



# **PATHS TO PROGRESS**

December 2020

Academic Practice & Management

Leadership Development & Diversity

Research

Advocacy

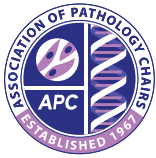
Undergraduate Medical Education

Graduate Medical Education



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## PRESIDENT'S MESSAGE



President (Chair)  
Lydia Howell, MD

### Pandemic or Not, It's a Wonderful Life in Academic Pathology

The end of the year always brings frequent re-runs of the movie classic *It's a Wonderful Life*, a long-standing American holiday tradition. Due to the COVID-19 pandemic, many of us may be feeling that life is not so wonderful, like George, the main character in the movie who is ready to jump off a bridge. A recent *New York Times* article published on December 3, 2020 titled [“‘Nobody Sees Us’: Testing Lab Workers Strain Under the Demand”](#) highlighted the difficulties that many in our profession are experiencing.

In the movie, George is saved by Clarence, his guardian angel, who takes him on a journey of what his world would have been like without George's compassion and hope. Clarence notes at the end of this journey: “Strange, isn't it? Each man's life touches so many other lives. When he isn't around, he leaves an awful hole, doesn't he?” Similarly, without academic pathology and the compassion and hope we provide via our clinical testing, research, and education, there would have truly been an awful hole during the pandemic this past year. We have touched many lives in a very impactful way.

I am, therefore, so very proud of how the members of the Association of Pathology Chairs (APC) and our amazing staff have come together to support each other in this unprecedented, stressful year. Here are a just a few of the many meaningful activities offered by the APC that we should all be proud of:

- Our listserv has become more active and popular than ever and has served as an important source of information-sharing, which has aided in building and maintaining community within academic pathology despite social distancing. Early in the pandemic, the listserv provided lots of discussion and advice on how to bring up COVID-19 testing, then shifted to the important on-going challenges of delivery, including supply chain shortages and more. Also, the ideas shared on the listserv for our UMEDS and PRODS groups have been important to meeting the unique educational challenges prompted by social distancing. The crowd-sourced solutions shared on all APC listservs have been invaluable and has enhanced our connections and professional friendships.



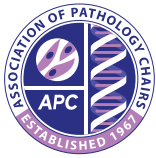


PRESIDENT'S MESSAGE *continued*



*The Society of '67's Kinney Scholars who attended the APC 2020 Annual Meeting.*

- The 2020 Annual Meeting took place on schedule and was heroically converted to a very successful virtual format by our staff. This allowed APC members to hear about hot topics from a wide range of national leaders from major organizations; such as Janis Orlowski, Chief Clinical Officer for the Association of American Medical Colleges (APC) who spoke on new funds flow models. Registration was excellent, the number of participants were equivalent to registration from previous years. Evaluations and feedback from the meeting were also very positive. Participants especially liked the interactive nature of the live sessions, and the ability to access content at their convenience with the pre-recorded presentations. Hybrid formats that incorporate live and virtual activities are being incorporated into the program for next year and will likely be a new standard going forward.
- The APC Town Hall series has been very successful, attracting an average of 50-60 participants for each interactive Zoom session. Hot topics have included discussions of pooled testing with FDA representatives, best practices in funds flow models, and “pop-up” labs led by researchers for COVID-19 testing, discussing their relationship and effect on academic pathology departments. Once again, APC has enhanced connections among its members so that we can learn from each other to make our work as Chairs easier.

**PRESIDENT'S MESSAGE** *continued*

- APC continues to advocate for our members. In July, the APC issued a statement to the federal government titled: "The Value of Academic Laboratories and Their Supply Chain Issues During the 2020 COVID-19 Pandemic in the United States". This included a call for action of the Federal government to support reagent manufacturing, provide more transparency regarding testing data, and accept and respond to stakeholders such as APC. The call for action was also directed to the National Governors Association, to improve access to PCR-based diagnostic testing with results rendered in clinically optimal turnaround times. This statement was sent to the Association of American Medical Colleges, among other partners. APC continues to work to get our message out via the media affirming the support from academic laboratories and their unrecognized contributions to caring for the most sick and vulnerable during this pandemic.

The Society of '67 continued to support talented medical students and residents by sponsoring their attendance at the APC Annual Meeting, where they can learn first-hand about what academic pathology and academic leadership is all about. Based on an excellent suggestion from one of this year's Scholars, the APC Committees now include at least one Society of '67 Scholar as an assigned member. This brings a new and important perspective from the next generation of pathologists that is important to shaping our activities, and hopefully further inspires the next generation of leaders for our specialty.

These are just a few of the many ways that the APC is supporting the membership. A common phrase about leadership is, it is "lonely at the top" - but not really so lonely, if one has the support of other leaders who can share similar struggles and solutions by working together. That is the core of what APC is all about, helping leadership in academic pathology to enable them to do their best. Thank you to all for making the APC a wonderful member-driven organization. And thank you to Priscilla, Mel, Amelia, and Maddie for being the glue that keeps us together; and for being the Clarence to our George, supporting all of us so that we never forget that being an academic leader in pathology is a wonderful life full of meaning.

Lydia Howell, MD  
President, Association of Pathology Chairs

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

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



*Academic Pathology's* submission and review statistics are as follows:

Year	Submissions	Accepted	Rejections	In Review	In Revision
2015	44	19 (43%)	25		
2016	28	26 (93%)	2		
2017	42	35 (83%)	6		
<b>2018</b>	<b>47</b>	<b>42 (89%)</b>	<b>5</b>		
	34*	30 (88%)	4		
	13**	12 (92%)	1		
<b>2019</b>	<b>112</b>	<b>84 (75%)</b>	<b>18</b>		<b>10</b>
	40*	20 (50%)	16		4
	72**	64 (88%)	2		6
<b>2020</b>	<b>92</b>	<b>27 (53%)</b>	<b>24+</b>	<b>13</b>	<b>28</b>
	67*	21 (38%)	24	11	11
	25**	6 (100%)	0	2	17

\*Original reports    \*\*Educational Cases    +Excludes manuscripts in review and revision

Submissions have been strong for the last two years. The large number of Educational Case submissions in 2019 was in response to a very successful call for Educational Cases, issued in March of that year. The over 100 Educational Cases that have now been published since 2017 are providing a highly valuable link to the Pathology Competencies for Medical Education (PCME, doi: [10.1177/2374289517715040](https://doi.org/10.1177/2374289517715040)). We extend our great thanks to Deputy Editor Dr. Barbara Knollmann-Ritschel and her hard-working Case Review Board and reviewers, who have labored through the case submissions to ensure that they are of the highest educational quality upon publication.

A key goal for *Academic Pathology* is to publish high-quality original reports, within the scope of the journal. 2020 looks to be a strong year, with 21 accepted publications and 22 additional manuscripts "in revision" or currently "in review". Under the leadership of Deputy Editor Dr. Karen Kaul, a call for COVID-19 original reports was announced in September 2020, with a deadline of December 15, 2020 for manuscript submissions. This solicitation was in the form of a competition, with a waiver of article

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

processing fees (APF) for the highest-ranked abstracts submitted. A total of 20 abstracts were received and 9 were awarded fee waivers. In total, 5 articles have been published and 23 additional manuscripts have been submitted to the COVID-19 Special Issue on academic pathology's response to the pandemic. As editors, we are particularly proud to be publishing peer-reviewed articles that are documenting the accomplishments of departments of pathology - their labs, educators, administrators, researchers, and trainees - in response to the pandemic.

The more selective acceptance rate of original reports in 2019 (56%) and 2020 (38% decisions-to-date) is a reflection of the journal attracting a broader group of manuscript submissions as it grows in reputation and awareness. For 2020, the majority of the current year's 28 manuscripts "in revision" are Accept/Minor decisions, so the final acceptance rate will ultimately be higher. The criteria for manuscript review and determining publishable priority through the peer review process have remained unchanged through the years of the journal.

Focusing on the 41 original reports that have been published for 2019-2020, the breakdown of topical categories is:

- Education - 18 (14 graduate medical education; 4 undergraduate medical education)
- Quality and Clinical Operations - 12
- Workforce and Personnel - 4
- Information Science (including artificial intelligence and digital pathology) - 4
- Communication (use of social media) - 2
- Historical Review - 1

Clearly, the journal continues to serve a critical need in the pathology educational space, especially for graduate medical education; this need was foreseen upon founding of the journal. The impact of the remainder of the journal portfolio should not be underestimated. Topics have included: diversity recruitment; informatics in the digital era; a primer on artificial intelligence; ethics of artificial intelligence; the history of the American Association of Pathologists' Assistants; and yes, the responses of academic departments of pathology to the COVID-19 pandemic. A particular call-out goes to publications over the past two years by an intrepid group of APC's Senior Fellows, on the topics of: life after being a chair; service as interim chair; academic pathology and the Veterans' Administration health system; academic pathology and children's hospitals; and the value of former chairs.

The Society of '67's "Open Access Award", launched in November 2018, continues to support worthy publications through a waiver of the Article Processing Fee for manuscripts submitted by corresponding and first authors who are residents, fellows, junior faculty members, and even medical students. Awards are given out by the Society of '67 Board of Directors, following review of potentially eligible abstracts; thus, ensuring that administration of the award is independent of the editorial decision-making of the journal. Over the past two years, some \$20,000 have been given in Open Access Awards. Beyond supporting the publication of high-quality scholarship in the journal, this award is intended to be a "career driver", supporting publication of scholarship by



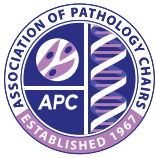
**ACADEMIC PATHOLOGY EDITOR-IN-CHIEF'S REPORT** *continued*

individuals earlier in their careers. The journal is enormously appreciative to both the Society of '67 and its donors for supporting this program, and to the submitting authors who have responded to this opportunity.

By way of journal traffic, the following numbers pertain. First, full text-downloads of published articles (pdf or html) have been: 2015: 3,645; 2016: 15,997; 2017: 27,655; 2018: 39,048; 2019: 106,057; 2020: 104,137. Recognizing that the lag time for establishing a journal impact factor is the 2 years following the indexed year, the Impact Factor for 2018 is currently 0.75 (a rise of 0.3 over the prior year), with an H-index of 4. This journal is characterized as "rising" in its impact.

I thank the outstanding Editorial Group for the journal, consisting of our two Deputy Editors (Drs. Barbara Knollman-Ritschel and Karen Kaul); our Associate Editors (Drs. Richard Conran, Barbara Ducatman, Robert Hoffman, Alison Huppmann, Daniel Remick, and Brian Smith), our 31 members of the Editorial Board and Senior Advisors, and our superb Managing Editor, Henry Carter. Lastly, we all thank the broad Association of Pathology Chairs community for your support of this journal, both as an instrument of the society, and as a welcome home for publications of merit within the unique scope of this journal.





## NEW MILESTONES FOR THE PATHOLOGY COMPETENCIES IN MEDICAL EDUCATION AND EDUCATIONAL CASES

By Barbara Knollmann-Ritschel, MD – *PCME and Educational Case Deputy Editor, Academic Pathology*



The Pathology Competencies in Medical Education (PCME), published in *Academic Pathology* in July 2017, continue to impact pathology education nationally. The competencies and learning objectives were created as the minimal standard of pathology that should be taught to undergraduate medical students. The PCME are divided into three competencies: Mechanisms of Disease, Organ System Pathology, and Diagnostic Medicine and Therapeutic Pathology. The value of the PCME is heard in comments we have received from educator colleagues, such as a recent email from Dr. Candace Walkley, Assistant Professor from Sam Houston State University, College of Osteopathic Medicine, who said, "I wanted to send an email saying thank you and extending my sincere appreciation for the effort that your team has undertaken to create this assembly of information. I am one of two Curriculum Leads at our small, new osteopathic medical school in Texas, and we are intently looking for comprehensive curricula for each of our systems courses. This kind of information is invaluable to me and our developing program. I wanted to let you all know that your efforts truly will serve the future physicians of Texas. Please extend our gratitude to your entire team of professionals on this project!" Comments like these tell us that the PCME are continuing to make a difference for pathology educators in both allopathic and osteopathic medical schools!

The Educational Cases received a huge jump start last year with our call for Educational Cases. When I wrote this newsletter last year, we had 57 Educational Cases come in from the call in March 2019. That number continued to rise to 88 Educational Cases by the end of the year! This has truly been a labor of love by our tremendous Educational Case Review Board and reviewers! On October 14, 2020 we hit our new milestone of publishing *100 Educational Cases*! Thank you to the many authors and reviewers who made this happen! Educational Cases are continuing to be submitted and encompass a significant part of the *Academic Pathology* portfolio. To date we have 23 Educational Cases submitted for 2020. I hope all of you keep checking the APC website to link to the new Educational Cases!

Thank you to the many people who have made this milestone possible! First to the authors, many of whom are mentoring medical students and residents who take on writing Educational Cases! This is a great way to get our next generation involved in scholarship and interested in pathology, and for our faculty to become mentors! As I stated before, our reviewers have just been awesome! They really put in tremendous effort to ensure all the manuscripts reach the high standards we have established. We are continuing to expand our reviewer team, so let us know if you are



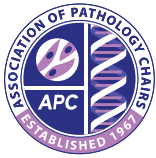
## **NEW MILESTONES FOR THE PATHOLOGY COMPETENCIES IN MEDICAL EDUCATION AND EDUCATIONAL CASES** *continued*

interested in becoming a reviewer by emailing [info@apcprods.org](mailto:info@apcprods.org). I want to formally welcome and thank Dr. Alison Huppmann, who has joined our team as an Associate Editor, along with Dr. Richard Conran who has done an outstanding job keeping the manuscript reviews moving as an Associate Editor. Kudos also go to Henry Carter, who provides incredible support as the Managing Editor and our own Priscilla Markwood as the Executive Editor, and Dr. James (Jim) Crawford for his tremendous support of this project. Finally, I also need to thank the *Society of '67*, which has provided numerous awards to cover the publishing costs of Educational Cases for our young authors! Thank you, all!

We have started a new joint project in UMEDS Council to highlight some of the laboratory testing in the third competency of the PCME.

Please keep your eyes on *Academic Pathology* as we have new Educational Cases published continuously. There is an updated index of learning objectives with Educational Cases at [www.apcprods.org/m-academic-pathology](http://www.apcprods.org/m-academic-pathology). Please review this when you are thinking of writing an Educational Case to help us cover the breadth of the PCME learning objectives (priority is given to objectives that don't have cases). Additionally, please use the Educational Cases in your curriculum! Having so many Educational Cases and the PCMEs was so valuable as we moved to create new distance learning clerkships for our medical students, who were pulled off the wards early in the COVID-19 pandemic. I hope you continue to use these valuable resources!

I look forward to seeing your submission of an Educational Case to *Academic Pathology*!



## THE SOCIETY OF '67 - THE ASSOCIATION OF PATHOLOGY CHAIRS' PHILANTHROPIC ARM

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



Programs of the Society of '67 foster the development of academic pathology and the pipeline of future leaders in academic pathology, education, and research. These programs have been made possible by generous contributions to the Society of '67. Since the Society of '67's inception in 2017 (the 50th anniversary of APC), there have been many contributions by those who want to invest in the future and legacy of academic pathology to advance and improve healthcare. 100 awards totaling more than \$170,000 have been made to 90 trainees or junior faculty from 50 academic institutions.

In 2020, \$35,950 in donations were received from 21 members. Additionally, the Society of '67 is pleased to announce its first Corporate Donor - PDM, a Coronis Health Company. PDM donated \$5,000 to the new PDAS Fellowship Program. PDM's donation accelerated the launch of the new PDAS Fellowship Program to be at the APC 2021 Annual Meeting. This program will support the meeting registrations of up to five emerging and new pathology administrators to attend the APC 2021 Annual Meeting and engage with PDAS Council members and mentors. All donations directly support programs of the Society of '67, thank you to our many donors!

Programs of the Society of '67 include:

- **New PDAS Fellowship Program for 2021!** – Provides an opportunity for emerging and new pathology administrators to attend the APC Annual Meeting by covering the cost of a meeting registration. At the meeting, the Fellows will be able to engage with PDAS Council members and mentors. Applications launch in January.
- **Open Access Awards** – This program covers the article processing fee (APF) for a research article or a PCME Educational Case submitted by a student, resident, or early career pathologist. 50 have qualified for publications in *Academic Pathology* since 2019 and nearly \$20,000 in APFs have been spent on 30 publications in *Academic Pathology*. Eligible authors can apply throughout the year.
- **Trainee Project Grants** – There have been 10 grants in Health Services Research or Education totaling more than \$42,000. These grants were awarded to pathology trainees to innovate or address a healthcare quality, cost, or access issue, since 2018. Applications launch in September.



## THE SOCIETY OF '67 - THE ASSOCIATION OF PATHOLOGY CHAIRS' PHILANTHROPIC ARM

*continued*

■ **Scholars** - Nearly 60 Scholars (39 residents and 20 students) have attended the APC Annual Meeting since 2017 to experience the future of academic leadership. Almost \$110,000 from donors to the Society of '67 has supported their registrations, travel, and

participation in the Scholars Program each summer. Applications launch in January.

In 2020, the Society of '67 Board created the opportunity for Society of '67 members to select a particular program to support and redefined the recognition levels of donors as below:

<b>Contributors:</b>	Up to \$499	
<b>Annual Members:</b>	Bronze:	\$500-\$999
	Silver:	\$1,000-\$4,999
	Gold:	\$5,000-\$9,999
<b>Lifetime Members:</b>	Pearl:	\$10,000-\$24,999
	Sapphire:	\$25,000-\$49,999
	Diamond:	\$50,000-\$99,999
	Benefactors:	\$100,000-\$249,999
	Patrons:	\$250,000 or more

Contribute to the Society of '67 to cultivate and inspire students and trainees in the academic pathology pipeline. Make a difference in the lives of future pathologists! Join your colleagues who have donated and made these programs possible. See the Society of '67 programs, award recipients, and donors, and make a donation at: [www.apcprods.org/m-societyof67](http://www.apcprods.org/m-societyof67).

As with all registrants of the APC 2020 Annual Meeting, the Class of 2020 Scholars transformed their participation and engagement to a virtual format. Prior to the virtual conference,

the 3 medical students and 8 residents were introduced to the Society of '67 Board. During the introduction, the Board served as mentors, providing advisement for sessions of interest and encouraging the Scholars to be engaged. Throughout the sessions over the next four days, the Scholars were present and thoughtfully asked relevant questions from the trainee perspective. At the end of the APC 2020 Virtual Annual Conference, the Scholars debriefed with the same sentiment from many attendees, feeling that they had learned a lot, but missed the in-person networking and socializing opportunities.





## THE SOCIETY OF '67 - THE ASSOCIATION OF PATHOLOGY CHAIRS' PHILANTHROPIC ARM

*continued*

Based on the Scholars' suggestion to continue involvement in APC, we piloted having Scholars as student and resident members of APC's committees. In this capacity, Scholars have

contributed to committee projects and provided what has already proven to be valuable insights from their unique perspectives. Scholar members of committees are:

APC Committee	Scholar	Academic Level	Institution
Graduate Medical Education	Amanda Herrmann, MD, PhD	PGY-2	University of Texas Health Science Center at Houston
	Cindy Wepy, MD	PGY-4	Brigham and Women's Hospital
Leadership Development & Diversity	Anna-Karoline Israel, MD	PGY-4	University of Rochester Medical Center
	Amandeep Kaur, MD	PGY-4	University of Chicago (NorthShore)
Research	Maryknoll Palisoc	MSTP Program 4 <sup>th</sup> year	Penn State College of Medicine
	Andrew Rech, MD, PhD	PGY-2	University of Pennsylvania
Undergraduate Medical Education	Robert Christian, MD, MS	PGY-2	Oregon Health & Science University
	Alexander Craig	MS4	University of California San Francisco
	Kayla Elliott, MD (AAMC ORR)	PGY-2	University of Vermont
	Lauren Raymond	MS3	Oregon Health & Science University
	Marie Smithgall, MD	PGY-4	Columbia University

Lastly, thank you to the Society of '67 Board Members in 2020 for their generosity, time in reviewing and selecting recipients, and advice in the Society of '67's governance and oversight.

- David Bailey, MD - Senior Fellow, University of California San Diego
- L. Maximilian Buja, MD - Senior Fellow, University of Texas Health Science Center at Houston
- James Crawford, MD, PhD - Chair, Northwell Health
- Robert Hoffman, MD, PhD - Program Director, Vanderbilt University
- Lydia Howell, MD (APC President - S'67 Chair) - Chair, University of California Davis
- Rebecca Johnson, MD - Senior Fellow, American Board of Pathology
- Harry Pukay-Martin (S'67 Secretary) - Retired PDAS, formerly at the Ohio State University
- David Roth, MD, PhD (APC Secretary-Treasurer - S'67 Treasurer) - Chair, University of Pennsylvania
- Fred Sanfilippo, MD, PhD - Senior Fellow, Emory University



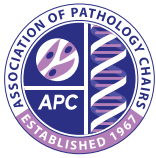
## LEADERSHIP DEVELOPMENT & DIVERSITY COMMITTEE REPORT

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



The LD&D Committee has been very engaged in a range of activities. These include, focusing on the Annual Meeting, creating webinars, and planning for a new Pathology Leadership Fellows Program, as well as the Pathology Leadership Academy (PLA) for July 2021. The committee has seen a transition of the Chair's position from Dr. Dani Zander to Dr. Aryn Rojiani. Dr. Zander was recently elected to President-Elect of APC after serving 2.5 years as Chair of LD&D and co-leading the Pathology Leadership Academies in 2016 and 2017. She has accomplished much the committee during this period, including the development of the annual Patricia Thomas Lecture in diversity and leadership topics, a highlight of APC's Annual Meeting, as well as co-founding the highly successful PLA programs. We will miss her leadership of this committee, but are glad that she will remain fully engaged with APC in her new role. As Dr. Rojiani moves to the Chair's position, Dr. Jenny Libien was elected to be Vice Chair of the committee.

This year the LD&D Committee invited Dr. Vivian Pinn to deliver the Patricia Thomas Lecture. Dr. Pinn, formerly a pathology Chair at Howard University (1982-1991), directed the NIH's Office of Research on Women's Health and is currently Senior Scientist Emerita at the NIH, Fogarty International Center. Dr. Pinn spoke on the topic of "Leadership and Diversity in Academic Medicine". Programming changes were imposed on the meeting because of COVID-19, which meant that she pre-recorded her presentation to be available online before the meeting and had more of a discussion during the live session. She presented a summary at the meeting which was followed by a Live Panel Discussion moderated by Dr. Zander on "Departmental Leadership Development" with Jiaoti Huang; Jennifer Hunt; Cheryl Hanau; and Aryn Rojiani. What followed was a spirited conversation that was unfortunately limited by time, leaving many participants with questions and comments. Because of the significant appeal of this session, the LD&D Committee reached out to Dr. Pinn and she very graciously agreed to participate in a two-hour panel discussion along with the other discussants above. This virtual session "Continuing the Discussion of Developing Diverse Leadership" was held on September 16, 2020 and was well attended with 178 registrants.

**LEADERSHIP DEVELOPMENT & DIVERSITY COMMITTEE REPORT** *continued*

The committee is currently focusing its efforts on the Pathology Leadership Fellows Program, which we anticipate rolling out in mid-2021. This program will build on the committee's prior experiences with the Pathology Leadership Academies and the earlier Diversity and Inclusion Leadership Program (DILP). The program will be a year-long experience for mid-level faculty who have an interest in pursuing leadership roles in the future. Not restricted to only future Chairs, the curriculum will help seek to develop leadership in the broadest terms, with possible future roles in Pathology practice, C-suite activities, as well as UME and GME leadership opportunities. Bookended by two, hopefully in person, PLA sessions led by Dr. Jennifer Hunt, a series of monthly webinars and multiple additional activities, including mentorship opportunities supported by Chairs and our illustrious Senior Fellows Group. Stay tuned for announcements and recruitment efforts for this exciting event in Spring 2021.

The LD&D Committee Resources webpage has expanded significantly through the efforts of Mary Lipscomb; Greg Freund; and Ann Thor. The site includes links to recent podcasts by Dr. Vivian Pinn, along with articles encompassing topics ranging from diversity and gender issues,

to leadership development and the workforce pipeline. If you would like to contribute articles to this resource, please submit them to [info@apcprods.org](mailto:info@apcprods.org).

Programming for APC 2021 is also actively underway, with Dr. Duchess Harris accepting the committee's invitation to present the Patricia Thomas Lecture at the 2021 Annual Meeting, followed by a panel discussion organized by Drs. Jenny Libien and Mary Ann Sens. Dr. Harris is a Professor of American Studies at Macalester College, author of *Black Feminist Politics from Kennedy to Clinton*, and co-editor with Bruce D. Baum of *Racially Writing the Republic: Racists, Race Rebels, and Transformations of American Identity*.

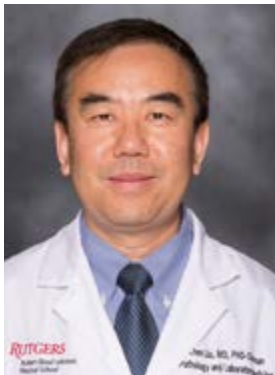
Finally, the Senior Fellows Group, along with LD&D Committee, is developing two panel discussions on "Leadership through Crisis". This virtual event, inspired by the challenges and shining moments in dealing with the COVID-19 pandemic, will be presented to APC members in January 2021.

Thank you all for your support over this difficult past year and a special thank you to Dani Zander for her excellent leadership of this committee over the past few years.



## PRACTICE & MANAGEMENT COMMITTEE REPORT

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



The year of 2020 is probably one of the most challenging years in human history. Academic pathology departments across the country have devoted all their efforts and resources to combat the COVID-19 pandemic. The pandemic forced the P&M Committee to take immediate actions to provide informational resources and support to the academic pathology community. Additionally, COVID-19 laboratory testing has become a crucial measure for controlling the pandemic. The P&M Committee conducted surveys on testing platforms and supply chain issues. The Committee set up a working group on “pooled testing” strategy and proactively engaged the FDA for their guidance, while offering our expertise to them. The committee invited key FDA officials to speak with our members in two widely-attended virtual events in 2020. Also, the committee has been actively writing opinions to advocate for better patient testing and to highlight the role of academic pathology. In the monthly conference calls, members have shared valuable information and experiences in dealing with the impact of the pandemic on clinical service, education, research, and administrative operations. A P&M session has been planned for the 2021 APC Annual Meeting, specifically addressing how academic pathology has been affected by the pandemic and how academic pathology will bounce back, post-pandemic.

In addition to the efforts around the pandemic, the P&M Committee, in collaboration with the Advocacy Committee, conducted a funds flow survey. The survey results were presented at the 2020 APC *Live Online* Conference during a joint session this summer. The session featured Dr. Janis Orłowski from AAMC, who delivered a keynote speech on “Next Generation Funds Flow Models: Enhancing Academic Health System Alignment”. A subsequent virtual discussion group on funds flow models was organized by P&M Committee Vice Chair Dr. Michael Talbert in December and provided a framework for vigorous discussion of funds flow experiences, highlighting those of three academic pathology departments –University of California San Diego (Kai Wang), University of North Carolina (Charles Jennette), and University of Vermont (Debra Leonard).





## **PRACTICE & MANAGEMENT COMMITTEE REPORT** *continued*

At the 2020 APC Winter Council meeting, the P&M Committee's three-year goals were approved. These goals include:

- Continue to collect survey data for benchmarking salaries and RVU metrics;
- Develop approaches for evaluating workload and productivity of anatomic and clinical pathologists that emphasize the value of work in pathology, that is not measured by current metrics;
- Monitor laboratory outsourcing, and the effects of outsourcing on the functioning and effectiveness of academic pathology programs;
- Work with the Advocacy Committee to influence national, state, and local decisions that impact academic pathology;

- Explore and advocate for innovative pathology practice models beyond pure diagnosis.

The P&M Committee will continue to pursue these goals despite the COVID pandemic. Challenges of the pandemic will require the Committee to be more focused, creative, and proactive to achieve our goals and mission. The P&M Committee will continue to help set national benchmarks through survey data, which will support evaluating the impact of new technologies such as artificial intelligence, digital pathology, and liquid biopsies on the practice of pathology. The P&M Committee welcomes participation by chairs who are engaged or knowledgeable on these and other practice issues. To join the committee, contact the APC Office at [info@apcprods.org](mailto:info@apcprods.org).



## RESEARCH COMMITTEE REPORT

By Nitin Karandikar, MD – *Research Committee Chair*



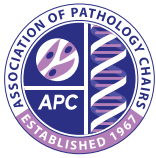
The APC Research Committee thanks Jeffrey Golden, who served as Chair of the Research Committee for the past three years. His leadership, especially in advancing physician-scientist opportunities in pathology and in research development for academic pathology, set a high standard for the committee. We will strive to continue strong leadership in the same vein. The Research Committee is now chaired by Dr. Nitin Karandikar, with Dr. Daniel Brat as the Vice Chair.

At the APC Annual meeting, which was held virtually in 2020, the Research session was comprised of three pre-recorded presentations by Drs. Chen Liu, Lynn Bry, and Ansuman Satpathy with Jeffrey Golden moderating. The presentations centered around the role of pathology in therapeutics, showing cutting edge research and developments in immunotherapy for hepatocellular carcinoma, therapeutic applications of the microbiota, and single-cell genomics in checkpoint blockade and CAR-T cell immunotherapy. Thank you to our excellent presenters for an informative session!

On behalf of APC's Research Committee, Dr. Clifford Harding participated as a panelist in a Physician-Scientist Training Program (PSTP) webinar, hosted by the Association of American Medical Colleges (AAMC), where he presented information about pathology as an attractive residency choice for aspiring PSTP trainees. A workgroup of the Research Committee developed a brief slide deck that was used for this presentation and is available as a resource for use by others in promoting pathology to trainees.

The APC Research Committee has continued to work on its strategic goals to:

- Develop new training opportunities;
- Recruit physician-scientists to pathology;
- Explore new opportunities to sustain research; consider the importance of unfunded and non-NIH research;
- Emphasize and communicate the unique expertise of pathology in tissue-based research;
- More broadly, seek ways to address the need for pathology representation on multi-dimensional research teams; examine how to engage other departments/students (pharmacology, comparative pathology, veterinary pathology, engineering, computer sciences, mathematics, statistics, systems biology, etc.) in computational pathology/precision medicine.

**RESEARCH COMMITTEE REPORT** *continued*

A major focus of recent Research Committee meetings has been the development and implementation of the APC Research Survey (the last one had been done in 2009). A workgroup of the committee, co-led by Drs. Robin Lorenz and Clifford Harding (with participation from Drs. Charles Eby, Daniel Brat and Nitin Karandikar), worked to finalize the survey questions with input from the entire committee. One purpose of the survey is to conduct a “then and now” analysis between 2009 and 2020 – so, the core of the survey has been intentionally similar. With Dr. Lorenz’s partnership, we have also added a new PSTP/Research Residency section to this year’s survey. This survey is coordinated with AAMC’s Physician-Scientist Post-Graduate Training Subcommittee, whose charge is to provide information/resources to trainees and MD/PhD Directors on post-graduate physician-scientist training activities, programs, and resources. The collection of information via this survey will both promote physician-scientist training in pathology on the AAMC website, and allow a more in-depth knowledge of what is offered by our various programs. Finally, the survey also contains an open-format question on unfunded/internally funded research. This information will help inform our discussions in the Research session in the 2021 APC Annual Meeting. The survey has been sent out to all departments and the final few responses (with approved extensions) are trickling in.

Lastly, other themes that are being discussed within the Research Committee for consideration in subsequent years are:

- Possible implementation of a “Research Readiness Academy”

- Possibility of a Graduate Program Director & Physician-Scientist Program Directors Section
- Prioritization of research-related advocacy issues

The Research Committee and a small workgroup of the committee, that includes Drs. Donna Hansel, Ed Monuki and Stan Cohen, along with Drs. Brat and Karandikar, has spent the past few months brainstorming and shortlisting ideas/themes for the 2021 APC Annual Meeting Research session. Through discussions at the APC Council and the committee, came an almost-unanimous opinion that the Research session should tackle topics that generate broad interest and engagement in order to be useful to a broad spectrum of pathology departments in enhancing their research portfolios. Keeping this in mind, we are excited to highlight the topic of “Internally-Funded Research” at the upcoming Annual Meeting, with the presentations targeted toward ideas for enhancing such research across all departments. The session will also include presentation of the results of the Research Survey, including the responses about internally funded/“unfunded” research. This will help form a basis for the other presentations and discussion. We are planning for approximately two hours of pre-recorded presentations that can be viewed before the meeting, with the ability to submit questions/comments. The live session is likely to be 90 minutes focusing on an interactive discussion.



## ADVOCACY COMMITTEE REPORT

Debra G. B. Leonard, MD, PhD – *Advocacy Committee Chair*



The Advocacy Committee has been busy in 2020, as a reflection of how busy we all are in the COVID-19 pandemic! In addition to the specific advocacy activities noted below over the year, we have also undergone a restructuring as a Committee over the past 12 to 18 months. We now have representatives from each of the APC Standing Committees, including GME, UME, and other key organization liaisons. There was also a change in Vice Chair this year. I give my sincere thanks to Dr. Steve Peiper for working with me as Vice Chair of the Advocacy Committee through November 2020 and wish to welcome Dr. Steve Kroft as the new Vice Chair of the Advocacy Committee.

Advocacy issues and recommendations are brought to the Advocacy Committee for advancement to APC Council and other organizations, as appropriate. A major issue this year, that was brought to the Advocacy Committee by the Practice & Management Committee, was significant reimbursement cuts resulting from CMS' increase in Evaluation and Management (E&M) payments. At the invitation of the College of American Pathologists and the American College of Radiology, APC joined the E&M Coalition and, along with nearly 50 other professional, medical organizations, signed letters to Congress and CMS requesting relief from the expected cuts in January 2021. These letters gave APC an active voice in this important issue and resulted in remediations through legislation recently enacted by Congress.

The Advocacy Committee also partnered with the Practice & Management Committee to create and disperse a funds flow survey to membership. This survey provided key information presented at the 2020 APC *Live Online* Conference. As noted under the Practice & Management report, Dr. Janis Orłowski of AAMC gave an excellent keynote presentation on next generation funds flow models and how they can enhance academic health system alignment. This presentation was followed by Drs. Debra Leonard and Chen Liu presenting the results from the funds flow survey distributed earlier in the 2020 year.

An issue brought to the attention of the Advocacy Committee by the Graduate Medical Education Committee was proposed J-1 visa changes that would negatively impact our foreign residents, which are a large and vital segment of pathology trainees. The APC submitted



**ADVOCACY COMMITTEE REPORT** *continued*

comments expressing our opposition to the U.S. Immigration and Custom Enforcement's proposed rule of establishing a fixed time for certain classes of non-immigrant visas, including J-1 visas. Another GME topic addressed was the ACGME's request for comments on FTE's needed to meet program requirements. Representatives from the GME Committee, PRODS Council and GMEAS Council gave testimonies in the ACGME External Stakeholders Congress. The testimonies were based on APC's comments to ACGME on common and specialty-specific program requirements, relating to duties, functions, dedicated time, and support for program directors, assistant/associate program directors, program coordinators, and core faculty members. These comments and other official statements and reports by APC are available at [www.apcprods.org/statements](http://www.apcprods.org/statements).

In late spring and summer, in concert with the Practice & Management Committee, the Advocacy Committee developed the Statement on the Value of Academic Laboratories and Their Supply Chain Issues. This statement represented the significant contributions made by academic labs in addressing the pandemic and the major concerns expressed about serving their patient communities in an extremely challenging supply chain environment. The statement briefly summarized circumstances in April 2020 and remains an accurate reflection of the situation still. Additionally, APC contributed substantively

to the COVID-19 Health Coalition's white paper titled *Pragmatic Approach to the Use of Current and Novel Diagnostics to Support the COVID-19 Pandemic Response* and formally reviewed AAMC's Recommendations for COVID-19 Testing ([www.aamc.org/covidroadmap/testing](http://www.aamc.org/covidroadmap/testing)).

APC was invited to sign onto a letter by the American Society for Clinical Pathology and the American Dental Association to support changes to the Centers for Disease Control and Prevention's (CDC) definition of health care personnel, such that the laboratory workforce would be unquestionably recognized as health care personnel in the priority-setting for COVID-19 vaccinations. APC joined the Ad Hoc Group for Medical Research in advocating for funding for the National Institutes of Health with the incoming Biden Administration. APC also joined the American Public Health Association's coalition to support CDC funding in the next budget cycle.

Lastly, the Advocacy Committee is working on a project to expand awareness of academic pathology's many contributions to medicine and public health by showcasing a collection of videos, news reports, and publications featuring APC's members. If you, or a member you know, have been in the news/media recently, please share that link/resource with the APC office at [info@apcprods.org](mailto:info@apcprods.org).



## UNDERGRADUATE MEDICAL EDUCATION COMMITTEE REPORT

By Jennifer Baccon, MD, PhD – *Undergraduate Medical Education (UME) Committee Chair*



With the advent of COVID-19, our world has been transformed into one where almost everyone in our nation is aware of the importance of diagnostic testing. As a society we have, overnight, developed fluency in PCR, antigen, and serological testing. This is crucial because these tests are shaping when we go to work, when we reopen schools, and when we can begin to connect again with people outside of our own families. Many of us in APC wonder if we could have addressed our societal needs more fully if laboratory medicine was better understood by health care workers at large. This unprecedented time is shedding light on a pre-existing challenge: the continued diminution of training in diagnostic medicine as it pertains to clinical pathology in medical school.

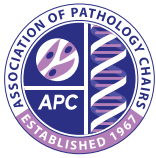
Over the past year, the UME Committee has focused its efforts on the topic of teaching diagnostic medicine in the undergraduate medical curriculum. We believe that by continuing to give our members tools with which they can help transform medical education, we can contribute to our professional society and society as a whole to help shape the future.

The UME session during the summer meeting was the culmination of the hard work of the committee members. The guest speakers challenged us to think about the fundamental definition of diagnostic medicine, how we teach clinical pathology in medical school, and how we can work together across institutions to build and share educational resources. In the months since, the UME Committee continues to generate ideas, thoughts, and discussion about what we need to do as a professional society to educate all future health care workers in the language of diagnostic medicine.

### Activity Highlights:

- UME Committee remained active, with only short gaps in meetings, even amid COVID-related challenges.
- Continued support of Pathology Competencies in Medical Education (PCME).
- Partnership with UMEDS to jointly support complimentary goals.
- Resident members appointed to the committee – they are so engaged and active in our work!
- Planning for the 2021 meeting – Topic for the UME session: Professionalism in UME Teaching.

Thank you to all the dedicated committee members who contribute actively to the work of the UME Committee!



## GRADUATE MEDICAL EDUCATION COMMITTEE REPORT

Karen Kaul MD, PhD – *Graduate Medical Education (GME) Committee Chair*



The APC Graduate Medical Education Committee (GMEC) has had a busy and productive year, despite the challenges we all have faced.

Our collective efforts, with other APC committees and sections, to develop the pathology pipeline have been ongoing and have led to a wealth of resources now available on the APC website at [www.apcprods.org/pipeline-development](http://www.apcprods.org/pipeline-development). These resources include funded opportunities for students, residents or young faculty, and a list of published literature relating to the field of pathology. We hope that these resources will be used to promote interest in pathology and the multitude of opportunities and specialties it includes.

In addition to these resources, the GME Committee is working on two pipeline-related publications. The first, spearheaded by Dr. Naritoku, summarized the data gathered, under the direction of what was formerly the Pipeline Development Committee of APC's Advocacy Committee. The manuscript focuses on the most effective ways to mentor medical students into careers in pathology. The second article, led by Drs. Mary Furlong and Barbara Knollman-Ritschel, draws on a survey of medical student educators to summarize best practices in developing pathology curricula and content, and supporting the professional development of medical educators.

Additionally, the Fellowship Directors Ad Hoc Committee (FDAHC), under the leadership of Dr. Cheryl Hanau, continues its efforts to support the needs of fellowship program directors in all subspecialties. In response to an increase in unexpected fellowship openings, the FDAHC began collecting data on open positions at [www.apcprods.org/fellowship-openings](http://www.apcprods.org/fellowship-openings). In addition to being a resource to program directors to urgently fill positions, this data will help APC and FDAHC establish facts on the number of unexpected openings, which seems to be dramatically increasing. A subgroup of the GME Committee and members of the FDAHC have assembled to do a deeper dive into trends, issues, and potential solutions, with a manuscript in the planning stages.

I would like to highlight that the virtual summer meeting was a success! Our GME session featured Dr. John Combes, Senior Vice President of the Accreditation Council for Graduate Medical Education (ACGME), who presented an overview of the work done by ACGME to predict likely changes in our health care systems, and the resultant impact on our graduate medical education processes. This was followed by timely presentations from APC colleagues discussing innovations in GME at their own institutions. Our great thanks for all the terrific presentations! Discussions regarding programming for the 2021 summer meeting have begun, with the theme centering on the impact of visa regulations on our trainee and faculty recruitment.



## FELLOWSHIP DIRECTORS AD HOC COMMITTEE (FDAHC) REPORT

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



In May 2013, in cooperation with the Association of Directors of Anatomic and Surgical Pathology (ADASP), APC created the Fellowship Directors *Ad Hoc* Committee (FDAHC) for the purpose of further exploring issues in common, and serving as a vehicle for communication between programs, APC, as well as other pathology organizations. Committee members, representing each subspecialty area, were selected through coordination with relevant specialty societies. The current committee members are listed below.

An issue under discussion by the FDAHC is residents being asked to commit to fellowship positions earlier and earlier, and some program offers coming with an expectation that the offer will be accepted or declined within 24 hours. Since there is no uniform timeline for interviews, offers, or acceptance/declining of offers, these pressures create an increasingly stressful situation for residents, program directors, and program coordinators. Along with the added stresses of the COVID-19 pandemic, including increased clinical service, transitioning to modified resident and fellow training, and all-virtual interviewing, this year has been especially difficult.

There is a sense among the FDAHC membership that the turnover of program directors has resulted in a new generation of individuals at the helm, who dealt with these issues as applicants to fellowships, and feel that the 'system' (or lack thereof) is unsustainable. This, plus the added stress of the 2020 year, makes now the ideal time to consider some structured approach to the current unstructured whirlwind of activity. Possible ideas range from uniform application, interview, and/or offer dates to a formal subspecialty match. However, without near total peer agreement, programs that adhere to processes will be penalized when others do not. A few subspecialties, which happen to be dual-Boarded (Clinical Informatics and Dermatopathology), are engaged in some form of standardizing their fellowship application processes, and we are eagerly following their progress.



**FELLOWSHIP DIRECTORS AD HOC COMMITTEE (FDAHC) REPORT** *continued*

To capture the events that led to this moment, an article is planned to be published in *Academic Pathology* that will include a brief history of attempts to address pathology fellowship application issues; trends, current issues and potential solutions; as well as updates from several subspecialties on their attempts to address issues for their program director groups.

Of note, the FDAHC welcomed Dr. Mai (Mike) He, representing Pediatric Pathology, as its newest member.

If you have other fellowship issues you would like to bring to FDAHC, please feel free to contact me by email at: [ch48@drexel.edu](mailto:ch48@drexel.edu)

**FDAHC Representatives**

<b>Subspecialty (per ACGME)</b>	<b>FDAHC Representative:</b>
Blood Banking/Transfusion Medicine	Julie Karp, MD
Chemical Pathology	Beverly C. Handy, MD, MS
Clinical Informatics	Bruce Levy, MD
Cytopathology	Paul Staats
Dermatopathology	Lyn McDivitt Duncan, MD
Forensic Pathology	Daniel Dye, MD
Hematopathology	Bachir Alobeid, MD
Medical Microbiology	Eric S. Rosenberg, MD
Molecular Genetic Pathology	Shuko Harada, MD
Neuropathology	Suzanne Powell, MD
Pediatric Pathology	Mai (Mike) Hai, MD, PhD
Selective Pathology	Teri A Longacre, MD



## **SENIOR FELLOWS GROUP (SFG) REPORT**

By Fred Sanfilippo, MD, PhD – *SFG Chair* and David Bailey, MD – *SFG Secretary*



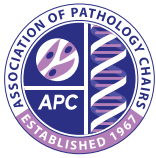
Fred Sanfilippo, MD, PhD

When Chairs announce that they are stepping down, APC encourages them to apply for membership in the Senior Fellows Group of APC. The online application process was simplified this year to facilitate completion by the applicant, subsequent review by the SFG Executive Committee, and final approval by APC Council. There is no membership fee for initial application or renewal, and SFG members receive discounted registration fees for APC Annual Meetings. Membership is limited to three years, during which time the member must demonstrate activities that support APC (e.g., attendance at APC SFG conference calls/meetings, participation in APC projects, attendance at APC Annual Meetings, membership on APC standing committees). Also, memberships can be renewed indefinitely. During calendar year 2020 the APC SFG membership grew to 53.

A change in the SFG Operating Procedures was made this year, which allows former department of pathology interim chairs to apply for membership in the APC SFG if they have had a total of at least five or more years of service as interim chair.

The SFG and the SFG Executive Committee met by both Zoom and conference calls three times each during calendar year 2020. SFG Members also participate in monthly committee meetings to help with projects. Additionally, Senior Fellows met with the new Chairs at the 2020 APC *Live Online* Conference.

The SFG is in the process of nominating and electing replacements for the Chair, Vice Chair, and one Councilor, each of whom has completed the maximum of two 2-year terms. Incumbents who will be leaving office are Deborah Powell (Vice Chair), and David Wilkinson (Councilor), and we thank them for their service and work done to improve this group and APC as a whole. Fred Sanfilippo (Chair) will be advancing to Past Chair of the SFG Executive Committee. Under Dr. Sanfilippo's stalwart leadership, this nascent group has thrived into vital participation in all aspects of APC life.

**SENIOR FELLOWS GROUP (SFG) REPORT** *continued*

A major activity of the SFG is the mentoring of new permanent and interim chairs. At the 2020 APC *Live Online* Conference, seven new permanent and Interim Chairs indicated interest in having a mentor. After the meeting, in response, one or more Senior Fellows were assigned (“matched”) to the seven Interim Chairs I by the APC Executive Committee. Guidelines for mentoring new Chairs are under development by the SFG.

In addition to the mentoring activities outlined above, the SFG along with the APC Leadership Development and Diversity Committee are sponsoring a webinar on “Leadership Through Crisis”. This webinar will include two panel discussions, the first focusing on “Personal Coping and Resilience Techniques for Dealing with High Stress” and the second on “Advice and Key Competencies for Pathology Chairs During High Stress Times”. This webinar draws upon not only the experiences garnered from the COVID-19 pandemic, but also from other periods of crisis (e.g., cybersecurity attacks, economic downturns, natural disasters).

Similarly, the SFG will partner with LD&D Committee in presenting the Chairs’ “Boot Camp” at the 2021 APC Annual Meeting. Two panels will cover “Optimizing Department Effectiveness” and “Enhancing Faculty Productivity”. Also at the 2021 APC Annual Meeting, the SFG will sponsor

a discussion group on “Generating Discretionary Income for Your Department”.

Ongoing SFG projects planned for publication include a survey of current women Chairs about leadership roles for women in pathology and the impact of the SFG. Two completed projects on relationships of departments of pathology with affiliated Veteran’s Affairs Healthcare Systems and Children’s Hospitals were published in *Academic Pathology* during the year: “The Veterans Affairs Healthcare System and Academic Pathology Departments: Evaluation of the Relationship” (doi:[10.1177/2374289520939265](https://doi.org/10.1177/2374289520939265)) and “Academic Pathology Departments and Associated Children’s Hospitals: An Overview of the Relationship” (doi:[10.1177/2374289520964935](https://doi.org/10.1177/2374289520964935)). Contemplated projects include, but are not limited to, preparation of a directory of the APC SFG with short biographical sketches of members and personal statements, publications including articles in the lay media that feature the significant role and contributions of pathologists during the pandemic, and sponsoring recurring roundtable discussions for new Chairs.

Lastly to highlight, the APC SFG continues to be a major contributor to the Society of ’67 program funding with several Senior Fellows serving on the Society of ’67 board.



## PATHOLOGY RESIDENCY PROGRAM DIRECTORS (PRODS) SECTION

By Scott Anderson, MD – *PRODS Council Chair*

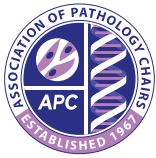


It is a pleasure to share with you a summary of PRODS and PRODS Council activities during the past academic year. With 2020 being impacted by a global pandemic, it has certainly been a year to remember! The year brought our first (and very successful) virtual APC PRODS meeting, updates to several working groups, and changes to the Council.

Changes to PRODS Council include, Dr. Melissa George stepping down from the role of Secretary-Elect and Dr. Mark Fieldman stepping down from his role as Member-at-Large. Both reluctantly left their roles as program directors to take on new and exciting opportunities, but continue to contribute their wisdom and experience in PRODS Council “Plus” meetings. I would like to thank both for their efforts and support of PRODS Council work. Dr. Cindy McCloskey became the new Secretary-Elect and two Member-at-large positions were filled by Drs. Michael Esposito and Thomas Cummings.

Our spring PRODS meeting was held during the United States and Canadian Academy of Pathology (USCAP) meeting this past March in Los Angeles, California. It was well-attended by PRODS, and after a social breakfast gathering, the program shifted to resident abstract presentations, upcoming ACGME program requirement updates (in effect July 2020), American Board of Pathology updates, PRODS working group (TRIG, TRIPS, PIER, and EPA) updates, and an update from Dr. Kaminsky, the Executive Vice President of USCAP.

The APC/PRODS summer meeting was an entirely new experience. The pandemic resulted in the cancellation of in-person meetings, resulting in our summer meeting moving to a virtual format. While we missed the social interactions and networking our summer meeting typically brings, it was an opportunity for more PRODS to participate given the virtual nature of the meeting. In addition to the regular PRODS Bootcamp and updates, this past year’s program included discussions surrounding the impact of COVID-19 on education, preparing for the next 25 years in resident training, competency-based training (as opposed to time-based training), and leadership and diversity in academic medicine. Dr. Arie Nettles from Vanderbilt University gave the C. Bruce Alexander Lecture, where she presented “Biopsy: Examining Unconscious Bias”, which led to a spirited discussion on Zoom, both via video and the chat box.

**PATHOLOGY RESIDENCY PROGRAM DIRECTORS (PRODS) SECTION** *continued*

A very special aspect of PRODS summer programming is the presentation of the Margaret Grimes Distinguished Teaching Service Award for GME. This year, the award was given to Dr. Robert Hoffman, the program director at Vanderbilt University. Dr. Hoffman has too many accomplishments to list and a long history of service to GME education, including as Past Chair of the PRODS Section of the APC. He is an outstanding role model to all of us! Congratulations, Bob!

Although planning and participating in a virtual meeting was a new experience, comments from both presenters and participants were very positive. The upcoming PRODS spring meeting will also be virtual this year, taking place one week after USCAP, on March 25<sup>th</sup>. Spring meeting topics will include unpacking the virtual interview season, and updates from the ABPath and ACGME. Looking ahead, we are hoping the 54<sup>th</sup> APC Annual Meeting can be attended in-person this year (currently scheduled for July 25-28, 2021 at the Omni Shoreham Hotel in Washington, DC). However, regardless of the venue, we are certain the next meeting will be informative and valuable to program directors.

Working groups of the PRODS Council continued their valuable and important work in 2020. PIER (Pathology Informatics Essentials for Residents) is currently working on an updated release of the PIER Curriculum. TRIG (Training Residents in Genomics) working group has recently released updated Genomic Pathology content. TRIPS (Training Residents in Patient Safety) working group expanded to include resident representation and is planning a discussion group on root cause analysis at the 2021 APC Annual Meeting. Dr. Bronwyn Bryant became Co-Chair of the EPA (Entrustable Professional Activities) working group and, despite delays caused by the pandemic, continues finalizing study protocols and participants to pilot the effectiveness of EPAs in pathology resident training.

Regardless of challenges surrounding COVID-19, 2020 has been an active year for the PRODS Section and its members. We look forward to another active year and interacting with fellow PRODS at the Annual spring and summer meetings in 2021!





## **PATHOLOGY DEPARTMENT ADMINISTRATORS (PDAS) SECTION**

By Kristen Kolb, MBA – *PDAS Council Chair*

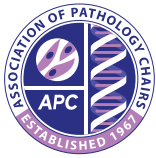


This has been an epic year and very challenging to say the least. APC Council and PDAS Council began planning the 2020 APC Annual Meeting to be held at the Hotel Del Coronado, San Diego, CA from July 19<sup>th</sup> to 22<sup>nd</sup>; however, COVID-19 had alternate plans for us all. The Annual meeting was quickly converted to our first ever virtual meeting. The APC Team did an awesome job organizing and converting to a virtual format in a short period of time.

PDAS attendance this year was in competition with how many attended in 2019, which was an all-time high of 65. We originally had 65 PDAS registered for 2020 and succeeded in keeping 60 people for the virtual meeting.

With the conversion to a virtual format, it was decided that the presentations would be pre-recorded by all sections. The plan was for the lectures to be viewed in advance of the meeting by the attendees, and attendees were encouraged to submit their questions prior to the meeting. Then, during the virtual meeting, the live sessions allowed for attendees to “jump” into virtual rooms discussing topics chosen by each section. The ability to jump from presentation to presentation and engage in discussion was highly complimented by many attendees.

The PDAS Section of the conference began with a very lively session on Sunday, July 19, 2020. This was a share and learn session discussing “COVID-19 Impact Survey Results”. The PDAS Council reviewed the results prior to the meeting and determined there were multiple key topics, which would be moderated by six Council members. The first session began with J. Gary Brown presenting on the Financial Impact, Susan Evers with Staffing/Recruitment Impact, Andrea Ligler with Education/Training Impact, Kuruvilla George with Testing/COVID-19 Testing Management, Brian Rudolph with Ramp-Up of Clinical Activity, and Kai Wang ended the session by highlighting the Impact on Research Enterprise. The administrators who attended the session had much to share and many of the experiences were very similar. On Monday, PDAS began the day attending joint sessions with the Chairs on Advocating for Pathology in Funds Flow Models with multiple excellent presentations. PDAS members then had a live presentation on Venturing Outside of University Practice with Gary Brown and Brian Rudolph, followed by a live panel discussion on Digital Pathology, led by Joann Li and Kelley Suskie, and sponsored by Sectra. On Tuesday, PDAS members heard presentations by Leslie Stump and Beth Hansell on Compensation Plans and Billing, followed by Professional Component Billing discussion led by Diego Lopez and Martin

**PATHOLOGY DEPARTMENT ADMINISTRATORS (PDAS) SECTION** *continued*

Lawlor. Following these excellent and powerful sessions, PDAS members attended corporate workshops and reconvened virtually with a lively presentation by Kuruvilla George and Michael Towle on Faculty Scheduling. Kristen Kolb, Chair of PDAS, then had the honor of presenting the Distinguished Service Award in Pathology Department Administration to Mrs. Elizabeth Hansell. APC sent the award to Beth in advance of the meeting, so that she could show it to the PDAS members. It was a pleasure to introduce and note Beth's many accomplishments. Following the presentation, Beth thanked everyone in her beautiful, Southern way with her honesty and collegial spirit. Beth then transitioned into describing how our new PDAS Dropbox Resource works. Beth is now posting listserv Information, documents, surveys, etc. to a shared drive for every member to access. Beth has done a great job organizing and setting up this resource!

The PDAS Business Meeting began by reviewing last year's business meeting minutes and having them approved by the group. Beth presented the 2020 Nominating Committee's slate of candidates and who won the election for the two vacant positions. The two newest members of PDAS Council are Joann Li, who was elected for the Northeast Regional Representative, and Scott Rosenthal for the West Regional Representative. Congratulations to Joann and Scott, and welcome to PDAS Council! A big, heartfelt thank you to Kai Wang and Brian Rudolph for their hard work and time on Council as they step down from their roles. We moved on to discuss the pros and cons of the meeting where many members stated the chat room was highly complimented by all attendees.

I am proud to announce that since our Annual Meeting, PDAS with the assistance of APC staff, has implemented "PDAS Brown Bag-Happy Hour Zoom" meetings. This is a regular meeting occurring every couple of months where we come together and talk about current trends, problems, and ideas with fellow members. Gary Brown presented the idea and we have run with it; we have already had our first "Happy Hour" in October and another in December! I truly hope more of our group members can join us for all future Zoom meetings.

Hot off the presses and new this year is the PDAS Fellowship Program. This Society of '67 program provides an opportunity for emerging and new pathology administrators to attend the APC Annual Meetings. At the meeting, PDAS fellows can engage with PDAS Council members and mentors, attend sessions, and much more. A big thank you to PDM for their generous donation to the Society of '67 to make this program possible! PDAS members, I would like to encourage you all to contribute to the Society of '67 fund to strengthen this avenue for developing the next generation of department administrators.

Looking ahead, we are hoping for the best, which is to be able to meet in-person next summer in Washington, DC at the Omni Shoreham Hotel from July 25-28, 2021. Plans are already underway to offer the meeting virtually to attendees who are not able travel.

Looking forward to being with everyone next summer. Please be safe and stay healthy!



## UNDERGRADUATE MEDICAL EDUCATORS (UMEDS) SECTION

By Robin LeGallo, MD – *UMEDS Council Chair*

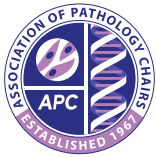


The impact of COVID-19 for medical student educators was an abrupt transition from in-person classroom and bedside teaching to remote learning. We redesigned curricula, with pathology labs, team- and problem-based learning and assessments converted to remote learning formats and e-electives. In a period of concurrent social injustice, considerations of how medical education may contribute to systemic racism quickly followed. The UMEDS Section was instrumental in supporting medical educators by the sharing of ideas and materials through our active listserv. It quickly became clear our members wanted to continue these discussions at the 2020 APC *Live Online* Conference. The UMEDS Council, under the leadership of Dr. Barbara Knollmann-Ritschel and the support of APC staff, reconstructed the meeting agenda and meeting format to align with these current events. As most of our members had a fair amount of experience with remote learning and creating pre-recording preparatory materials, developing a live online conference program was a welcome challenge.

The 2020 APC *Live Online* Conference kicked off with moderated open discussions on COVID-19 related topics, selected by our members through a pre-meeting survey:

- Melina Flanagan, MD (West Virginia University) moderated Methods and Teaching Strategies
- Amy Rapkiewicz, MD (New York University Long Island) moderated Session Structures
- Valerie Fitzhugh, MD (Rutgers University) and Rebecca Wilcox, MD (University of Vermont) co-moderated Assessment
- Barbara Knollmann-Ritschel, MD (Uniformed Services University of the Health Sciences) moderated Electives and Social Media
- Rebecca Wilcox, MD (University of Vermont) and Kristen Olson, MD (University of California, Davis) co-moderated Work/Life Balance
- Kristen Olson, MD (University of California, Davis) moderated Moving Forward

The overlap in our challenges was no surprise, but the discussion also revealed best practices that only emerged with this forced pivot. It was clear to us all that this has changed medical education in a way that will outlive the pandemic.

**UNDERGRADUATE MEDICAL EDUCATORS (UMEDS) SECTION** *continued*

Our second plenary session was joint with the Chairs and was focused on the Integration of Clinical Pathology Diagnostics into the UME curriculum. Dr. David Newman-Toker of John Hopkins University spoke from the perspective of a neurologist on “What Pathologists Can Do to Improve Clinical Diagnosis”, which was followed by Dr. Jeannette Guarner of Emory University describing their experience in clinical pathology education; and, finally, with Dr. Hooman Rashidi of the University of California, Davis on “Creating Shared Resources & Integrating Technology Tools in Medical Education”: Hematology Outlines. This topic inspired the creation of a Laboratory Testing Working Group led by Dr. Knollmann-Ritschel of the Uniformed Services University of the Health Sciences and Dr. Andrea Deyrup of Duke University, with the purpose of creating a published resource for undergraduate medical education that links common laboratory tests to the pathophysiology of disease.

An important, inspiring and ongoing topic of the meeting was addressing diversity, equity and inclusion, health care disparities and the practice of race-based medicine, and in particular the role of the medical educator. UMEDS joined the Patricia Thomas Lecture given by Dr. Vivian Pinn on Leadership and Diversity in Academic Medicine, followed by a live panel discussion. The C. Bruce Alexander Lecture, given by Dr. Arie Nettles of Vanderbilt University, titled “Biopsy: Examining Unconscious Bias”, continued this theme. This stimulating talk was extended into a UMEDS-specific workshop on “Guiding the Use of Inclusive Language in the Delivery of Teaching Content and Assessment”, facilitated by Drs. Pamela Gibson and Rebecca Wilcox of the University of Vermont, and Dr. Robin LeGallo

of the University of Virginia. We so appreciated the participation by Dr. Nettles in this workshop. This is clearly an area of continued contemplation and education for our members.

A UMEDS meeting would be incomplete without input from the National Board of Medical Examiners (NBME). Marie Maranki (subject exams) and Dan Friedberg (customized assessments) updated on these services for pathology faculty. We always welcome Miquel Paniagua (NBME) who preceded his session with the much appreciated 5-minute pre-recorded prep work and led an active discussion with updates on question writing for the NBME examinations that circled back to discussions on how race or other patient attributes are included in vignettes. Laboratory medicine also reared its head, as well as the ongoing discussion of expectation in interpreting histology and histopathology, a topic chosen for ongoing discussion in the 2021 APC Annual Meeting. Drs. Rageshree Ramachandran and Marta Marget of the University of California, San Francisco gave a complementary, but contrasting, session on the “UCSF Approach of Writing and Grading Essay Exam Questions”, a technique that many of us would love to incorporate into our own feedback and assessments.

The course director’s workshop, which normally launches our meeting, had the majority of the content delivered by pre-recorded materials and a live Zoom session was dedicated to discussion of this content. The benefit of this is the creation of durable content that members can be access on an as-needed basis. The following topics were presented and professionalism dominated the discussion, which has blossomed into an



## UNDERGRADUATE MEDICAL EDUCATORS (UMEDS) SECTION *continued*

entire session with the Chairs being planned for the 2021 APC Annual Meeting:

- Curricular Mapping to Institution/USMLE/PCME: by Robin LeGallo, MD (University of Virginia)
- Educational Scholarship and Research: by Barbara Knollmann-Ritschel, MD (Uniformed Services University of the Health Sciences)
- Professionalism in UME in the Time of COVID: Kristin Olson, MD (University of California, Davis) and Melina Flanagan, MD (West Virginia University)

Other highlights of the meeting were joining the PRODS Section in discussing one of their pandemic related sequelae, virtual residency recruitment and the ongoing issues of the pathology pipeline.

We ended the meeting similar to how it began, by hearing from many of our members on the pros and cons of the learning platforms listed below. Each recorded a 10-minute synoptic of the resource and the live session was open to our members for further discussion.

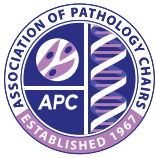
- AMBOSS: by Joyce Ou, MD, PhD (Brown University)
- What's Cracking with Firecracker Online Learning Materials? by Ellen Dudley, MD (Texas Tech University)
- Osmosis: by Amy Lin, MD (University of Illinois, Chicago)
- Pathoma: Pros and Cons by Valerie Fitzhugh, MD (Rutgers University)
- Robbins Essential Pathology: A New Kind of Textbook for a New Kind of Learner: by Andrea Deyrup, MD, PhD (Duke University)

- ScholarRx: Rx Bricks: by Melina Flanagan, MD (West Virginia University)
- Whitecoat: A Multimedia Platform for Teaching and Quizzing: by Elham Vali-Betts, MD (University of California, Davis)

The conference closed with the UMEDS Business Meeting. The highlight was the presenting of the Michelle Raible Distinguished Teaching Award to Dr. Michael Prystowsky from Albert Einstein College of Medicine by Dr. Jennifer Baccon and Dr. Knollmann-Ritschel. Dr. Prystowsky received this award surrounded by a virtual Zoom background of his extended family. UMEDS Council was then introduced and thanks given to Dr. Amy Rapkiewicz (Outgoing Secretary) and Dr. Moshe Sadofsky (Outgoing Past Chair) for their service. We received updates from Dr. Margret Magid on the UMEDS Toolbox and from Dr. Knollmann-Ritschel on the Pathology Competencies for Medical Education. The remainder of the meeting was dedicated to ideas for programming, which have been incorporated into the 2021 APC/UMEDS Annual Meeting.

While there was ample apprehension surrounding the logistics and efficacy of the online conference model, the UMEDS Section found it a resounding success. Similar to what we have learned as educators, we have learned as UMEDS members that there are practices that may prevail, even when no longer out of necessity. The accessibility to all of our members was a real win! While UMEDS Council put in the creativity and effort to program this meeting with relevant content, the true thanks for successful delivery goes to the APC Staff for their inspiration and endless efforts.





## **GRADUATE MEDICAL EDUCATION ADMINISTRATORS (GMEAS) SECTION**

By Chelle Kozy, C-TAGME – GMEAS Council Chair



The year 2020 has been an unprecedented year, a year of uncertainty, and a year of changes. In Graduate Medical Education, this requires the ability and need to adapt; we as GME Coordinators and Administrators have done this very well.

The first half of 2020 was spent mostly in quarantine with many of us working remotely from our homes. We learned to manage our programs from afar, while maintaining the closeness and communication that is necessary to accomplish our duties as program coordinators.

As we were looking forward to and planning for our Summer meeting that would take place in San Diego, California in July 2020, we received word that, due to the looming pandemic, our conference would be transitioned to a virtual platform. With the help of APC leadership, we began to make the necessary changes. The virtual meeting proved to be very successful. GMEAS had a total of 56 registered attendees.

Some of our highlighted topics:

- Impacts of COVID-19
- New Coordinator Tips
- Career Paths
- GME Timeline
- Wellness for Coordinators
- How to Facilitate a meeting
- ACGME's Accreditation System
- Residency Management Systems
- The Clinical Competency Committee
- Change Management
- Residency Regional Interviews

At the conclusion of our educational sessions, we held our 2020 GMEAS Business Meeting. During this meeting, GMEAS Council membership rotated. These changes were:

LeeTanya Marion-Murray transitioned from Chair to Past-Chair; Chelle Kozy transitioned from Chair-Elect to Chair; Ashley Sanders was elected to Chair-Elect; Ali Murtha transitioned from Secretary-Elect to Secretary; Beth Schultz was elected to Secretary-Elect. Additionally, Amy Bourgeois and Hollie Thomas will continue their terms as Members-at-Large and Adrienne Rickett and Kristina Smith were elected to begin 2-year



## **GRADUATE MEDICAL EDUCATION ADMINISTRATORS (GMEAS) SECTION** *continued*

terms as Members-at-Large. Subsequently, Hollie Thomas moved on from her position and resigned as Member-at-Large. We then welcomed Carolyn Egbert to fill this vacancy on the Council.

To the members that completed their service terms on the Council - Carol Holstein, Amy Motta, and Tasha Gilbertson - we thank you for your years of service and dedication to the development of the GMEAS Section.

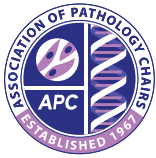
A few tasks that were accomplished under the leadership of the GMEAS Council include:

- Institution of regional meetings
- Creation of the 2020 Census Survey

- Awarding the first Distinguished Service Awards in Graduate Medical Education Administration

Congratulations to our first two recipients of the Distinguished Service Award - Carol Holstein and Amy Motta. They are most certainly deserving of this award!

The GMEAS Section will convene at the upcoming 2021 APC Annual Meeting in Washington, DC at the OMNI Shoreham Hotel. The Program planning is currently in progress under the direction of our Program Chair, Ashley Sanders.



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

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



The Entrustable Professional Activities (EPA) Working Group had initially planned to pilot the EPA evaluation intervention during the July 2020 through June 2021 academic year. Due to the significant disruption in educational programs caused by the pandemic, the Working Group made several significant changes to the Working Group structure and timeline for the pilot study. Dr. Bronwyn Bryant from the University of Vermont was appointed as Co-Chair of the working group to assist in steering the project through the uncertainty of the pandemic and to keep the project on track. Dr. Bryant has worked to set a new timeline for the project and to continue forward progress on survey refinement, evaluation tools, and faculty development. Based on input from the working group and study sites, the project has been delayed one academic year. Faculty development activities are now planned for April through June 2021. The EPA evaluation intervention and survey portions of the study are scheduled for July 2021 through June 2022. Data evaluation and dissemination of results are planned at the conclusion of the study. The EPA Working Group Co-Chairs would like to thank the Working Group members and study participants for their input and patience as we work to find the best solution to completing the EPA pilot study during this difficult time.



## MD SURVEY TASK FORCE UPDATE

By W Stephen Black-Schaffer, MD – *Task Force Vice Chair* and David Gross, PhD – *Task Force Staff (CAP)*

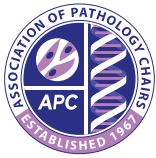


As reported in previous updates, a Task Force comprised of representatives from the American Board of Pathology, the American Society for Clinical Pathology, the Association of Pathology Chairs, the College of American Pathologists, and the United States and Canadian Academy of Pathology has been investigating the alignment of graduate medical education in pathology with the practice of pathology.

Over the last six years, the Task Force has surveyed new-in-practice pathologists annually, in conjunction with the Continuing Certification process of the American Board of Pathology; and twice surveyed pathologist-employers of new-in-practice pathologists. The core of these surveys has been paired ratings by each respondent across a range of practice areas: first, the importance of each area in their actual practice; and second, the usefulness of their training to their practice in that area. These paired responses, collected and analyzed in conjunction with each respondent's training (residency track and fellowship(s) and practice characteristics (practice size, setting, and years in practice), have permitted assessment of how effectively and efficiently training in pathology has been at preparing our residents and fellows for entry into practice. Meanwhile, the employer surveys provide a complementary perspective to confirm or challenge the perceptions of the new pathology practitioners.

Due to the striking consistency in results over the first five survey years and between new pathology practitioners and their employers, the Task Force decided not to include the paired practice area ratings this year. The 2020-21 new-in-practice survey (currently in the field), instead includes new questions about the importance of fellowship training in current practice, exposure to digital pathology, machine learning and artificial intelligence during training, utilization of remote sign-out, and the effects of the COVID-19 pandemic on practice. The survey continues to gather data on preparedness for practice, burnout, when and why respondents chose to become pathologists, and satisfaction with both career (medicine) and specialty (pathology) choice.

The Task Force is working on continued dissemination of findings. A new manuscript, "Evidence-Based Alignment of Pathology Residency with Practice II: Findings and Implications," was recently submitted for publication in ***Academic Pathology***, and two other manuscripts are in the early development process.



## **PATHOLOGY INFORMATICS ESSENTIALS FOR RESIDENTS (PIER) UPDATE**

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



Overall, and despite the pandemic, 2020 was a very productive year for the PIER Leadership Committee. We thank the committee members and staff for their continued dedication and support. Below are some of the key highlights this year with PIER.

We started the year with our annual, in-person meeting, which was held in March during USCAP. We used this time to focus on decision-making related to curriculum priorities for the future. Agreeing on changes for Release 4, how to measure success, reviewing the leadership structure, and agreeing on changes to ensure PIER's continued viability and success.

We were approved to conduct a “town hall” discussion at the Association for Pathology Informatics (API) Summit in May. Unfortunately, this event was cancelled due to the pandemic. The goal of the town hall was to engage with informatics experts as we embarked on making a major update to the PIER curriculum and have participants voice their opinions, provide their expertise, and help us answer key questions such as:

- How can we effectively design and deliver informatics training, so that all pathology residency programs can easily make this training available to their residents?
- Can API assist with identified roadblocks (e.g., programs with lack of informatics trained faculty, lack of access to IT resources for skills training)?
- What are the most important skills that should be provided during informatics training to the next generation of pathologists?

For the past several years, we have conducted an annual survey to collect data on our key success measures, such as rate of adoption and curriculum effectiveness. We decided not to conduct the survey in 2020 given that we have collected several years of data and the trends were not changing. We will continue this work once future changes provide an opportunity to collect data from a new perspective.



**PATHOLOGY INFORMATICS ESSENTIALS FOR RESIDENTS (PIER) UPDATE** *continued*

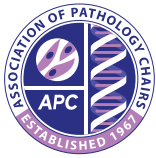
PIER Release 4 has been a major work effort for the committee in 2020. The main goal for this release is to streamline the documentation and make PIER easier to implement. Our two informatics expert members, Drs. Bruce Levy and Andrew Quinn, played an integral role in reviewing and updating the Essentials curriculum framework and updating and rewriting the outcome statements for each topic. We have planned quite a few improvements to the downloadable documentation and the PIER website structure. Our goal is to have Release 4 ready by the July APC Annual Meeting where we will share and explain the improvements.

We continue to look to the future and are planning for another release, Release 5, that will include case-based learning opportunities. This learning approach will provide residents with a means to learn key concepts through real-life situations. Many details have yet to be

fleshed out, but we are planning for cases that can be delivered as self-study or within a group. Additionally, we are looking to include a way for faculty/program directors to determine and record successful completion. The cases may replace or complement the current Practical Exercises.

In terms of leadership, the committee agreed to continue with our current structure: 3 pathology residency program directors, 2 informatics experts, 2 PGY2 residents, plus CAP and APC staff support. We have set term limits for committee roles to keep our thinking fresh, and to allow others to have an opportunity to contribute. Over time, we can expect to see changes to committee membership, and we will announce them as they are confirmed.

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



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

By Yael Heher, MD and Richard Haspel, MD, PhD – *TRIPS Working Group Co-Chairs*



Improving patient safety, including preventing diagnostic error and reducing risk associated with laboratory specimen processing, has come into sharp focus for the public, for healthcare professionals, and for national educational leaders. Because of already existing strict quality and safety regulatory oversight, laboratory safety and management has historically been a separate entity from the broader, national patient safety movement. In 2019, the ACGME issued key requirements for patient safety education and the need for implementation in all training programs including pathology. Then, this year, the COVID-19 pandemic propelled our laboratory community to the forefront, making lab quality, safety, and oversight a daily national public concern. If asked last holiday season, no one could have predicted that Dr. Anthony Fauci Christmas tree ornaments would be a top selling item in 2020.

Given the need for pathology-specific, patient safety educational resources, the Training Residents in Patient Safety (TRIPS) Working Group was established through APC's Pathology Residency Program Directors Section (PRODS) in November 2018. TRIPS is currently working to develop a consensus driven, patient safety curriculum for pathology residents and is developing specific tools for local site implementation. Members of TRIPS include pathology residency program directors from a diverse group of institutions, as well as representatives from national organizations including ABP, ACLPS, APC, ASCP, CAP, SIDM, and USCAP. ASCP also provides important administrative support. To ensure perspective and input from end-users, two trainees are key members of the TRIPS workgroup.

An initial, national TRIPS-led needs assessment survey of pathology program directors indicated a pressing need for a pathology specific patient safety curriculum. Over 60% of respondents indicated they did not have a pathology-specific patient safety curriculum, and more than 90% agreed that expert-created teaching tools would be helpful for implementing or improving current patient-safety training. Incident reporting, root cause analysis (RCA), and diagnostic error were the topics that over 90% of respondents believed should be included in a patient-safety curriculum.

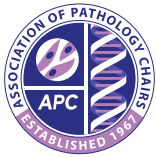


## **TRAINING RESIDENTS IN PATIENT SAFETY (TRIPS) WORKING GROUP UPDATE** *continued*

Based on the positive, specific feedback from a 2019 interactive RCA exercise piloted at the 2019 APC Annual Meeting, the TRIPS Working Group focused this year on developing a comprehensive guide for teaching of root cause analysis. This includes cause maps, fishbone Ishikawa diagrams, and broader management of the RCA process. The desired outcome is a comprehensive RCA exercise toolkit, including practical yet detailed guidelines for participants and teachers; as well as a new evaluation rubric to enable standardized assessment of trainee-led RCAs. The plan is to begin with pilots at several institutions to test the TRIPS curriculum

and resources prior to general release. The working group has also assembled data and feedback into a call-to-action manuscript, targeted for submission to *Academic Pathology* in early 2021. The overarching goal of TRIPS is to assist individual residency programs in implementing a local patient safety curriculum.

TRIPS is possible due to the generous support of APC, PRODS, and the many other cooperating national organizations. We are making progress and are looking forward to providing vetted and evidence-based teaching resources to improve national pathology patient-safety education.



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

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



Since inception in 2010 through APC's Pathology Residency Program Directors Section (PRODS), the Training Residents in Genomics (TRIG) Working Group has held over 40 genomics workshops at pathology meetings internationally for over 1500 participants. There have also been train-the-trainer workshops and release of an instructor handbook and toolkit, which teaches others to implement training using a team-based learning approach. Additionally, online modules have been made available that translate the workshop into a virtual environment using simulation of online genomics tools. These materials have been accessed by over 2100 registered users, from over 70 countries.

In October 2020, the Working Group released an updated version of the online modules. With COVID-19 necessitating use of more remote learning opportunities, these modules provide an enjoyable, educational experience, that successfully translates the in-person, team-based learning workshop to an interactive virtual environment. The original modules, released in 2016, were shown in a study at 10 pathology training programs to significantly improve genomics knowledge and the ability to utilize online genomics tools ([doi: 10.5858/arpa.2018-0153-OA](https://doi.org/10.5858/arpa.2018-0153-OA)). The current version has been updated to include the new cases, variants, and websites in the latest (2019) version of the TRIG curriculum. A session on how to utilize the online modules is planned for the 2021 USCAP Annual Meeting. The working group is also considering other novel remote learning approaches and hopes for a return to in-person workshops.

Another exciting project that was released in October 2020, with the support of APC's Undergraduate Medical Educators Section (UMEDS), was the Undergraduate Training in Genomics (UTRIG) Working Group's Medical Student Genomic Instructor Handbook and Toolkit. This resource provides the materials and guidance needed to implement a flexible, modular, field-tested, introductory genomics curriculum designed for integration into medical school coursework. The curriculum consists of four exercises built on a "flipped classroom" model, with both cases having in-class components and a pre-session preparatory toolkit. The exercises have been successfully tested with 27 medical students at the 2018 and 2019 ASCP Annual Meetings as day-long workshops.



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

Furthermore, both TRIG and UTRIG continue to utilize in-service exams, specifically the ASCP RISE and RISE-FIRST, to gauge the status of genomics training in both medical school and residency. The results continue to help inform and guide the development of the resident and medical student curricula. A recent publication (doi: [10.1093/ajcp/aqaa094](https://doi.org/10.1093/ajcp/aqaa094)) presents the current RISE data, and a manuscript containing RISE-FIRST data has been submitted. Other recent TRIG and UTRIG-related publications include, the validation of a genomic medicine exam (doi: [10.5858/arpa.2020-0038-OA](https://doi.org/10.5858/arpa.2020-0038-OA)), and a review of medical student genomics teaching (doi: [10.2217/pme-2017-0077](https://doi.org/10.2217/pme-2017-0077)).

In regard to other specialties, workshops based on the TRIG approach, but with a non-cancer genomics focus, developed through the Intersociety Coordinating Committee for Practitioner Education in Genomics (ISCC), have been held at the Annual Meetings of the American Heart Association, American Academy of Neurology, and American Academy of Ophthalmology. A handbook and toolkit for these 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, as individuals and as organizational or industry representatives. More information can be found at <https://www.genome.gov/iscc/>.

The work of TRIG and UTRIG is supported by a National Cancer Institute R25 grant, totaling approximately \$1.5 million over 5 years. As we consider applying for grant renewal, we have appreciated the cooperation of PRODS and UMEDS members in responding to relevant surveys in recent weeks on their planned use of TRIG and UTRIG resources.

TRIG and UTRIG Working Groups thank APC, PRODS, UMEDS and the many cooperating pathology and genetics organizations participating in these efforts. We are making great progress and are looking forward to a continued positive impact on genomic pathology education. More information about TRIG and UTRIG is available at <http://www.pathologylearning.org/trig>.





## UMEDS TOOLBOX WORKING GROUP REPORT - THE MEDICAL EDUCATOR TOOLBOX - HOW IT WAS CONCEIVED

By Margret S Magid, MD - *UMEDS Toolbox Working Group Chair*



The Undergraduate Medical Educators Section (UMEDS) Medical Educator Toolbox remains a valuable resource for APC members to access materials on topics relevant to pathology medical education that were presented at APC Annual Meetings since 2015. These include all platform presentations, workshop lectures, and posters given in the UMEDS sessions - including joint meetings with PRODS, and general sessions with PRODS and Chairs. Our members find the content presented at APC's meetings to be extremely constructive for both implementing educational programs and faculty development. The ability to easily search for and retrieve desired content has proven invaluable.

Currently, 189 resources are listed in the UMEDS Toolbox, hosted on an AirTable platform! Twenty-four composite presentations and five posters were added following the 2020 APC Annual Meeting! The program facilitates searching for presentations by date, presenter, title, and more than 30 topical categories. Depending on the type of item, PDFs of PowerPoint presentations, posters, recordings, and even abstracts published in *Academic Pathology* are available through convenient links from the UMEDS Toolbox directly to the files. During the 2020 APC Annual Meeting, UMEDS members were surveyed on their experience with the Toolbox. The survey affirmed overwhelmingly that the UMEDS Toolbox has proven to be valuable for their work. During the first eleven months of 2020, seventy-seven individuals accessed the UMEDS Toolbox landing page. (We were pleased to learn that people from other sections of APC besides UMEDS also accessed the Toolbox.) All members are encouraged to utilize the UMEDS Toolbox as a resource.

The UMEDS Toolbox landing page can be accessed at [www.apcprods.org/ume-toolbox](http://www.apcprods.org/ume-toolbox) or by going to the "Medical Educator Toolbox" tab under "Resources" on the APC homepage. The resources offered by the UMEDS Toolbox are available only to APC members and are password-protected. User-friendly video instructions for searching and accessing presentations are posted on the UMEDS Toolbox landing page.

The development and maintenance of the project has truly been a collaborative effort by many people. A committee of UMEDS members, in conjunction with APC staff, created the original program. The continued expansion of resources has been made possible by dedicated APC staff and, this year in particular, by Vijay Vanguri, a member of the UMEDS Council.

If you have not already accessed the UMEDS Toolbox, please take a look and view this wonderful resource provided by APC! We welcome your suggestions and contributions!



## INTERSOCIETY COUNCIL FOR PATHOLOGY INFORMATION (ICPI): A NEW START

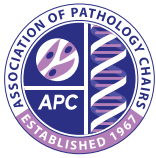
By Donald Karcher, MD – ICPI Board Chair, APC Representative



Many people are aware of and use the online Directory of Pathology Training Programs and have seen the brochure *Pathology: A Career in Medicine*, but did you know that these and many other resources and programs are provided by the Intersociety Council for Pathology Information (ICPI)? ICPI was founded in 1957 by the then-largest national pathology organizations, as a group focused on spreading the word about the many contributions of pathology to healthcare and research, and to encourage more students to pursue a career in pathology. Over the years, the makeup of ICPI has evolved somewhat and the organization currently has five Charter Members – APC, ASCP, ASIP, CAP, and USCAP – and a total of 14 Associate Member societies. Even with this growth ICPI's mission has remained largely the same.

Now in its 53<sup>rd</sup> edition, the Annual ICPI Directory represents the most comprehensive listing of pathology residency programs in the US and Canada. It was published for many years as a hard copy book, but is now available only online with an easily searchable database. Starting in 2019, ICPI removed pathology fellowship programs from the main Directory and contracted with ASCP to produce a new co-branded Pathology Fellowship Directory, marketed by ASCP and hosted on their website.

ICPI is much more than just its Directories and recruiting brochures. Another major ICPI activity is sponsorship of Medical Student Interest Groups (MSIGs) in medical schools across the US. Now named in memory of the ICPI Board Chair who initiated them, the Margaret Grimes, MD MSIGs are an important resource for informing medical students about pathology and encouraging students to consider pathology as a career option. Through a granting process, ICPI provides financial support to help MSIGs get off to a good start and sustain them over time. Another program designed to highlight medical students' interest and accomplishments in pathology is the ICPI Pathology Honor Society. Students exhibiting excellence in academic and service pathology are inducted into the Society by the participating departments of pathology, and ICPI provides all other support by preparing certificates and pins for the members.

**INTERSOCIETY COUNCIL FOR PATHOLOGY INFORMATION (ICPI): A NEW START** *continued*

Among its other activities, ICPI also served for many years as Secretariat of the Intersociety Pathology Council (IPC), another organization made up of multiple (currently 24) pathology societies in the US and Canada. IPC has served effectively as a forum for discussion among its member organizations. In 2018, ICPI decided to relinquish oversight of this organization and APC was selected as the new IPC Secretariat and still serves in this capacity.

For many years, ICPI was ably managed by ASIP, with Dr. Mark Sobel serving as Executive Officer. Upon Dr. Sobel's retirement in 2018, Dr. William (Bill) Coleman assumed the role of Executive Officer on behalf of ASIP. When the ICPI-ASIP management agreement came up for renewal in 2019, the ICPI Board decided to put out a request for management proposals and three organizations submitted proposals. One proposal was from ASCP and the other was a proposal for joint management by APC and ASIP; the latter proposal was ultimately selected by the ICPI Board. Starting in January 2020, APC and ASIP now jointly manage ICPI, with Priscilla Markwood and Bill Coleman serving a Co-Executive Officers.

With the new management arrangement in place, the ICPI Board and our Executive Officers, have spent 2020 laying the foundation of major improvements in the ICPI operating procedures, governance structure, financial management, website, social media activities, and other operational details. In many ways, these changes represent a new start for ICPI. In recognition of this, we have even designed a new ICPI logo, to be launched with the newly refurbished ICPI website in early 2021. Another major project for 2021 will be to undergo a formal strategic planning process designed to secure the future of ICPI and its role in pathology workforce development.

In an age marked by increasingly rapid global communication, ICPI remains an important organization for delivering a clear and positive message about pathology as a clinical and academic discipline, while encouraging the best and brightest to pursue a career in pathology. Please watch for more news about ICPI in future issues of APC's e-News (electronic newsletter), where updates are detailed as they become available.



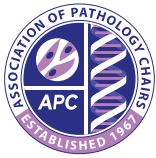
## NOTES FROM THE EXECUTIVE OFFICE

As noted throughout this edition of *Paths to Progress*, the COVID-19 pandemic had a significant impact on the administration of the Association of Pathology Chairs. Only three times in my life can I recall news so disorienting that it had to be processed in real-time with no historical reference – the Three-Mile Island nuclear plant meltdown (which happened less than an hour from my childhood home), the September 11th terrorist attacks, and the CDC’s warnings that “community spread” (a new term for most people) would cause schools and workplaces to close and thousands to die. With that, soon after returning from our last gatherings at the 2020 USCAP meeting in Los Angeles, California, we closed the headquarters of APC to keep employees safe from a virus about which we knew very little, except its rapid transmission and potential lethality.

Unlike most associations, one cannot just apply to become a member of APC – to join, members must occupy academic positions commensurate with an APC section. Uniquely, colleagues on APC’s listservs share similar professional circumstances throughout the U.S. and Canada. What makes our listservs such a useful communication tool (technology that, ironically, has fallen out of favor with most other organizations) is members know, when they write to an APC listserv, they are connecting with people who do what *they* do and have similar daily experiences. The power of APC’s listservs was never more apparent or more needed in health care and medical education than this past year. Members shared “war” stories from the early fronts of Seattle and New York City, which helped pathologists in other parts of North America navigate the endlessly non-sensical regulatory and supply chain environment engulfing laboratory medicine. Collegial communication has continued around all pertinent issues. By helping each other, our members enabled health systems to establish a community-based, sustained effort against the invisible enemy, while still educating physicians of the future and conducting relevant research. We will spend many more months, probably years, comprehending the impact of the events of this past year, but this we know: as academic leaders, every APC member heroically faced adversity and those who shared their experiences abundantly to aid others have earned special commendation.

Like our members, APC staff found untapped ingenuity, strength and resilience in adapting to changes brought about by COVID-19. We kept faith that July 2020 might be just enough time for the country to stabilize (optimistic, in hindsight), but by late April, APC Council made the inevitable decision not to meet face-to-face at the Hotel Del Coronado. Assets we planned to use were no longer needed or not needed in the same way. Contracts were quickly negotiated and renegotiated. New systems were acquired and used with proficiency, though we lacked expertise. Anxiety was high, being one of the first pathology meetings to go virtual, but attendees forgave any deficiencies and feedback on APC’s *Live Online Conference* was excellent. The opportunity to “meet” and “see” each other on the virtual platform was particularly welcomed by all.

Some lessons from the dramatic shifts of COVID-19 will likely continue to inform our administrative processes and decision-making for the foreseeable future. Why wait for an annual meeting, when valuable topics and engaging speakers present themselves all year long? Throughout the intervening months, APC hosted virtual events – from discussion groups to town halls to industry updates – that have dotted calendars with timely information and engagement. Why meet by conference call when we can meet and see each other on a video-conferencing platform? Council and committee meetings on Zoom have become valuable social and reconnection times for our volunteer leaders, who have given generously to the organization through these most trying times.

**NOTES FROM THE EXECUTIVE OFFICE** *continued*

This has certainly been a year when we relied on the support of the community. I am especially grateful to the exhibitors (see [www.apcprods.org/meetings-2020-exhibits](http://www.apcprods.org/meetings-2020-exhibits)), who remained committed to the annual meeting, and to our hotel partners (Laura Daniel, Hotel Del Coronado, and OMNI Shoreham) and our contractors (Meeting Masters and AIM International), who renegotiated and supported APC, even while their futures remained uncertain. In the fog of national leadership gaps, especially around the laboratory supply chain, there were no good answers, but there were good friends asking the same questions as APC. I am deeply indebted to several, who helped lift the voice of APC's members to a higher, national level (brought forward by many brief surveys – with thanks to all who responded!) – in particular, Heather Pierce of the Association of American Medical Colleges, Tara Burke of the Association for Molecular Pathology, and Joe Sirintrapun of the Association for Pathology Informatics.

On behalf of the APC staff – Mel, Amelia, Henry, and Maddie – we have never been more proud of academic pathology's tireless commitment to improving disease understanding and health care than we were in witnessing and supporting you in 2020!

Here's hoping we will use the many lessons of COVID-19 to build a more certain and equitable future for our patient communities in 2021 and beyond.

Priscilla S. Markwood, CAE  
Executive Director

