

ASSOCIATION OF PATHOLOGY CHAIRS, INC.

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President's Message The events of September 11, 2001 will have a profound future effect on our society's priorities and the manner in which we conduct our business. At this point in time, there is suspicion that a resident in training at a medical school aided and abetted the terrorists who conducted the raid on the World Trade Center. How often do we entertain residency applications from those areas of the world which have been the birthplace of such terrorist activities? Will we regard such applicants with increased suspicion and prejudice?

The morning after the attack I was asked to meet a visiting dignitary who had arrived to study and observe our curriculum. He was the Chair of Pathology from the Jordan University of Science and Technology. I did not know what to expect and was concerned that I could meet with him with the same hospitality, openness and sense of cooperation that I could have only two days before. I encountered a man who was truly saddened and ashamed of the events which had transpired. He had been trained in this country in pathology as well as a fellowship at the University of Florida. After return to Jordan, he has served as the Chair of Pathology in a department faculty of five with clinical responsibilities as well as the responsibility of teaching 200 medical students pathology. We exchanged cards and explanations of our curricula. We talked of opportunities for training residents and visiting faculty. When he left, I was saddened by the fact that those opportunities would not likely become reality. Could I really convince faculty to visit Jordan in the near future? Could we accept a Jordan resident without fear that he/she was part of some terrorist plot? Perhaps in some small way we could do something to help overcome the fear and mistrust that divides our society from the Arab world. Since Forensic Pathology is part of our responsibility, we often work with the personal carnage after disasters. In addition to the loss of life and property, the carnage from this disaster is anxiety, anger, distrust, and broken relationships. We must begin to rebuild and reaffirm.

A. Julian Garvin, M.D., Ph.D., President

Summer Conference The triennial conference on Undergraduate Medical Education was held at Park City, Utah, July 25-28, and was sponsored by APC, PRODS, GRIPE, and PDAS. In addition to the overall topic of undergraduate medical education, an underlying theme of competency in medical education wove its way throughout the conference. In this regard, a major Summit Session under the direction of APC/PRODS dealt with the topic The Pathology Residency: Moving from a 5-Year Training System to a Competency Model. In addition to the combined conference, GRIPE and PDAS had day-long sessions with a workshop for Course Directors (GRIPE) and two workshops dealing with Administrative Issues (PDAS). Thursday, July 26, had presentations by representatives from several medical schools (Mississippi, Buffalo, Mercer, Indiana, Purdue, Ohio, Southern California, Jefferson, South Carolina, Alabama, and Utah) related to Competency and Medical Education and also to Distance Learning in Medical Education. Innovative plans and changes in medical education were presented, demonstrating how competency issues are dealt with and how distance learning can be incorporated into the curriculum. Plenary sessions on Friday, July 27, covered several topics of importance, including legal aspects of dealing with problem faculty, students, and staff as well as research issues and innovations related to genomics, proteomics, bioinformatics, and tumor gene expression profiles. Saturday's session dealt with Rules and Regulations Affecting Pathology Departments. In addition to the plenary sessions, there were eleven workshops covering a variety of topics related to medical education and management issues.

All in all, the meeting was successful and quite informative. The workshop reports are appended, but these reports and the results of surveys taken during the meeting are posted on APC/PRODS website under annual meeting archives at

<http://www.apcprods.org/01MeetingReport.html>

The Summit Session dealt with the controversial issue of time versus competency as a basis for defining the requirements for certification of pathology residents. The presentations included a discussion of the Park City Report of 1988 which has served as a framework for the requirements for pathology residency training since that time. That report recommended that AP/CP residency training programs should consist of a core of training in AP and CP of three years duration with two years of additional training which would consist of general AP and/or CP, a subspecialty of pathology, research and/or a clinical year of experience. The duration of the program rather than competency was the driving force. The remainder of the Summit Conference provided presentations by David Leach, M.D., Executive Director of ACGME, on Competency Models for Residence Training; by Nadia Mikhael, M.D., Office of Education, Royal College of Physicians and Surgeons of Canada, on Creating Objectives - The Canadian Pathology Model; by Margaret Grimes, M.D., PRODS, on Where the RRC Fits In, and by Bruce Alexander, M.D., PRODS, who provided further background information relating to a survey of programs, and pointed out that 30% of program directors change each year. From the RRC's point of view, in the future, several general competencies will need to be incorporated into the program requirements, along with methods of evaluation and assessment. The competencies to be incorporated will deal with Patient Care, Medical Knowledge, Practice-Based Learning and Improvement, Interpersonal and Communication Skills, Professionalism, and Systems-Based Practice. Objectives will be defined for each competency. Fred Gorstein and Ron Weinstein, in their joint presentation, dealt with the Goals, Issues, Problems, and Reasons for Moving from a 5-Year Training System to Competency-Based Training in Pathology. After the plenary sessions, the participants broke into small groups, each of which addressed the same three issues: 1) Do you believe that a competency model could resolve the 5th year dilemma? 2) Propose a basic model for how a core competency curriculum could resolve the 5th year dilemma, and 3) How would you incorporate measuring competence into your core competency curriculum? The outcome of the Summit Session came two days later, at the APC Business Meeting, at which time a motion was offered and passed by the membership that To qualify for certification, a resident must successfully complete an accredited competency-based four-year program. The motion will be forwarded along with a white paper in the subject written by Jerry Garvin and Margaret Grimes to the American Board of Pathology for their consideration at their meeting in October 2001.

Keynote Address Highlights of the Summer Conference were the Keynote Lecture on Wednesday evening and a plenary session on Thursday given by Kenneth Ludmerer, M.D., Professor of Medicine in the School of Medicine, and Professor of History on the Faculty of Arts and Sciences at Washington University. Dr. Ludmerer, speaking on the subject, The Coming of the Second Revolution in Medical Education, provided a panoramic overview of medical education in the United States beginning at the early onset of medical education in the mid 19th century. It was during this period when we moved from proprietary programs to the development of formal medical schools that offered little emphasis on

clinical experience. We then entered the first revolution in medical education beginning in the Post-World War I era, when medical schools evolved into academic medical centers with balanced emphasis on education, research, and patient care, and continuing into the Post-World War II era, when stronger emphasis on research evolved based on major governmental support, and when clinical activities increased significantly due to the development and growth of the private insurance payer system and due to governmental support through Medicare. A consequence of the infusion of money into research and clinical activities was a decline in faculty support for medical education. According to Dr. Ludmerer, we are now entering a new revolution in medical education, brought on by the involvement of managed care, and accompanied by loss of funding, loss of faculty, and loss of time and patients, all of which result in erosion of the learning environment in teaching hospitals. Dr. Ludmerer concluded that this new revolution in medical education will result in, or already has resulted in, a neglect of education and research due to the emphasis on clinical service required to generate funds for survival of medical schools. Incorporated into the managed care influence are major changes in academic medicine, with more and more of the available time spent on subcellular research at the expense of time available for general aspects of medical education. Other forces influencing medical education include the effect of changes in dominant disease patterns in the United States, moving from high rates to low rates of acute illness to the dominance of chronic illnesses in older populations brought on by success in dealing with acute illnesses, and characterized by cross-disciplinary manifestations of disease. The problems have no easy solutions but will require, in part, restoring the social contract between society and medicine and showing that medical schools deserve support from society. Dr. Ludmerer has summarized his views in an excellent book, *Time to Heal: American Medical Education from the Turn of the Century to the Era of Managed Care*, Oxford University Press.

Distinguished Service Award Each year the Association of Pathology Chairs presents its Distinguished Service Award to an individual who has made substantial contributions to academic pathology in research, in education or in advancing the discipline of pathology in the medical community and to the public at large. Most, but not all, recipients have been members of the APC during their careers. This year, at the Summer 2001 Park City Meeting, Dr. Jerry Garvin, President of the APC, presented the award to Fred Gorstein, M.D. Dr. Gorstein has had leadership roles in academic pathology throughout his career. Following graduation from New York University School of Medicine in 1955, Dr. Gorstein took postgraduate training at Bellevue Hospital and NYU, and was a research fellow at NIH. He served on the faculty in the departments of pathology at NYU and then at Vanderbilt, where he was Vice-Chair and then Chair of the Department of Pathology. Presently, Dr. Gorstein is the Jacob and Sophie Rubin Professor of Pathology, Department of Pathology and Cell Biology, Jefferson Medical College, Philadelphia, where he serves as Vice-Chair of the Department and Director of Laboratories and as Program Director. In addition to his role at academic institutions, Dr. Gorstein serves as Editor of the journal *Human Pathology*. Dr. Gorstein has maintained a strong interest and participation in numerous organizations of pathology, and in those capacities, along with his role as Editor of *Human Pathology*, has significantly supported and influenced the direction of academic pathology over the years. Dr. Gorstein joins the list of outstanding pathologists who have received the Distinguished Service Award.

Recipients of APC's Distinguished Service Award

1986 Rolla Hill	1995 Robert Prichard,
1987 Ellis Benson	(posthumously)
1988 Werner Kirsten	1996 Vernie Stembridge
1989 Kenneth Brinkhous	1997 William Hartmann
1990 George Lundberg	1998 Leonard Jarett
1991 Tom Kent	1999 David Korn
1992 M.R. AGus@ Abel	2000 Donald King
1993 Ramzi Cotran	2001 Fred Gorstein
1994 Robert Anderson	

MGMA Academic Survey At the end of July 2001, you or your laboratory administrator received a survey from the Medical Group Management Association (MGMA) related to activities of academic pathology departments. It is important for each of us to participate in the survey in order to obtain information that will be of value to academic departments. The MGMA Survey is under the sponsorship of the APC Practice and Management Committee, which is headed by David Wilkinson, M.D. As background information, the P & M Committee notes that the MGMA Pathology Survey started three years ago. Presidents of the MGMA Pathology section have been from the academic sector. In the past, few academic departments completed the survey and the results therefore were poorly representative of academic situations. This year, an effort has been made to create a survey that is academically oriented and is responsive to APC via PDAS. The deadline for completion of the survey was September 30. You will be receiving several reminders about the survey over the next several weeks. Please respond as soon as possible. Results of the survey will be made available to departments at a nominal cost.

APC Honor Society Since 1993, the APC has sponsored a National Honor Society with the goals of fostering scholarship and excellence in academic and service pathology, recognizing special aptitude and interest in the discipline of pathology, establishing collegial groups within the discipline of pathology at each participating school for the purpose of educational and social interchange, providing opportunities for continuing professional development, and increasing the pool of qualified individuals with aptitude and interest in pathology in order to foster continuing excellence in the specialty. Membership categories include students, department chairs, and selected housestaff and faculty. The enrollment fee is \$100, and since its inception, 55 departments have joined with a total of 1,812 students. The guidelines and organizational features are included as an addendum. For information about having your department participate in the APC Honor Society, please contact Fran Pitlick, APC Administrator, at fpitlick@pathol.faseb.org or at 301-571-1880.

APC/PRODS/PDAS Web Page (<http://www.apcprods.org/>) Each of the sections has its own listserv for rapid communication among the members. The website provides an opportunity to catalog items of interest to all sections, or to your own section - do let us know if you have items you'd like to see posted, either for the group as a whole, or your section in particular.

Future Meeting Dates

July 24-27, 2002	Park City UT (Residency Training)
July 23-26, 2003	Mont Tremblant (Departmental Management)
July 21-24, 2004	Mont Tremblant (Undergraduate Medical Education)
July 27-30, 2005	Mont Tremblant (Residency Training)

SEPTEMBER 11, 2001

O beautiful for patriot dream
That sees beyond the years
Thine alabaster cities gleam
Undimmed by human tears!
America! America!
God shed his grace on thee
And crown thy good with brotherhood
From sea to shining sea!

America The Beautiful
Katherine Lee Bates
1913