



## IN THIS ISSUE

### [President's Message](#)

#### APC Committee Reports

- [Advocacy](#)
- [Graduate Medical Education](#)
- [Practice & Management](#)
- [Research](#)
- [Undergraduate Medical Education](#)

#### Section Reports

- [PDAS](#)
- [PRODS](#)
- [UMEDS](#)

## President's Message

Dear Colleagues:

The APC continues to gain momentum, as it transitions into a year-round organization that draws from the incredible pool of talent in pathology departments across the U.S. and Canada. These are particularly challenging times. The economy, national debt, NIH budget, regulatory and legislative initiatives, and societal pressures for changes in health care delivery and payment all challenge our current and future capacity to support our clinical and academic missions. At the same time, there has never been a more exciting era for pathology and academic medicine. We have a responsibility to provide innovative solutions to our current challenges, and to map the future of our discipline.

Pathology is represented by a diverse collection of organizations. Many of our members serve important roles in multiple pathology societies. It is critical that we establish robust conduits for communication between our organizations, and that, where possible, we speak with one voice on the many important issues that impact pathology. The APC can serve as a facilitator of communication and an 'honest broker' for internal debates on issues as they arise. Through our annual meeting and the participation of our members in different pathology organizations, we have extensive informal lines of communication that could be further enhanced, and in some cases there may be value in formalizing these relationships. Our discussions and efforts to implement reforms in the fellowship selection process, including planning for implementation of a pathology subspecialty fellowship match, have opened productive lines of discussion with ADASP and other subspecialty organizations. Indeed, these discussions are stimulating efforts that are likely to lead to future representation of fellowship directors under the APC umbrella.

The Advocacy Committee, now chaired by Dan Remick, continues to be extremely active, a prime example of the evolution of APC as a year-round organization. The Advocacy Committee is addressing many of the key issues facing our discipline, and there is considerable cross-talk between that Committee and our other standing committees and sections.

**Please see the committee and sections reports in this newsletter for an update of some of the ongoing activities.**

The Advocacy Committee recently charged an ad hoc group called the APC Academic Caucus to facilitate communication among APC members who are participating in the CAP *Transformation* initiative. Tom Wheeler is chairing the Academic Caucus, which now holds monthly conference calls to review the activities of the modules and committees that advise and carry out the initiatives of CAP's Transformation Program Office (TPO).

In what is becoming a tradition initiated by Ann Thor and Charles Jennette, the APC now hosts luncheons for chair members at the USCAP and ASIP annual meetings. These informal gatherings feature speakers and they provide additional opportunities for face-to-face discussions on important and timely topics.

I am very much looking forward to seeing all of you at our annual summer meeting in Monterey, California. Genomic and personalized medicine will be a major theme. Ann Thor, as program chair, is putting together an exciting agenda that will include a major session on personalized medicine organized and chaired by Sam Santoro. This session will cover the impact of personalized medicine in undergraduate and graduate medical education, the implications of new technology on pathology practice, as well as finance and regulatory issues. Our meeting in Seattle last summer was a great success with record attendance. In the upcoming meeting, we continue with a model that includes sessions focused on major issues in the scope of research, undergraduate and graduate education, and practice and management. The section leaders have also organized exciting agendas that include joint as

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well as individual sessions.

The APC serves as the voice of academic pathology, your voice. We continue to explore new mechanisms to share information and resources to help each of our departments flourish in a changing and often challenging landscape. It is a privilege to participate in this organization and I am grateful to the many Chairs and Section Members who generously share their time and expertise to betterment of the broader academic pathology community.

Sincerely,

Peter E. Jensen  
President



**Association of Pathology Chairs Newsletter**

Editor: Tristram Parslow, MD, PhD, Secretary/Treasurer (Chair, Emory University)

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# Advocacy Committee

## REPORT OF ACTIVITIES: July 2010 - December 2010

**1. Health Information Technology (HIT) Subcommittee.** A subcommittee was formed in order to closely follow changes in HIT resulting from passage of the affordable care act. This subcommittee will be ably chaired by Donald Karcher, M.D. A significant issue has been the proposed fellowship training in informatics. Dr. Karcher has surveyed pathology training programs to identify those with current informatics fellowships, as well as those considering developing such programs. Nine current programs in pathology were identified through the survey. In the spring of 2011 application for formal accreditation for informatics fellowships will be submitted to the ACGME. This will be cosponsored by the American Board of Pathology and the American Board of Preventative Medicine. A white paper is being prepared by James Crawford, M.D., on HIT specifications required for accountable care organizations (ACO). It is anticipated this will be published in the spring of 2001.

**2. Molecular Pathology Subcommittee.** A second subcommittee was formed to watch molecular pathology issues and will be chaired, again ably, by David Wilkinson, M.D. The subcommittee will be closely watching issues in molecular pathology including the FDA regulation of laboratory develop tests (LDT). Responses to the FDA are being coordinated through the collaborating societies. There are concerns about the development of genetic tests and direct-to-consumer consumer marketing, since the commercial entities are overstating the diagnostic utility of the genetic tests. There is also a need for pathologists to understand how to manage these tests in the setting of an ACO. The committee is also following the issues regarding gene patenting, and has been a cosigner on a letter supporting that principle that genes should not be patented, including patents for diagnostic use. The subcommittee is closely following the development of the NIH genetic test registry. At this point participation in the registry is voluntary and there are concerns that the results will not be clinically validated. The subcommittee discussed the possibility of providing specialized training in stem cell processing. Feedback from the transfusion medicine community indicated that this was already under their purview and there was no need for additional training or certification.

**3. Regulatory Affairs and Payment.** The advocacy committee receives regular reports from Drs. Black-Schaffer and Tucker. The committee became aware of health innovation zones which are ACO with federal funding. In December, 2010, the advocacy committee sent an e-mail to all members on the APC listserv alerting them to two important issues. The first was a final rule issued by CMS stating all paper requisitions for laboratory tests would require a physician's signature in order to be eligible for reimbursement. The second item provided information on the initiative by Quest Diagnostics to provide an electronic medical record (EMR) which satisfies the meaningful use criteria for reimbursement under the affordable care act. This EMR only allows laboratory data from Quest, which would severely reduce the utility of the EMR when attempting to incorporate results from other laboratories. The work of the RVU Upscale Committee is also being closely watched.

**4. Transformation of Pathology.** The College of American Pathologists has launched an initiative under the direction of Thomas Malone to transform the discipline of pathology. The APC wants to ensure that the academic mission of pathology is maintained in this initiative. An academic caucus has been formed which will be headed by Thomas Wheeler, M.D. CAP will communicate with the academic caucus as transformation plans are developed.

**5. Fellowship Match in Pathology.** The fellowship match initiative is gathering steam. The Northeast Association of Pathology Chairs formally voted to support the concept of the Fellowship match. Several pathology chairs are working closely with Fellowship directors in order to ensure that they are informed and support the concept of Fellowship match. It is anticipated that a Fellowship match will have the first fellows matching in the summer of 2012, with the fellows starting in July, 2013.

**6. Practice and Management Survey.** Both the MGMA and the APC surveys were completed, and the data will be analyzed in the next few months. A total of 70 responses were received, an increase from the 64 responses received in 2009.

**7. Updated website.** The advocacy portion of the website has been extensively revised with the assistance of the APC office. It is hoped that the updated website will be a portal for advocacy issues. The url is: <http://www.apcprods.org/advocacy.html>

**8. NIH budget.** The basic science research mission of academic pathology receives substantial funding from the federal government. The President's budget request for FY11 for NIH has a price tag of \$32 billion, which is an increase of \$997M from the FY10 budget, a 3.2% increase. Included in this request is a 2% increase in the

inflationary adjustments for non-competing continuation awards. There is also a 6% increase in support for training stipends. FASEB recommended an NIH budget for FY 2011 of \$37 billion. The Federal Government is currently operating under a continuing resolution until March, 2011 which maintains NIH funding at the 2010 levels. Both the House and Senate are considering bills that match the President's budget request. The NIH budget is part of the Health and Human Services Discretionary Budget Authority. Discretionary spending by the federal government has come under strong attack by many of the newly elected members of Congress. While the NIH budget does not appear to be singled out, all discretionary spending will be closely watched, and in particular budget increases. The budget was not passed prior to Congress recessing, and the federal budget, including NIH funding, will be hotly debated by the newly elected Congress.

**9. AMA Pathology Section.** A resolution was made asking the AMA to look at bundled payments to consider establishing a template for how the funds to be distributed in an accountable care organization. This is an issue that needs to be carefully monitored to ensure Pathology is appropriately reimbursed for the work that pathologists perform.

## **Graduate Medical Education Committee**

The Graduate Medical Education (GME) Committee has established a liaison with the corresponding committee of the College of American Pathologists (CAP), working together on a number of issues, including surveys on topics of mutual interest. The GME Committee is following the activities of the Teaching Residents in Genomics (TRIG) Joint Committee, based at Beth-Israel/Deaconess Medical Center, which is developing unified curriculum objectives for personalized medicine education in departments of pathology. The GME Committee also is represented on a fellowship reform task force founded by APC Council in July 2010, to actively involve specialty societies and fellowship directors in this important issue. Planning for the upcoming summer session with PRODS is nearing completion and will feature guest speakers on two important and timely issues in graduate medical education - Tom Nasca, Executive Director of ACGME will outline the new Milestones for Resident Education in Pathology and Tom Malone, Senior Vice President of CAP, will review the Transformation Program Office's findings to-date on educating the future pathologist. The GME Committee continues to solicit project ideas that could be developed into a proposal for funding by the Academic Mission Group.

Chairs interested in graduate medical education issues are encouraged to attend the GME Committee meeting at this summer's annual meeting, Thursday, July 14th at 2:30 p.m. in Monterey, California.

**Congratulations to this year's winner of the Distinguished Teaching Award in Graduate Medical Education:**

**C. Bruce Alexander of the University of Alabama, Birmingham**

**Dr. Alexander will be honored at the opening dinner of the APC meeting on Wednesday, July 13th. Don't miss it!**

## Practice & Management Committee

The current activities of the Practice & Management Committee include: 1) assessing the data received from the 2010 APC survey; 2) determining how that data will be presented to the membership; 3) refining the survey for future years; and 4) evaluating ways to potentially interact with MGMA on a mutual survey. The Committee is accomplishing these objectives through the focussed efforts of APC and PDAS members who volunteered to participate in the Survey Task Force, charged by APC Council with reviewing the survey process.

Planning for the annual meeting practice and management session, coordinated with PDAS, is nearing completion and will feature a speaker on Accountable Care Organizations (ACO's) and Dennis Padget will help us address how to effectively measure productivity in academic pathology - one of the key challenges in our practice that has not been fully met by either the APC or the MGMA survey.

The Practice & Management Committee also welcomes any project ideas members have that could be developed into a proposal for funding by the Academic Mission Group. Chairs interested in practice and management issues are encouraged to attend this Committee's meeting at the APC annual meeting on Thursday, July 14th at 2:30 p.m. in Monterey, California.

## Research Committee

The Research Committee is moving forward on its project to encourage and promote the physician-scientist pathway in Pathology training. The first question being addressed is whether the APC should work with other Pathology organizations to promote an explicit, officially sanctioned, such pathway for residency and fellowship training (a "research" or "physician-scientist" track), recognized at the level of the ACGME/RRC and ABP. The motivation for this arises from several sources. First, several pathologist directors of MSTP MD/PhD training programs have articulated a concern that the graduating MD/PhD students they counsel at their home institutions sometimes steer away from pathology in favor of internal medicine, pediatrics, or other disciplines, based on the fact that these other disciplines already have very specific, officially sanctioned, residency/fellowship 'research physician-scientist tracks' as training options. The students believe that this reflects a deeper commitment on the part of Internal Medicine, Pediatrics, and other disciplines at the national level to foster such a career among trainees and therefore is likely to reflect a better job market and a more comfortable "home" for individuals who wish to pursue these careers. A number of pathology residency program directors have articulated the same concern and have similar anecdotes to relate of medical students who ultimately chose residency in a different discipline for these same reasons. In addition, several chairs have expressed the opinion that they would be able to work more easily with their respective hospital and/or medical school administrations to help support the pathology physician-scientist training option if this track were recognized and promoted nationally at the level of the Board and the RRC. Finally, very recently the NIH has begun to explore the possibility for newer funding options for physician-scientists at the residency level and several chairs are concerned that pathology will be 'left behind' if we do not have a nationally recognized option. The principle argument against such a nationally recognized pathway is that pathology is currently training physician-scientists within the already available training options and hence the system is not really broken and should not therefore be 'fixed', lest the fix result in unintended negative consequences. The consensus on the committee is in favor of moving forward, at least to the extent of initiating discussions with the ABP and RRC and this is ongoing.

In a similar, but more global, vein an informal group of representatives from several biomedical disciplines has been convened "to collectively address the promotion of the physician-scientist career path". Several conferences in the last three years involving NIH, AAMC, HHMI and others have highlighted the "need for changes to policies and procedures within medical schools and teaching hospitals to reduce barriers to this career path" and perhaps to further engage NIH and others in working to develop programs that can help preserve the physician-scientist pathway. The group includes representatives from Pathology, Internal Medicine, Pediatrics, Surgery, Dermatology, Neurology, and Psychiatry. The Research Committee is actively engaged in this initiative and will report on any progress over the next year.

Chairs interested in research-related issues are encouraged to attend the Research Committee meeting at this summer's annual meeting, Thursday, July 14th at 2:30 p.m. in Monterey, California.

## **Undergraduate Medical Education Committee**

In 2010, the Undergraduate Medical Education (UME) Committee met several times by conference call and in person at the annual meeting. The current project of the Committee is reviewing the data resulting from its recent survey regarding pathology departments' current practices with molecular and genomic curricula. The UME Committee has been coordinating the 2011 program planning in undergraduate medical education with the UMEDS Section of APC. The annual meeting session on UME will include an update on the NBME/USMLE, and reports on the pathology curriculum survey conducted in 2010 by Chuck Hitchcock, and a laboratory medicine curriculum survey currently being conducted by Brian Smith and colleagues.

The Undergraduate Medical Education Committee welcomes any project ideas members have that could be developed into a proposal for funding by the Academic Mission Group. Chairs interested in undergraduate medical education issues are encouraged to attend this Committee's meeting at the APC annual meeting on Thursday, July 14th at 2:30 p.m. in Monterey, California.

### **Congratulations to this year's winners of the Michele Raible Distinguished Teaching Award in Undergraduate Medical Education:**

- **Peter Anderson of the University of Alabama, Birmingham**
- **Byron Crawford of Tulane University**

**Dr. Anderson and Dr. Crawford will be honored at the opening dinner of the APC meeting on Wednesday, July 13th. Don't miss it!**



# Pathology Department Administrators Section (PDAS)

The PDAS Council has been busy developing a great department administrator program for the upcoming July meeting in Monterey, California. The highlights of the program are outlined below and links to important logistical information are available on the left-hand column of this newsletter. As in 2010, PDAS members will meet independently and with the chairs throughout the meeting, giving us time to network and learn alone, as well as share sessions on issues of common interest with chairs. The PDAS Council looks forward to welcoming you in sunny Monterey for a great program!

Your elected PDAS Council members are:

Tom Dilts – Chair  
Nancy Risenhoover – Past Chair  
Martha Miers – Chair Elect  
Joseph Rondinelli – Secretary Treasurer  
Kelly Susie – Secretary Treasurer Elect  
Judy Elleson – Midwest Representative  
David Wooster – Northeast Representative  
Gary Brown – West Representative  
Roger Searls – Southeast Representative

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## The PDAS 2011 program will include:

### Wednesday, July 13th (AM)

- Back-to-Basics Mini-Boot Camp designed to address a variety of essential areas of practice and management for new or less-experienced administrators and new chairs

### Wednesday, July 13th (PM)

- Practice and management sessions with the Chairs, featuring a presentation by Dennis Padgett on methods to effectively measure productivity, a case study in benchmarking productivity, as well as an assessment of pathology's role in Accountable Care Organizations
- Opening reception and dinner, honoring UME, GME and Distinguished Service Awardees

### Thursday, July 14th (AM)

- Keynote talk on the Transformation of Pathology by Tom Malone of CAP, and an overview of Health Care Reform Bill's Impact on Pathology by Sheryl Garland, Vice President of Health Policy and Community Relations at Virginia Commonwealth University
- Special sessions focusing on the Central Role of Pathology in Personalized Medicine, including success anecdotes, regulatory and financial issues, and opportunities for national cooperative models

### Thursday, July 14th (PM)

- Your choice of 12 simultaneous interactive discussion groups (workshops) on timely and substantive topics that will result in recommendations for action by APC Council
- Special sessions, exclusively for department administrators, to develop their understanding of Health Information Technology (HIT) and Accountable Care Organizations (ACO's)

### Friday, July 15th (AM)

- More special sessions, exclusively for department administrators, on molecular pathology and gate-keeping send-out tests, and personalized medicine from the PDAS perspective

### Friday, July 15th (PM)

■ Farewell lunch with colleagues

■ APC Advocacy Committee meeting for all members to review the committee's previous activities and discuss current issues

## Program Directors Section (PRODS)

The Program Directors Section (PRODS) of APC will again hold a brief meeting in conjunction with the USCAP meeting. Responding to requests for a time with fewer conflicts, this year the PRODS at USCAP meeting will be held on **Monday, February 28th from 12:00 to 2:00 p.m.** Lunch will be served, but you must RSVP to have lunch. Please RSVP to Sara Hamilton in the APC office at [shamilton@asip.org](mailto:shamilton@asip.org) or 301-634-7880.

PRODS Council has prepared an outstanding program for the APC/PRODS annual meeting, which will be held July 13 to 15, 2011. As in 2010, PRODS members will meet independently and have several sessions with chairs, as well as a joint session with UMEDS members. Program highlights are outlined below and include presentations by Tom Nasca (Executive Director of ACGME) and leaders of two departments who have already trialed Milestone programs in urology and ophthalmology. Also, we will have a cast of familiar and invaluable speakers bringing you up-to-date on all the latest developments in resident education. To register for the meeting, please use the link located on the left-hand column of this newsletter article. We hope you will join us in Monterey, California!

### PRODS 2011 Program will include:

#### Wednesday, July 13th (AM)

- Graduate medical education sessions with Chairs, featuring Tom Nasca of ACGME outlining the new *Milestone* initiative and Tom Malone of CAP presenting the proposed *Transformations* in resident education
- New PRODS orientation and your choice of four committee meetings over lunch

#### Wednesday, July 13th (PM)

- Reports from the American Board of Pathology, ASCP's RISE Exam, ACGME, CAP's GME Committee, and the TRIG (Training Residents in Genomics) Joint Committee
- Opening reception and dinner, honoring UME, GME and Distinguished Service Awardees

#### Thursday, July 14th (AM)

- Special sessions focusing on the Central Role of Pathology in Personalized Medicine, including elements of medical education, technology, informatics, and success anecdotes
- Joint session with UMEDS members, with speakers providing vital information on Milestones in Resident Education, including examples from experienced systems

#### Thursday, July 14th (PM)

- Your choice of 12 simultaneous interactive discussion groups (workshops) on timely and substantive topics that will result in recommendations for action by APC Council
- A briefing on the issue of duty hours and the PRODS Business Meeting

#### Friday, July 15th (AM)

- Reports from the CAP Resident Forum and the ASCP Resident Council, as well as the new USCAP Executive Vice President
- Advocacy sessions featuring a keynote talk by Mark McClellan of the Engelberg Center for Health Care Reform in the Brookings Institute (unconfirmed), followed by complimentary discussion with representatives of the eight Cooperating Societies of the American Board of Pathology

#### Friday, July 15th (PM)

- Farewell lunch with colleagues
- APC Advocacy Committee meeting for all members to review the committee's previous activities and discuss current issues



# Undergraduate Medical Educators Section

Make your summer plans to come to the Annual UMEDS meeting, held in conjunction with the APC meeting! Spread the word to your colleagues! We want you to get involved!

**July 13 – 15 , 2011**

**In beautiful Monterey, California!!**

**Program details will be posted soon on the APC website.**

**Every year now**, (**NOT** every 3 years as in the past) during the APC meeting, the sections for UME, GME, Research and program administrators also meet. Each section has time for their own programming and each section has time for individual programming with the Chairs.

**This meeting is open to all who are interested**, UMEDS members and non-UMEDS individuals.

UMEDS members are selected by the chair from each school. Each school may have 1 or more faculty who are UMEDS members. Other individuals who are interested in UME are also welcomed and encouraged to come!

We are finalizing the program, and I wanted to give you some of the highlights in advance to pique your interest:

1. **Molly Cooke, MD** from UCSF and one of the authors on the Carnegie Report, will talk to us about that report and about the UCSF Teaching Academy
2. **Ilene Harris, PhD**, Interim Head of the Medical Education Dept at UIC Chicago, will do a workshop with us on how to develop and use surveys in educational research. As we have seen this past year through our own listserve, surveys are often used in research. Come learn what is a “good” survey and how to create a good survey.
3. **A Course Director Workshop**, organized by **Chuck Hitchcock, MD** (The Ohio State University) and **Peter Anderson DVM, PhD**. Whether you are new CD of a path course, or section of an integrated curriculum, or seasoned one – I think you will find this to be up to date and very helpful for your administrative duties.
4. Many sessions will be held on the emerging field of “**personalized medicine**”.
5. **A joint session with PRODs on the “Milestone Project” in GME** – which UMEDS members should know about. We'll discuss some ways that UMEDS and PRODS could collaborate on this project for issues at the interface of UME and GME.

This should be an excellent meeting!

The registration and program should be up on the website soon. So keep checking!

Please feel free to contact me if you have any questions!

I hope to see many of you there!

Carolyn L. Cambor, MD

Chair of the UMEDS Section of APC