on the
APC website at:*

[apcprods.org/
pier](http://apcprods.org/pier)

EPA Working Group (continued)

(Continued from page 20)

2. Conduct a national pilot study trialing two to four EPAs within residency programs to establish EPAs as a viable framework for resident education and assessment
3. Develop a model for expansion of EPA content that includes a framework for specific tools to use in the implementation process
4. Demonstrate the feasibility of EPA-based competency assessment as an additional tool to establish resident readiness for the ABP certification exam
5. Support national efforts to tie EPAs to Milestones-based assessments
6. Revise/finalize a permanent list of EPAs for pathology training

To date, the EPA Working Group has administered a survey to pathology program

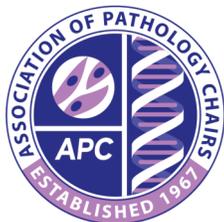
directors through the PRODS listserv to assess program directors' knowledge of and interest in EPAs, as well as to assess the current status of implementation of EPAs in primary pathology training programs. This **survey data was presented at the APC 2018 Annual Meeting**. The working group has also selected the following EPAs for a national pilot study:

- Perform a medical autopsy
- Perform intraoperative consultations and frozen sections
- Evaluate and report adverse events involving the transfusion of blood components
- Compose a diagnostic report for clinical laboratory testing requiring pathologist interpretation

In the coming months, the EPA Working Group will be developing plans for a **national pilot study to evaluate the impact of EPAs on the quality of education and assessment in residency training**. As part of this pilot study, the EPA Working Group aims to provide **resources for faculty development, teaching, and assessment; tie EPAs to the Pathology Milestones; and work to incorporate resources for common residency management software**, such as MedHub and New Innovations. Over the longer term, the EPA Working Group also hopes to **develop enduring educational materials to support the implementation of EPAs nationally**.

Training Residents in Genomics and Undergraduate Training in Genomics Update

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



Since inception in 2010, the **Training Residents in Genomics (TRIG) Working Group** has held over thirty **genomic workshops** at pathology meetings internationally. To allow others to implement training using a team-based learning approach, there have also been **train-the-trainer workshops and release of an instructor handbook and toolkit**.

Online modules have been made available that translate the workshop into a virtual environment using simulation of online genomics tools. A manuscript describing assessment of these online modules, using a pre-post-test design, at ten residency programs has been accepted to *Archives of Pathology and Laboratory Medicine*. Mean overall scores were 45% on the pretest compared with 70% on the post-test ($P < .001$) and 95% of participants would recommend the modules to others and believed they met the stated objectives. **The handbook, toolkit and online modules are available at no cost on the TRIG website:**

www.pathologylearning.org/trig. These materials have been accessed by over 1,400 registered users from over sixty countries. There will be upcoming TRIG workshops at the 2018 annual meetings of ASCP and CAP as well as the 2019 USCAP annual meeting.

Our renewed R25 grant, totaling approximately \$1.5 million over five years, has allowed us to begin the process of updating the curriculum with educational design support from ASCP.

The funding is also being used to support the **Undergraduate Training in Genomics (UTRIG) Working Group**. This group was established to adapt the TRIG curriculum to medical student education. The group has already made significant progress and has developed four pilot exercises with a “flipped classroom” toolkit. The exercises will be piloted at the 2018 ASCP Annual Meeting at a day-long workshop. Grant funding is being used for travel of fifteen medical students to the meeting. ASCP has kindly provided complimentary registration so the attendees can also explore other aspects of pathology. There has also been the first UTRIG manuscript, “The Undergraduate Training in Genomics (UTRIG) Initiative: early & active training for physicians in the genomic medicine era,” published in *Personalized Medicine*.

Both TRIG and UTRIG continue to utilize in-service exams, the ASCP RISE and RISE-FIRST, to gauge the status of genomics training in both medical school and residency.

This year, Rasch psychometric analysis is being performed to help streamline the survey questions.

In regard to **outreach to other specialties**, the first workshop for oncologists occurred at the 2018 American Society for Clinical Oncology (ASCO) annual meeting. Workshops based on the TRIG approach, developed through the Intersociety Coordinating Committee for Practitioner Education in Genomics (ISCC), also continue to be 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 plug and play “universal” exercises adaptable to different specialties is available on the TRIG website. Of note, the ISCC is currently looking for new members, both as individuals and as organizational representatives. More information can be found at: www.genome.gov/iscc/.

TRIG and UTRIG are possible due to the support of APC, PRODS, UMEDS and the many cooperating pathology and genetics organizations. We are making great progress and are looking forward to a continued positive impact on genomic pathology education.

The Academic Pathology article on “The Pathology Workforce and Clinical Licensure: The Role of the PhD Clinical Laboratorian in the United States” is online at:

[doi/10.1177/2374289518775948](https://doi.org/10.1177/2374289518775948)

View the webinar at:

apcprods.org/m-webinars

PhD Data Task Force Update

By Robin Lorenz, MD, PhD – Task Force Co-Chair

The Pathology Workforce Summit in December 2013 recognized the important role that PhD clinical scientists play as members of the clinical laboratory team. Until a published report in *Academic Pathology* this past June, little information was organized or benchmarked on opportunities available to the clinical laboratory scientist workforce or routes to attaining them.

A Joint PhD Data Task Force (created by participants of the Workforce Summit)

sought to collect **data on training and certification pathways of clinical laboratorians** to understand **opportunities for PhDs in the pathology workforce**.

The paper was presented as an APC Leaders Learning Series Webinar for members in June. Lead author Robin Lorenz, MD, PhD (University of Alabama at Birmingham) presented highlights from the article, which features compiled data from multiple organizations, including ACLPS,

ABB, ABCC-AACC, ABHI-ASHI, ABMLI-ASM, ACS, and others. The paper and webinar presentation are of great interest to graduate PhD students and postdocs as they make decisions regarding future career directions, as well as graduate school faculty members who are looking to increase the awareness and preparedness of their students for these opportunities.

APC 2019 Annual Meeting Preview

By Lydia P Howell, MD – APC President-Elect

The Program Steering Committee is excited about the 2019 theme for the summer meeting, “**Innovation through Collective Excellence: Shaping the Future of Pathology.**” Through the sessions at the meeting, we will be celebrating the collaborative and inter-disciplinary nature of academic pathology and sharing examples of how pathologists are working across disciplines with engineers, computer scientists, and educators, as well as across organizations, government agencies, specialties and health professions to drive innovation that advances all of our missions.

Thematic areas are *tentatively* shaping up as follows:

- The popular **Chairs Boot Camp** will be back and will officially open the meeting on Monday, July 22, 2019. The Chairs Boot Camp focuses on enhancing leadership skills and is open to all APC participants, not just chairs. Topics under development include how to effectively work with the C-suite, donors and fundraising professionals, and the tech transfer office, as well as how to deal with disruptive faculty – all of which are necessary for creating collective excellence.
- The **Patricia Thomas Lecture on Diversity and Inclusion** will also take place for all Sections on Monday. Co-positioning the Thomas Lecture with the Boot Camp is designed to build on the leadership theme of the day and allow greater participation by all attending the APC 2019 Annual Meeting.
- **Research and Clinical Practice** are paired for the Tuesday morning session on July 23rd, to demonstrate how research advances are being translated into the clinical arena. Building on the artificial intelligence (AI) theme introduced at the 2018 annual meeting, this session will include examples of how pathologists, computer and data scien-

(Continued on page 24)



**APC 2019
Registration
now open!**

[apcprods.org/
meetings-2019](http://apcprods.org/meetings-2019)

Autopsy Working Group Update

By Gregory Davis, MD – AWG Co-Chair

The Autopsy Working Group was established in 2014 to examine the role of autopsy in pathology residence training. In 2016, the Autopsy Working Group submitted its final report to the APC, and subsequently revised the report to submit as a manuscript to *Academic Pathology*. The background and recommendations of the working group were recently published as a report in *Academic Pathology*.

The “Report and Recommendations of APC’s Autopsy Working Group” in *Academic Pathology* is online at:

doi.org/10.1177/2374289518793988

NEW APC Online Learning!

APC Online Learning provides year-round continuing education for those interested in academic pathology. High-quality presentations by well-known speakers at the APC annual meeting offer timely and relevant educational material that can impact practice, research, advocacy, teaching, and leadership. Earn up to 13 hours of CME credit. Enroll today at:

[apcprods.org/
online-learning](http://apcprods.org/online-learning)

Fellowship Directors Ad Hoc Committee Update

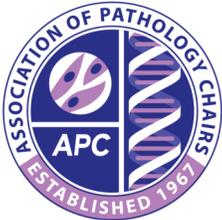
By Cheryl Hanau, MD – FDAHC Chair

The Fellowship Directors Ad Hoc Committee (FDAHC) was created in 2013 to explore fellowship graduate medical education issues and serve as a vehicle for communication between fellowship programs and APC. The FDAHC thanks Peter Kragel, MD (East Carolina University) for his service as Chair of the FDAHC since its inception, and welcomes Cheryl Hanau, MD (Drexel University) as its new Chair this fall 2018. Additionally, the FDAHC thanks Ronald Domen, MD (Penn State Hershey) as the outgoing representative from Blood Banking/Transfusion Medicine fellowship programs, and welcomes Julie Karp, MD (Thomas Jefferson University) as its new

representative.

The FDAHC continues to focus on attempting to synchronize the **fellowship application process** among all pathology fellowship programs. This fall, fellowship directors will be presenting the details for implementation to their respective organizations. They will solicit further feedback for refinement in preparation for a launch in early 2019. A “Fellowship Code of Conduct” for generally acceptable behavior, striving towards a uniform application process and timeline, has been established by the FDAHC and reviewed and supported by the majority of Department Chairs. However, it will be incumbent on

fellowship programs and applicants to abide by this Code to ensure success of the coordination over time. Upon acceptance of a fellowship (up to 2 years in advance), an applicant will be listed by the program director on an online “Clearinghouse” database that will be accessible and searchable to monitor the commitments of individuals. The FDAHC recognizes that several pathology subspecialties, including clinical informatics and dermatopathology, may already have a coordinated process in place, but the FDAHC effort will help coordinate fellowship candidates among all subspecialties represented on the committee.



APC 2019 Annual Meeting Preview (continued)

(Continued from page 23)

tists, and engineers are creating new tools and approaches to deliver pathology and laboratory services. Topics in development include new tools that are driving the convergence of pathology and radiology, and computational and AI models to predict and personalize care, and prevent disease, including hospital-acquired infection.

- **Advocacy** will follow on Tuesday afternoon and will address timely topics still in development.

- **Medical Education** will be the focus of Wednesday morning, July 24th. These undergraduate and graduate medical education sessions will focus on curricula that highlight the role of pathologists as key members of clinical teams and that utilize inter-professional educational approaches.

Be a part of collective excellence! Share great work from your department and contribute your experiences and ideas that will make all of academic pathology stronger and more effective!

Submit an ABSTRACT for a poster – poster sessions will take place throughout the meeting.

Submit a proposal for a DISCUSSION GROUP – these will take place on Wednesday, July 24th.

Due dates for both of the above are December 3, 2018 – submit on the APC website:

apcprods.org/m-2019-agenda

SUBMIT an ABSTRACT or Discussion Group PROPOSAL by December 3, 2018:

apcprods.org/m-2019-agenda

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Notes from the Executive Office

NEW Online Learning – For the first time, APC is offering CME credit on selected recordings from the APC 2018 Annual Meeting. There is a fee to access the recordings, which covers access and up to 13 hours of CME. Credit can be claimed through next fall (September 30, 2019). Since this enduring activity is a different educational format than the live, in-person annual meeting, subscribers can claim separate CME credit for the online material. See information and enroll at: www.apcprods.org/online-learning.

The **APC Leaders Learning Series (LLS) program** produced five webinars in the first half of 2018. Recordings can be accessed by APC members at: www.apcprods.org/m-webinars. "The State of the APC" with APC Presidents Tristram Parslow, MD, PhD, and Donald Karcher, MD, PhD, launched the 2018 series.

In a second LLS webinar developed in cooperation with AMP, Tara Burke, PhD, joined Donald Karcher, MD in briefing academic leaders on LDTs, IVDs, and the Diagnostic Accuracy and Innovation Act (DAIA). Two webinars were based on recently published manuscripts in *Academic Pathology* and presented by their respective lead authors: Jody Hooper, MD (Hopkins) on "Learning from Quality" about the pathology department's experience at Johns Hopkins University; and Robin Lorenz, MD, PhD (University of Alabama at Birmingham) on the "Pathology Workforce: The Role of the PhD Clinical Laboratorian," which was the culmination of an APC Task Force. Finally, Chen Liu, MD, PhD (Rutgers University) presented his strategy and challenges as a unique model for "Expanding Pathology Services to the Public Health Arena by Working with State Government Agencies." Addi-

tional webinars will be announced as relevant topics are determined by APC Committees and leadership. If you have an idea for a webinar for the membership, contact Mel Limson at: mlimson@apcprods.org.

Membership renewals were sent by email in mid-September and 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 urging departments to update their information during this dues collection period.**

We encourage all APC members to use the searchable directory, at: www.apcprods.org/m-directory-search, when seeking out contact information for your fellow members.