



Paths to Progress

President's Message

This has been a very busy academic year for the APC. I am pleased to report that the APC is making great progress on many initiatives.

Regional Meetings: In October I attended the Southeastern Regional Conference of Pathology Chairs and Administrators in Asheville, North Carolina, coordinated by the University of North Carolina and West Virginia University. It was a wonderful meeting with numerous outstanding presentations addressing all of the missions of academic pathology departments (see summary by Dr. Ducatman).

In November I attended the West/Midwest Regional Conference of Pathology Chairs and Administrators in Sedona, Arizona focused on the future of Academic Pathology (see summary on page 19). I strongly encourage all Chairs to attend the regional meetings—both for the networking opportunities as well as the academic content.

Thank you to the APC members who agree to organize these meetings! They provide an important forum not available through the annual meeting.

Workforce Issues: Several Council representatives attended the "Pathology

Workforce Summit" in December 2013, sponsored by the ASCP, CAP, USCAP and APC in Washington D.C. Leaders from twenty other professional societies of Pathology were also in attendance. Alignment emerged around certain themes, including the following needs (paraphrased): enhancing the public, political and academic literacy regarding our profession; the recruiting and training of students in pathology and laboratory medicine; developing a dynamic review process for assessing the evolving skills needed for practice in pathology; and propagating life-long learning to maintain or enhance career opportunities. This meeting was convened in part to develop strategies to overcome the projected workforce shortages in pathology and lab medicine, for both pathologists and certified laboratory professionals. The steering committee of the workshop, including Dr. Donald Karcher of the APC, will be developing action items for us going forward.

APC Council Retreat: The 2014 retreat of the APC Council and our Section leaders—Dr. Wesley Naritoku (PRODS), Dr. Margret Magid (UMEDS), and Ms. Kelley

Suskie (PDAS)—were in Florida this year. While it was relatively cold for us, we recognize that the polar vortex was much worse for our colleagues in the rest of the US. The meeting was highly productive, with approval of the final agenda and speakers for the 2014 annual meeting. We also received a summary of each committee and section from last year, and approved their activities for the upcoming year (see section updates, pp. 11-16). We approved a draft Strategic Plan and the budget for the organization for 2014.

Academic Mission Group: At Winter Council, Dr. Peter Jensen (ad hoc Chair) presented an update on the AMG derived from the historic "UAREP" (Universities Associated for Research and Education in Pathology) organization. The UAREP was constituted in 1964 and managed out of the APC/ASIP until its Board of Directors dissolved the organization and assigned its assets to the APC. The fund balance has grown to \$1.46M, of which the majority is principle. The investment yield is available to support research and educational projects.

Since 2012, projects funded
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President's Message (continued)

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through AMG funds have included:

- Recording and online access to important annual meeting sessions
- Fellowship match surveying and formation of the FDAHC
- Technical support and editing of the undergraduate Pathology competencies
- Creation of the Pathology Roundtable
- UAREP archive review and history preparation
- Co-sponsorship of the Pathology Workforce Summit.

The 2014 Summer Boot Camp on Computational Pathology has been approved for AMG funding. Other proposals have been received for consideration, including: an initiative on "Outcomes Research in Pathology," and an "Innovative Training Project." Dr. Jensen formally applauded the work of various Senior Fellows of the APC to revitalize education and research initiatives.

Strategic Priorities of APC:

Much discussion focused on the development of a new strategic plan and a need to annually identify strategic initiatives. Those identified by the Council this year include:

- Implement a Physician-Scientist pathway;
- Closely oversee emerging Federal regulation of biobanking initiatives;
- Make progress on pathology workforce issues and development of surveys;
- Address concerns about reimbursement and compensation;
- Provide more reliable and useful benchmarking data on Academic Pathology practice;

- Articulate the value proposition of Pathology in academic clinical practice;
- Monitor and advocate for appropriate recognition of pathology in the evolving legislative and regulatory environments as they affect our three missions;
- Promote new avenues for scholarship in Pathology, including outcomes and health services research;
- Support innovation in residency training to better align training with the evolving role of the pathologist;
- Facilitate recruitment of outstanding students into Pathology;
- Promote involvement of fellowship directors in APC/PRODS (see GME update, pg. 6);
- Collaboratively address the issues that confront the fellowship process;
- Continue to develop learning objectives that set national standards for teaching competencies in Pathology to medical students;
- Develop strategies for enhancing faculty scholarship in UME to support faculty career development;
- Form a taskforce to organize methods for surveying employers and recent graduates, to assess whether programmatic requirements for Pathology training align with the needs of contemporary practice;
- Use data to modify and continuously reevaluate certification testing and training paradigms;
- Provide education and training through a certification program to spur growth through pilot program support; and
- Provide enhanced

educational opportunities and tools for members of the APC in leadership development and diversity.

APC Meeting at the ASIP:

- The annual APC Chairs luncheon at the ASIP meeting will be held on Monday, April 28th, from 11:45 am to 1:45 pm. Save the date! You can view the invitation at http://www.asip.org/e_blast/2014/APCInvitation.html.
- If you will attend the ASIP, be aware that the APC is a "guest society" of the ASIP. APC members can therefore register at a reduced rate.
- One of our own, Dr. Stephen Galli, will be presenting the Rous-Whipple Award Lecture on Sunday April 27th, at 5 pm. Please join the APC in congratulating Dr. Galli for receiving this prestigious award.

UME Curriculum in Pathology:

The UME Committee and the UMEDS Section have jointly developed national curriculum/learning competency standards in Pathology education. Contributors include more than 60 pathologists, mostly derived from APC members. These standards include three competency areas: disease mechanisms/processes, integration of disease mechanisms into organ system pathology, and application of pathology to diagnostic medicine. The first draft is available for review at <http://apcprods.org/UME/Competencies/>. Comments on the materials can be sent to ume@apcprods.org for periodic review and approval.

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President's Message (continued)

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The content will be opened to the public in March of 2014.

APC Archives: In January 2013, the stored archives of the Association were transferred from the ASIP to the newly established APC office. Fred Gorstein, Mary (Lipscomb) Lyons, and Fran Pitlick volunteered to undertake a review of those archives and write a brief history of the association from its inception in the 1960s to 1979. That interim history was published in the 2013 APC Annual Meeting program for review and further comment by members.

In August 2013, additional archives from UAREP were transferred by the ASIP to the APC office. In the fall of 2013, Fred, Mary and Fran

again met to include additional years in the APC history document and review the UAREP archive materials. Both the APC and UAREP draft histories are now on the APC website for review and comment by the membership.

APC Election: We will soon hold elections for the APC Council positions of President-Elect, Research Committee Chair, and Secretary-Treasurer. In accordance with the APC Bylaws, a call for nominations and self-nominations was distributed to all APC members; candidates were selected by the Nominating Committee of the APC. The 2014 ballot will be opened for voting in March. Members will be notified by e-mail when it is open for voting. We have moved away from using *SurveyMonkey* to our new

MemberClicks member database software. This allows members to cast their votes using their personal accounts, which will require members to know their password. It will allow the APC to control access to the ballot and to more easily validate the results of the election. Our goal is to provide greater accountability to our members in regard to the election of officers.

In Summary: It has been a busy time for the APC and I am honored to serve the organization as its President. I look forward to seeing you all in July in Boston!

Sincerely,



Ann D. Thor, MD
President



Association of Pathology Chairs

Missing any important issues or need assistance?

Email us at

info@apcprods.org.

2014 APC Annual Meeting – Back to the Future

By Donald Karcher, MD – President-Elect

Yes, it's all about the future again. At the last three APC annual meetings, we examined in detail the impact of genomics and personalized medicine (in 2011), health information technology and clinical informatics (in 2012), and health care reform (in 2013) on pathology practice and the academic pathology community. It's now time to put it all together and figure out how technological innovations and changes in health care delivery can be effectively operationalized in pathology over the next few years and what role academic pathology should play in this process.

The 2014 APC annual meeting, to be held July 8-11 at Boston's Seaport Hotel, will do just that. The theme for this year's meeting is "Academic Pathology by 2020: Where Are We Headed and How Do We Get There Together?" For three days, we will examine the coming changes in pathology practice, education, and research, and what concrete steps the academic pathology community should take now to ensure the best possible outcomes in each of the three areas.

At this year's meeting, there will be sessions dealing with the ongoing changes in

pathology education and how emerging new health care delivery models will require re-thinking of how we teach medical students about pathology, recruit the next generation of pathology residents, and prepare those residents for practice in a rapidly changing health care system. We'll hear from academic pathologists who are bringing new value-added approaches to the practice of anatomic and clinical pathology, and discuss how the demand for appropriately-trained pathologists and other laboratory professionals can be met by 2020.

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cap

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Keynote Speaker:
Elliott S. Fisher, MD

Director, Center for Population Health, Dartmouth Institute for Health Policy and Clinical Practice

Solving health care's greatest riddle: How do we improve health care quality while managing its cost?

In his keynote address, Dr. Fisher will speak about the future of health care and how pathologists can help lead during this time of great change in the American health care system.



Featured Speaker:
Patrick H. Conway, MD, MSc

Deputy Administrator for Innovation and Quality, Centers for Medicare & Medicaid Services

Chief Medical Officer, Centers for Medicare and Medicaid

Dr. Conway will discuss CMS' goals for testing new models to improve the quality and lower the cost of health care.

Register now,
space is limited.

2014 APC Annual Meeting (continued)

(continued from page 3)

The value of pathologists and pathology in general tends to be perceived differently by different components of the health care system. The Advocacy session at this year's meeting will feature multiple national health care leaders discussing their view of the pathology "value proposition." Dr. Mark McClellan, former administrator of CMS and commissioner of the FDA, and currently with the Brookings Institution, will serve as keynote speaker for this session, followed by presentations from a nationally prominent health care system executive, a leader in the payer community, and a patient advocate. Representatives of the twelve member societies of the Pathology Roundtable will join these experts in a free-wheeling discussion of

the challenges and opportunities for pathology in the emerging value-based health care system.

The academic pathology community has been pushing for some time to establish a formally-recognized physician-scientist track for pathology residency training. At this year's meeting, we will hear from two disciplines—internal medicine and pediatrics—that already have a physician-scientist track for their residents, and then from leaders in two pathology departments that have successful research-intensive residency programs.

The meeting program will be rounded out by sessions on diversity and leadership development, computational pathology, and innovative ways for academic pathologists to utilize digital

technology in education, improve medical literacy, and develop successful clinical services/outcomes research programs. In addition to separate programming designed specifically for each APC Section (PRODS, UMEDS, and PDAS), as well as GMEAS (a section of PRODS), there will be an awards luncheon, discussion groups dealing with a wide range of topics, committee meetings, exhibits, and plenty of time for networking and visiting with friends and colleagues from around the country.

Mark your calendar and save the dates for the 2014 APC annual meeting. Hotel reservations and meeting registrations can now be made by visiting www.apcprods.org/meetings/2014/. The full program is now available as well.



Pathology Roundtable Report

By Dani Zander, MD – Councilor-at-Large

The Pathology Roundtable entered its second year in January, having grown from a founding group of eight member organizations (ABP, ACLPS, ADASP, APC, ASCP, ASIP, CAP, USCAP) to a total of twelve, with the addition of AMP, API, ASC, and NAME. Conference call and in-person meetings were held over the course of the year for purposes of information sharing, vetting of new ideas and plans, coalition building, and advancing of initiatives of importance to our profession. Some recent topical focuses have included payment and regulatory issues, pathology workforce, meaningful use, Clinical

Informatics certification, physician-scientist residency track, cytopathology directions, and a new RFP for Innovative Training Projects with potential for multi-society collaborations. A Pathology Workforce Summit was proposed at a Roundtable meeting and followed up upon by member societies to yield a gathering of 24 professional organizations, whose recommendations about pathology and laboratory medicine workforce development will inform future planning. A proposal for a new physician-scientist residency track was shared with the Roundtable member

societies, eight of whom sent letters to the ABP in support of the creation of this training track. More information about this new training pathway is presented in the Research Committee Report. The Roundtable's second year promises to offer more opportunities to collaborate with our colleagues and move initiatives ahead.

Any questions or requests to join the Pathology Roundtable can be directed to Dani Zander (dzander@hmc.psu.edu) or Priscilla Markwood (pmarkwood@apcprods.org).

ONLINE
registration for the 2014 APC Annual Meeting is now open!
 Go to www.apcprods.org/Boston2014 to register.
 Please contact the APC office staff at info@apcprods.org with any questions.

Research Committee Report

By Daniel Remick, MD – Committee Chair



The research committee has been discussing establishing a physician-scientist training track for several years. A proposal was made to the American Board of Pathology last fall. Here is a synopsis of the proposal:

Rationale: Several medical specialties have implemented a Research Track, or Physician-Scientist Residency Training Pathway, to prepare trainees for careers in academic medicine. These pathways are recognized by their respective RRCs within the ACGME and by their respective ABMS Boards. In addition to providing the strong educational base in clinical medicine and research desired by future physician-scientists, these well-defined pathways attract high-caliber candidates to the subspecialties in which they are offered. These specialties include the following:

- American Board of Internal Medicine (“Research Pathway”)
- Pediatrics (“Accelerated Research Pathway” and “Integrated Research Pathway”)
- Radiation Oncology/Radiology (“Holman Research Pathway”)
- Dermatology (“Investigative Academic Training Track”).

Although a small number of individual pathology programs have developed physician-scientist pathways that comply with the current training requirements of the pathology RRC and the ABP, this individualized program approach does not serve the overall discipline of pathology as well as an officially-sanctioned national track would, for the following reasons:

- (1) Lack of a nationally-recognized pathway places Pathology at a disadvantage, compared to other specialties, in attracting medical students with academic aspirations. Historically, the top two residencies chosen by physician-scientists have been Medicine and Pediatrics (accounting for 40% of MD/PhD students). The disciplines that are most rapidly increasing their presence in the physician-scientist arena are Dermatology, Neurology, Radiology, and Radiation Oncology. In aggregate, the percentage of MD/PhD graduates entering these disciplines has grown from 2% to 16% of graduates. Thus our “new competition” is increasing the number of MD/PhD students in their disciplines concomitant with their creation of nationally-sanctioned physician-scientist pathways. Our historical competitors already have nationally approved pathways.
- (2) Training of physician-scientists is often best accomplished with longitudinal experiences that intermingle research with clinical work. In other disciplines, it is common to have an initial period of pure clinical training followed by combined experiences. Pathology programs that have individualized physician-scientist tracks in place have expressed a desire to use this same approach in Pathology (after an initial minimum core clinical training in AP/CP, AP-only, or CP-only). ***It is critical to note that the proposal is to maintain the SAME amount of total clinical training currently required (42 months for AP/CP; 30 months for AP-only or CP-only).*** There is NO “short-tracking” in this proposal. Flexibility refers ONLY to how this time is distributed within the latter components of training.
- (3) Some institutions provide additional residency funding to encourage departments to recruit residents interested in a physician-scientist track.
- (4) The desirability and potential of a physician-scientist track is supported by two surveys of pathology residency programs completed over the last two years.
 - a. In a survey of program directors carried out via the PRODS listserv, 55% of program directors answered ‘yes’ to the question: “Do you think that establishment of a formal, ACGME and Board recognized specialized research training track would

*“All lasting
business is built
on friendship”*

– A.A. Montapert

Research Committee Report (continued)

be an advantage to Pathology and Laboratory Medicine training programs as a whole?”

- b. In the same survey, inquiry was made as to which core and core+fellowship pathways such a track is most relevant to: “If the ACGME and Board formally recognized a research training track, it would be appropriate for which of the following current tracks?” AP-only: 84% agreed, CP-only: 88% agreed, AP/CP: 57% agreed, Combined Fellowship + Residency: 93% agreed. Note that although there is support in the pathology training community to create physician-scientist tracks that might combine core training with a fellowship, this proposal does NOT include such options since we believe that these are currently best left to individual programs.



Proposed language for Physician Scientist Training Pathway for Pathology

The American Board of Pathology (ABP) Physician-Scientist Training Pathway integrates pathology clinical training and research into a single, structured program. This pathway provides training for pathologists who intend to dedicate a significant portion of their effort to the pursuit of basic, translational, or clinical research.

Primary certification:

1. Physician-Scientist Training Pathway in Combined Anatomic and Clinical Pathology (AP/CP) Certification.
 - a. The total length of training will be 5 years (60 months)
 - b. The applicant will have 42 months of full-time AP/CP training in an accredited program, and 18 months of research training.
2. Physician-Scientist Training Pathway in AP or CP certification.
 - a. The total length of training will be 4 years (48 months).
 - b. The applicant will have 30 months of full-time AP or CP training in an accredited program, and 18 months of research training.

Additional considerations:

1. Programs may design the research training portion with either sequential or longitudinal training. If longitudinal training is selected, clinical and research training will be provided in the same time frame, which will be of sufficient length to provide clinical training that is equivalent to the clinical training included in the typical AP/CP, AP-only, or CP-only training programs.
2. All trainees must demonstrate appropriate competencies in their clinical training.
3. Trainees may enter the physician-scientist training pathway at the start of their residency or transfer into the research pathway at the end of the first year of residency.

*Are you a chair
interested in
joining an APC
Committee?*

*Contact the
Committee
Chair or the
APC Office at
[info@
apcprods.org!](mailto:info@apcprods.org)*

Graduate Medical Education Committee Report

By Peter Kragel, MD – Committee Chair



"The will to win, the desire to succeed, the urge to reach your full potential. These are the keys that will unlock the door to personal excellence."

- Confucius

The GME Committee met during the 2013 Annual meeting, electing as its Vice Chair Cheryl Hanau, Chair at Drexel College of Medicine. Agenda items included fellowship application timeline, GME advocacy, the Fellowship Directors Ad Hoc Committee (FDAHC), clinical pathology resident rotations, and quality improvement and lab utilization in GME.

The FDAHC was established and the first meeting held during APC's annual meeting. The FDAHC prioritizes issues relevant to pathology fellowship training and brings such issues to the attention of the APC, establishing a dialogue between fellowship directors and the APC to address mutual needs and concerns. Peter Kragel, MD, Chair of the APC Graduate Medical Education Committee, was elected chair of FDAHC, and the CAP work force study, fellowship funding and a fellowship match were discussed. The FDAHC supported a unified timeline for fellowship recruitment or a match if that was the only way a unified timeline could be achieved. A meeting of the committee was also held by conference call in October. The fellowship application timeline was again one of the agenda items, and the option of a match using the San Francisco Match program

was discussed. Follow up indicates that the SF Match would offer certain advantages compared to a match through the NRMP: non-ACGME fellowships could be included, there would be no required percent participation, and sponsorship could be at the individual society level.

The GME Committee Chair participated in the CAP/APC/PRODS GME Futures conference calls, and developed talking points on the importance of pathology GME and the need to continue pathology GME funding.

The GME Committee Chair led discussion at the Winter APC Council meeting on the changes to the AP/CP residency standards proposed by the ACGME. A formal review and comment was sent to the ACGME and was circulated to pathology chairs, program directors, and members of the FDAHC. Recommendation highlights of the response include retaining AP-3 and CP-3 training in the standards, not requiring program directors to participate in maintenance of certification, decreasing the number of hours program directors would be required to devote to residency training, decreasing the number of required autopsies, and qualifying the requirement

that residents participate in independent diagnosis and decision making by adding "to the extent allowed by current CMS regulations."

Other GME Committee activities included:

- drafting of a proposal for APC to sponsor a national research "directory" for medical students, to provide a research opportunity for all students and attract students to pathology;
- participating in the CAP/APC sponsored Pathology Workforce Summit;
- assisting with the development of the CAP Test Utilization Pilot Course; and
- drafting a proposal for APC to sponsor an RFP for innovation in pathology training.

Practice and Management Committee Report

By Barbara Ducatman, MD – Committee Chair

The Practice & Management Committee has had a very active year to. First, we analyzed the issues in our current benchmarking along with key members of PDAS. We found that the numbers for wrvus tend to be skewed by effort allocation. In other words, if a pathologist has only 5% of effort allocated to service on paper, but due to short-staffing actually does more time on service than that (say 20% for 1,000 wrvus) to normalize this to an FTE, one divides 1000 by .05 to get 20,000 wrvus (instead of the 5,000 wrvus if actual effort allocation equaled allocated service time) . This is most marked at the low end of the scale, such as in our example. And there are large differences in what faculty pathologists are assigned for teaching. For example, this ranges from almost nothing to 50% for residency program director (the ACGME will be changing

that; see GME Committee Report). So these differences can and do result in flawed data. In order to determine benchmarks more accurately, we designed a survey in which the data on both effort allocation and actual wrvus was collected from individual faculty members. This should give us better data (noting the prior flaws in our prior survey data are also present for UHC and MGMA data). We have now collected data on 38 programs and have started data analysis. We will present the membership with a report on our benchmarking data by the summer meeting.

The Committee has also finished our programming for our summer meeting. We will be providing real-life case studies showcasing new roles for pathologists in our healthcare systems. Finally, we have recently conducted

a survey under the leadership of Dr. Evan Cadoff on the new CMS immunohistochemistry codes, which will be distributed to our membership.

The goal of the P&M committee is to help our member chairs and pathology department administrators deal with the many challenges of, and seize opportunities for, practicing pathology in an academic health center. Please join us for our monthly phone call (first Friday of the month) at 10 a.m. (Eastern time) or contact Dr. Barbara Ducatman (bducatman@hsc.wvu.edu), committee chair, if you would like to suggest new initiatives. We hope to see you at our annual meeting in Boston.



Are you a chair interested in joining an APC Committee?

Contact the Committee Chair or the APC Office at info@apcprods.org!

Undergraduate Medical Education Committee Report

By Michael Prystowsky, MD, PhD – Committee Chair

The UME Committee and UMEDS section have made significant progress in developing the learning objectives for teaching pathology in medical school. The purpose is to develop nationally accepted standards that can be used locally at each medical school by course directors to enhance pathology education in three competencies: disease

mechanisms, organ system pathology, and diagnostic and therapeutic pathology. During the past three months, Michael Borowitz, Richard Conran, and Michael Prystowsky have served as associate editors for each competency respectively and worked with a professional editor to put the objectives into a consistent style. Jen Norman in the APC office

created a website for the pathology competencies to be published and updated.

The objectives were posted in early February 2014 for review by chairs and course directors; they will be available publicly in March 2014. The objectives are a living document that we intend to develop in
(continued on page 11)

Advocacy Committee Report

By John Tomaszewski, MD – Committee Chair



*Did you know?
The Advocacy
Committee
represents all
five sections of
APC. For more
information on
the committee,
email John
Tomaszewski
at [johntoma@
buffalo.edu](mailto:johntoma@buffalo.edu).*

The APC Advocacy Committee (APCAC) has identified a list of advocacy priorities for 2014. The committee recognizes that advocacy issues evolve throughout the year and it seeks to quickly adjust to the environment. APCAC especially welcomes input on newly evolving advocacy developments from all APC members.

NIH Funding: Research funding for biomedical science has been under great pressures. The status of NIH funding has a direct impact on APC members. APCAC tracks the status of national research funding, keeps members informed of current developments, and take of every opportunity to partner with other societies to advocate for improvement in research funding in medicine.

Value Proposition Work: The value proposition in Pathology and Laboratory Medicine (P&LM) is to maximize quality and minimize cost. ACO legislation supporting the inclusion of P&LM on institutional ACO governance is either implemented or pending in numerous states nationally. Informed medical judgment on lab medicine can be facilitated by the establishment and formalization of a Clinical Laboratory Advisory Board within the ACO organizational structure. SB 264 is an example of legislation designed to ensure that

Accountable Care Organizations (ACOs) can provide safe, appropriate and cost-effective clinical lab services to their patients. Utilization management work by pathologists, and the recognition of that work in the payment system, will be key to establishing value for P&LM in the health systems of the future.

This past fall's CMS proposed rule taking the CLFS services and the technical component of some pathology services (associated with outpatients) and bundling them together into packages to create *(continued on page 11)* *(continued from page 10)* "efficiency" highlights the evolving focus on bundled payments and the inherent challenges of assuring P&LM recognition in these packages.

Stark law updates: The narrowing of the safe harbor clause to restrict labs from supporting in office EMR levels the field with commercial labs and offers academic medical center labs a potential business opportunity. HHS' Office of Inspector General and CMS have released final rules that revise the Anti-Kickback Statute safe harbor and Stark Law exception, respectively, for certain arrangements involving the donation of electronic health records. The donation of an item with the value of an EHR program would normally raise fraud

and abuse concerns, but exemptions to the Stark Law and AKS were crafted to encourage widespread implementation of EHRs and allow smaller provider groups to accept gifts of EHR software without violating the law and statute. The agencies' "final rules" extend the Stark Law exception and the Anti-Kickback safe harbor until Dec. 31, 2021, eliminate the electronic prescribing requirement for EHR systems and update the "interoperability" requirements to conform with the current Office of the National Coordinator for Health Information Technology's certification program. The rules also exclude laboratories as protected donors for EHR items and services, effective March 27, 2014. The final rules revise the final rules CMS and the OIG adopted in 2006. Both are published in the Federal Register on Dec. 27, 2013.

The discussion about the misapplication of the in-office ancillary service (IOAS) exception to the physician self-referral law continues. GAO reports in 2013 on advanced imaging and anatomic pathology have focused on the costs and risks of such inappropriate use.

APCAC tracks and informs members on these developments and advocates

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Advocacy Committee Report (continued)

(continued from page 10)

for the rectification of inappropriate self-referral.

Scope of Practice: APCAC tracks and informs members of ACGME qualification requirements which impact on institutional appointments for the practice of P&LM. There is a special focus on new molecular and imaging technologies which will require qualifications within health systems to justify credentialing in these modern methods.

Pathology Workforce: The projected decrease in the pathologist workforce coupled with the anticipated reductions in GME funding to

train new pathologists forecast a future with fewer board-certified pathologists, both absolutely and even more so per capita. There is also a concern about dilution of pathology education in medical school curricula associated with this deficiency of trained pathologists. The workforce issue extends beyond board certified pathologists since there is also a looming shortage of trained technologists. APCAC has participated in and supported the intersociety Workforce Summit of 2013 and continues to participate in this intersociety work.

Regulatory Affairs and Payment: There have been

significant changes in the 88342, 88343 CPT codes and the mapping of these to G codes for Medicare reimbursement. APCAC collects and disseminates information about these and other regulatory affairs such as the participation of P&LM in meaningful use part II and part A recognition.

The Advocacy Committee meets by phone conference on a monthly basis to receive updates on recent activities related to these pressing issues, as well as coordinate plans to respond or collaborate with other organizations. For information, email John Tomaszewski (john@buffalo.edu).



Are you a chair interested in joining an APC Committee?

Contact the Committee Chair or the APC Office at info@apcprods.org!

UME Committee Report (continued)

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perpetuity. A concept paper will be published in the Archives of Pathology and

Laboratory Medicine in March 2014. UMEDS will discuss the project at the 2014 annual APC meeting. All comments

and suggestions on this project are welcome; please send them to ume@apcprods.org.

PDAS Section News

By Kelley Suskie – Section Chair

The PDAS 2012-2013 PDAS Chair, Martha Miers, completed her voluntary 2nd term with a bang! She performed her duties with such style and effectiveness that PDAS membership voted to have the leadership positions extended to a two year term.

The PDAS 2013 Summer Meeting in Boston was well attended. Our agenda followed the 2013 APC program theme, "Academic

Pathology in the Evolving Health Care System," featuring an afternoon of learning from each other as we presented case studies related to our ever-changing environments. During our next session, we heard from leaders in the Pathology field, Jennifer Hunt, Jim Musser, and Richard Friedberg. Next, we heard from our industry leaders, Robert Michel (of The Dark Report), Jane Pine Wood,

Karyn Ray, and Jay Hess. The APC was featured instantly online as Mr. Michel blogged about the conference.

Our 2014 PDAS officers are looking forward to providing the PDAS community with another enticing program as we revisit beautiful Boston in July 2014.



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REGISTRATION FORM

Association of Pathology Chairs 2014 Annual Meeting

Seaport Boston Hotel, Boston, MA ♦ July 8-11, 2014

Register Online! www.apcprods.org/Boston2014

First Name _____	Last Name _____	Degree _____
Institution _____	Department _____	
Street Address _____		
City _____	State _____	Country _____ ZIP/Mail Code _____
Phone _____	Fax _____	Email _____

REGISTRATION FEES	Early (Reduced) Registration Rate: <i>on or before 5/31/14</i>	Regular/ On-Site Registration Rate: <i>after 05/31/14</i>
<input type="checkbox"/> APC-Chairs	\$1,095	\$1,175
<input type="checkbox"/> PRODS- Residency Program Directors	\$915	\$995
<input type="checkbox"/> PDAS- Department Administrators	\$795	\$895
<input type="checkbox"/> UMEDS- Course Directors	\$695	\$795
<input type="checkbox"/> GMEAS- Coordinators	\$695	\$795
<input type="checkbox"/> APC Alumni, Senior Fellows	\$695	\$795
<input type="checkbox"/> Other (includes liaisons, consultants, vendors)	\$845	\$945
<input type="checkbox"/> Residents	\$425	\$525
ADDITIONAL FEES		
<input type="checkbox"/> CME Fee (optional)	\$100	\$100
<input type="checkbox"/> Non-Member or Lapsed Member Fee +	\$250	\$250
TOTAL:	\$ _____	\$ _____

SPOUSE/GUEST REGISTRATION OPTION (FEE APPLIES)

#1 Guest Name: _____

#2 Guest Name: _____

Contact Email: _____

Fee covers official guest badge and lanyard, continental breakfast at SPICE hospitality meetings on Wednesday and Thursday, and food and beverage at the opening reception on Tuesday.

<input type="checkbox"/>	Breakfast & Reception Number of Guests: _____	\$35.00ea X _____
Total (add to payment):		\$ _____

WHAT DOES THE REGISTRATION INCLUDE? The registration fee includes access to sessions, including pre-meeting workshops, participation in discussion groups, daily breakfasts and lunches, and receptions (Tuesday thru Thursday) for the registered attendee only.

CME INFORMATION: In cooperation with the American Society for Clinical Pathology (ASCP), APC offers Category I Continuing Medical Education (CME) credits at this meeting. The fee for CME applications is NOT included in the registration fee. Payment of an additional non-refundable \$100 fee is required to receive CME and CME applications are subject to approval. You may choose to pay the fee with registration OR upon submitting a CME application at the meeting.

+ NON-MEMBER/LAPSED MEMBER FEE: This fee only applies to registrants that are eligible for membership in APC, but have not maintained active membership. Society liaisons, consultants, and vendors are not subject to this fee. Company and society representatives who are not registered as partners or exhibitors must register as "Others" - not in a member category.

DISCUSSION GROUP REGISTRATION: To coordinate registration for the discussion groups, we will follow up after the early registration period closes with details and a request for your discussion group selection.

HOTEL REGISTRATION: Have you reserved your room? If not, please visit Seaport Boston Hotel's dedicated web link at: <http://www.apcprods.org/meetings/2014/hotel.cfm>. Thank you!

Payment Information - APC Federal Tax ID #- 23-7006166

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Cancellations require written notification.
A \$100 processing fee will be withheld from refunds requested prior to June 8, 2014.
No refunds will be given for cancellations after June 8, 2014, except for emergency medical circumstances.



If you have any questions about the UMEDS Section of APC, please contact Section Chair Margret Magid at margret.magid@mountsinai.org.

UMEDS Section News

By Margret Magid, MD – Section Chair

UMEDS is planning a stimulating program for the Summer meeting at the Seaport Boston Hotel. Our programming will start with a Course Directors Workshop (covered by the general registration fee) on Tuesday afternoon, which will begin with a session on Writing Test Questions and Analyzing Test Statistics run by Kathy Holtzman and Aggie Butler of the NBME, and will include many other topics of interest to new (and experienced!) course directors. Other programming for the meeting includes a review of LCME requirements on active learning and other topics presented by Donna Waechter, Deputy Secretary of the LCME; presentations by UMEDS members on innovative programs they have developed for pathology education and for incorporating Pathology into the integrated curriculum; and sessions devoted to Medical Student Pathology Interest Groups and "Spaced

Education" (come to find out what this means!). Friday morning offers a session on Innovations in Academic Pathology that features a talk by Dr. Vinay Kumar on "iHuman application for UME."

Of note, the first full morning session of the meeting is a UMEDS-PRODS collaborative program discussing Pathology Boot Camps for rising first-year Pathology residents: what is currently being done, and what do we—as undergraduate pathology educators and pathology residency program directors—think are important topics to cover/reinforce? This session will provide an opportunity for brainstorming and will conclude with establishing a working group to develop a UMEDS-PRODS online Pathology Boot Camp core curriculum, which has been identified as an important initiative by the UMEDS Council.

Work has progressed on the UMEDS project of Pathology Learning Objectives. Drafts for the 3 general competencies (contributed by UMEDS members) – covering disease mechanisms, organ system pathology, and diagnostic and therapeutic pathology – have been vetted by members of the UMEDS Council and volunteers. An editor has been recruited to address formatting and language issues. These objectives will soon be posted on the APC website as a "living document" that will be expanded and modified as time passes. Critiques of current objectives, suggestions for additional objectives and subobjectives, and case studies for the application of objectives may all be submitted to ume@apcprods.org. Submissions will be subject to central review pending adoption.

Hoping to see you in Boston!

PRODS Section News

By Wesley Naritoku, MD, PhD – Section Chair

In 2014, the Spring PRODS meeting has been expanded from 2 to 4 hours for the first time. We will be meeting on Monday, March 3, 2014, at the USCAP meeting in beautiful and sunny San Diego, CA. With the implementation of Pathology Milestones and the new proposed Anatomic

and Clinical Pathology Program Requirements less than 6 months away, the Spring PRODS meeting will equip program directors with the knowledge to adjust to the changes that July 1, 2014, will bring to residency training.

The Summer APC/PRODS meeting will once again meet at the Seaport Boston Hotel. The overall theme of the program is "Academic Pathology by 2020 – Where Are We Headed and How Do We Get There Together?"

(continued on page 15)

PRODS Section News (continued)

(continued from page 14)

PRODS will have its own pre-meeting session, the “Program Director’s Boot Camp.” Resident representatives from CAP-RF, ASCP Council, USCAP, and AAMC-Organization of Resident Representatives will report, discussing residents’ concerns on issues related to graduate medical education. Dr. Rebecca Johnson, CEO of the American Board of Pathology, will provide basic information that all program directors must know regarding the ABP. Dr. Julia Iezzoni, chair of the RC for Pathology, will also be present to introduce the RC for Pathology and the ACGME to new program directors.

For newly-minted PRODS—particularly those who have been appointed program directors since the 2013 Summer PRODS meeting—or for those who may have missed the 2013 Summer PRODS meeting, there will be a New Program Director’s Orientation provided as part of the Boot Camp. Orientation will include information on the Pathology Milestones, the ACGME Accreditation System, and the CLER visit.

Following the PRODS Boot Camp, participants can join the pre-meeting ASCP Lab Management Workshop. All

of these pre-meeting sessions are free, but attendees must register for the session.

Dr. Johnson will provide an update on changes in the ABP that you and your residents must know. Dr. Iezzoni will provide you with important updates that have occurred at the RC for Pathology and the ACGME. Representatives from corporations that specialize in online evaluation tools will present how their companies will help program directors evaluate residents on the Pathology Milestones.

In keeping with the meeting theme, a joint APC/PRODS/UMEDS session on the “Future Techniques and Technology in Pathology Education” will open the meeting on Wednesday morning. We will take a look at the Evolving Pathology Residency Curriculum and Preparing for 2020, learn about the technology that is available for Maintenance of Certification, and learn how we can recruit the right number and the right type of medical students to Pathology. We will also have a joint session with UMEDS looking at how we can “minimize the trauma” of transition from medical school to residency with the development of Boot Camps at the end of medical school

and the beginning of residency. Updates from the Informatics Working Group, the TRIG Working Group, ASCP RISE, the ABP, RC for Pathology, and the Fellowship Director’s Ad Hoc Committee will be presented. Thursday and Friday will be devoted to the Pathology Milestones and Fellowship Milestones, including a Phase 1 Milestone Residency Group Experience: Lessons Learned presentation by Dr. Theresa C. McCloud, Radiology Residency Program Director, Massachusetts General Hospital. Participants will also participate in a mock Clinical Competency Committee, evaluating simulated performance evaluations and assigning milestones to simulated residents. Dr. Louis J. Ling, ACGME Senior Vice-President for Hospital-based Accreditation, will once again be present to speak on the ACGME Accreditation System, CLER, and Clinical Informatics Update. The Summer APC/PRODS meeting promises to be a “must attend” event as we transition to the Pathology Milestones.

As we look forward, the venue for the APC/PRODS meeting for 2015 and 2016 will be at the beautiful and relaxing resort, the Rancho Bernardo Inn, in San Diego, CA.



Does your department have a new staff member to enroll in an APC Section?

Complete the Additional Member Form at https://apc.memberclicks.net/index.php?option=com_mc&view=mc&mcid=form_153812

GMEAS Section News

By Jeanne Lay – Interim Section Chair



Greetings to everyone! The GMEAS Council is busy preparing for the summer meeting program in Boston, in coordination with the PRODS Section. We will be sharing a number of valuable sessions with PRODS. The GMEAS-specific program will include sessions for new coordinators as well as for more experienced coordinators.

For new coordinators, we will have sessions on our role as liaisons with the various organizations we encounter throughout the year (e.g. AAMC, USCAP, ACGME, etc.). There will also be a New Coordinator Session to discuss the “Role of the Coordinator.” This year, we are planning on having “Ask the Experts” sessions for E-Value, Med-Hub, and New Innovations—the three evaluation systems—to allow coordinators to ask questions about each system and how

the system has implemented the Milestones. Also planned is a session on ERAS (Electronic Residency Application Service) where coordinators may ask questions about utilizing the various functions. Another session will be an open discussion of best practices and personal development, with two short sessions and a Q&A to follow. A TAGME-certified presentation is available for coordinators who wish to become certified, presented by a recently certified coordinator.

We are excited to have a guest speaker, Ms. Starla E. Pathak, Manager, Educational Programs, Tufts Medical Center, to discuss Implementation of the Milestones within her Orthopaedics program. We will have a special speaker from the alpha group who will speak on the milestones implementation within a

Pathology Program.

In 2014, we are working towards a GMEAS poster session; we have a few coordinators who have already agreed to submit a poster. The call for posters was recently sent to GMEAS listserv subscribers, and our members-at-large will be contacting members to encourage them to present a poster. Please contribute to making our poster session a success! To submit a poster, contact Jeanne Lay (jlay@salud.unm.edu) or Katie Warfield (KWarfield@gunet.georgetown.edu).

The GMEAS Council is always seeking talented leaders among our members to serve in elected offices! If you are interested in serving GMEAS, please contact Jeanne (Interim Chair) or Katie (Immediate Past Chair).

Northeast Regional Meeting Report

By Dani Zander, MD – Meeting Co-Organizer



The Northeast Regional Meeting of Pathology Chairs will be held in its traditional location at Cambridge Beaches, Bermuda, September 11-14, 2014. The meeting offers a well-balanced combination of formal presentations and creative, inspired discussion by the chairs. Programmatic information will be available soon, but it is not too early

to save the date for this informative and entertaining meeting. Cambridge Beaches occupies a beautiful beachfront location (see photo) which offers easy access to snorkeling and sailing. Tennis, golfing, and motorbiking are also available on the island, as is an aquarium, forts, caves, parks, museums, and browsing in shops and

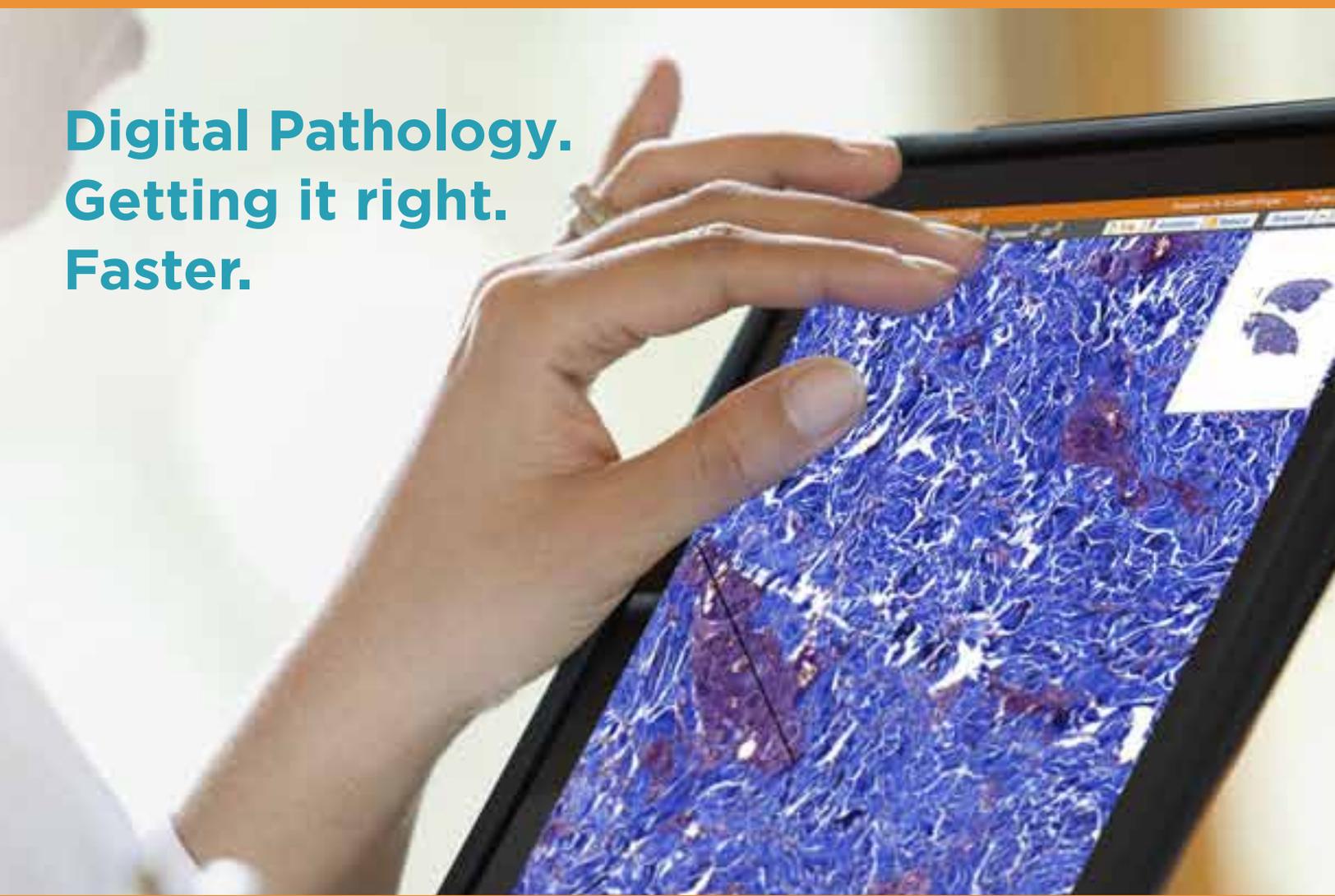
galleries in Kings Wharf, Hamilton city, and St. George. Dinners are enjoyed on the patio, watching the sun set over the water.

Any questions can be directed to Dan Knowles at dknowles@med.cornell.edu or Dani Zander at dzander@hmc.psu.edu.



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West Mid–West Regional Meeting Report

By Ann Thor, MD – Meeting Co–Organizer

The 2013 West Mid–West Regional Meeting of Pathology Chairs and Administrators was held in Sedona, AZ co-sponsored by the University of Colorado and the University of Arizona Departments of Pathology. There were over 50 registered guests in attendance. Speakers included Edward Ashwood, President and CEO of ARUP Labs and Professor at the University of Utah; Arthur Brothman, Professor and Director of Cytogenomics at the University of Arizona; Barbara Ducatman, Chair and

Associate Dean for Faculty Services at West Virginia University, and Chair of the P & M Committee of the APC; Steven Gonias, Professor and Chair, University of San Diego; Karen Kaul, Professor and Chair of Pathology at NorthShore University Health and the University of Chicago; Steven Kroft, President Elect of the ASCP, Professor and Vice Chair, Medical College of Wisconsin; Vinay Kumar, Professor and Chair, University of Chicago; Guillermo Tierney, Professor, Harvard Medical School; Johnathan Braun, Professor

and Chair, University of California at Los Angeles; Ronald Weinstein, Professor of Pathology and Public Policy, University of Arizona; and Tom Grogan, Professor at the University of Arizona and Chief Scientific Officer at Ventana Corp.

Next year's meeting will be hosted by Dr. Alan Schiller, Chair of Pathology, University of Hawaii, and Dr. Robert Mrak, University of Toledo. The meeting is planned for Hawaii, in either October or November. More news will be forthcoming, so stay tuned!



Southeast Regional Meeting Report

By Barbara Ducatman, MD – Meeting Co–Organizer

The Southeast Regional Meeting of Pathology Chairs and Administrators was held at the Inn on the Biltmore Estate, October 2-4, 2013. The hosts were Dr. J. Charles Jennette, University of North Carolina, and Dr. Barbara Ducatman, West Virginia University, with thanks to Nancy Nye, Doug Toothman and Cheryl Baker-Stasiak. APC's President, Dr. Ann Thor, and President-Elect, Dr. Donald Karcher, both attended. The chairs, administrators, and guests enjoyed the opening rooftop reception and a special architect's tour of the Biltmore House. The schedule included chair speakers for a number of

updates on topics including reimbursement, ACOs, NIH funding, next-generation sequencing for cancer diagnostics, and health services research along with Dr. Rebecca Johnson from ABP and Dr. Steven Kroft representing ASCP. The departmental administrators participated with the chairs as well as in their own breakout sessions. During the business meeting, Dr. Thor outlined the strategic planning process, and Dr. Karcher discussed the summer APC meeting and called for input as to topics and perspectives. The chairs also discussed whether APC should be more involved in the regional meetings and

the format for such meetings. Finally, the chairs voted to support the proposal for a new scientist track in pathology residency. There was also plenty of time for wine-tasting in Biltmore village, enjoying the beautiful weather, and socializing with a barbecue dinner and entertainment provided by the Whitewater Bluegrass Band. The 2014 Southeast meeting will be hosted by Dr. Tristram Parslow, Emory University, and Dr. Amyn Rojiani, Georgia Regents University. The venue will most likely be in a location close to Atlanta – stay tuned for upcoming details.





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From the Executive Office...

When the last edition of *Paths to Progress* was published, the APC office was in the final stages of upgrading to a new membership database—that process is now complete! We have been activating the new database functions in phases; hopefully all of our Chairs are aware of the first major update in functionality, our online membership renewal process.

This year, many of our member institutions took advantage of our new online payment options when they renewed their dues. We can now process credit card payments online; additionally, invoices are now automated, streamlining the process of requesting a check

from your Accounts department.

Other currently active database functions, which improve the user experience for our members, include: online registration for the 2014 Annual Meeting (www.apcprods.org/Boston2014), editable member profiles and contact information (apc.memberclicks.net), and online membership dues renewals (apcprods.org/AboutAPC).

The next major step in our transition is migrating our listserv subscriptions to the new database-integrated mailing service. Stay tuned to your listserv for announcements on subscription changes, because the listserv email addresses will be

changing very soon! Also, when this transition is complete, the database will only allow members in good standing access to the mailing lists. That means members of any department which hasn't paid 2014 dues will no longer have listserv access. If your department is not current on its dues, the account must be brought up to date to preclude a lapse in listserv access.

All members should have received their personal member database log-in credentials by now. Please contact Jen Norman at jnorman@apcprods.org with any inquiries regarding membership or the member database.

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