



Paths to Progress

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President's Message

An organization as robust and diverse as the Association of Pathology Chairs owes a great measure of its success to our elected leadership, as well as the many volunteers involved in our committees and projects. The Officers and Chairs of various Committees and work groups work hard to craft our annual meeting, to design and analyze various surveys, to work on various projects to improve resident and medical student education and to help drive research that ensures the viability of our specialty.

In the very near future, an **online election** will be available for four key leadership positions on Council including **Secretary-Treasurer** (now held by David Roth, MD, University of Pennsylvania), as well as Chairs for three critical committees: **Undergraduate Medical Education (UME)**, **Practice and Management (P&M)**, and **Advocacy**. Special thanks to Michael Prystowsky, MD, PhD (Albert Einstein College of Medicine), Robert Mrak, MD, PhD (University of Toledo), and John Tomaszewski, MD (University at Buffalo, SUNY) for their service in these roles, respectively. In accordance with tradition, all of the newly elected APC leaders will begin their terms at the end of the Chairs' business luncheon at the upcoming summer APC 2019 Annual Meeting.

Lydia Howell, MD (University of California, Davis) has led the programming committee for the **APC 2019 Annual Meeting** with the theme,



President (Chair) Barbara Ducatman, MD (center) engages with (PRODS) Jeffrey Vos, MD (left) and (UMEDS) Melina Flanagan, MD (right)

"Innovation Through Collective Excellence: Shaping the Future of Pathology," so please join us at the Seaport Boston Hotel, July 21st-24th. The annual meeting offers an unparalleled opportunity to learn, network with your colleagues, and celebrate the future of pathology. I also encourage your participation in Discussion Groups, interaction with poster presenters, and attendance at Committee meetings. In addition to meeting at the summer meeting, several Committees have monthly conference call meetings throughout the year.

In addition, Dani Zander, MD (University of Cincinnati) with Jennifer Hunt, MD (University of Arkansas for Medical Sciences) and the Leadership Development and Diversity (LD&D) Committee have planned a **Pathology Leadership Academy** immediate-

ly prior to the APC 2019 Annual Meeting. We hope you will sponsor promising faculty for the PLA.

Other current initiatives include a **focused P&M survey**. We appreciate the many responses submitted so far. Every year, **Chairs use the analysis of our data in discussion and negotiation with their academic and clinical leadership**. This is a true resource for us all, so I thank you for the submission of information from your program.

Our Research and GME Committees, under the direction of Jeffrey Golden, MD (Brigham and Women's Hospital) and Karen Kaul, MD, PhD (NorthShore University HealthSystem), respectively, are working on a number of

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President’s Message (continued)

projects and would encourage your participation.

The APC journal, *Academic Pathology*, with James Crawford, MD, PhD (Northwell Health) as the Editor-in-Chief, continues to grow in scope and reputation.

The **Society of ‘67** sponsors a number of programs that we hope will inspire the next generation of academic pathology leaders. In addition to the **S’67 Scholar Travel Awards** for medical students and pathology residents to attend the annual meeting, the **S’67 Open Access Awards** encourage residents, fellows, and junior faculty to publish in *Academic Pathology*, and the **S’67 Training Project Grants for Healthcare Innovation** provide small grants for pathology trainees. Special thanks to Peter Kragel, MD (East Carolina University), the first S’67 Board Chair (2016-2018), for shepherding these programs to reality!

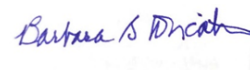
We hope that your residency program directors (PRODS), medical student course directors (UMEDS), departmental administrators (PDAS), and graduate medical education coordinators (GMEAS) will be able to attend their respective Section programs during the APC 2019 Annual Meeting. The leaders of these Sections: Mary Furlong, MD (Georgetown University) for **PRODS**; Barbara Knollman-Ritchel, MD (Uniformed Services University for the Health Sciences) for **UMEDS**; Beth Hansell (University of South Carolina) for **PDAS**, and LeeTanya Marion-Murray (Cedars-Sinai Medical Center) for **GMEAS** with their respective Section Councils, have also planned exciting programs.

Finally, many thanks to our energetic **Senior Fellows Group** who participates actively. Fred Sanfilippo, MD, PhD (Emory University) has planned another great Chairs Boot Camp (with the LD&D Committee) for incoming and

new Chairs, but current and experienced Chairs and Department Administrators are welcomed as well.

APC is your society and I encourage you to take an active role in promoting our **collective excellence in innovating the future of academic pathology**. This year, the APC will revisit **strategic planning** for a three-year cycle. We invite all of our Chairs, both those who have participated actively and those new to the role or new to the APC, to join in and help **shape the vision for the APC** in the coming years. We need input from all our members, so please become and **stay engaged!**

We look forward to more dialogue and discussion on how to best serve the needs of our community and academic pathology.




Follow APC on Twitter: @apcprods

Follow Academic Pathology: @AcadPathol

Academic Pathology Editor’s Update

By James Crawford, MD, PhD

Academic Pathology finished the year 2018 as indicated in the table:

Should the 9 manuscripts “under revision” ultimately be accepted, the overall 2018 acceptance rate will be 92%. This continued high acceptance rate is a continued reflection of the excellent alignment of manuscript submissions with the journal scope, and of the merit of the work being submitted.

For 2018, the 43 accepted/under revision papers fall into the following categories:

- 21 in Education (UME, GME, CME)
- 12 in Management/Administration
- 6 in Medical Science
- 2 APC Task Force Reports
- 2 from the Senior Fellows Group

The first two categories continue to demonstrate how important *Academic Pathology* is for publication of original

Year	Submitted	Accepted (Rate)	Rejected	Under Review	Under Revision
2015	44	19 (43%)	25	n/a	n/a
2016	28	26 (93%)	2	n/a	n/a
2017	42	35 (83%)	6	n/a	n/a
2018	47	34 (72%)	4		9

Educational scholarship (for all levels of education), and for bringing innovation in department management and administration forward – including business case studies. Among the “Education” cases are a remarkable series of Educational Cases for Undergraduate Medical Education. Begun in late 2016 and with Barbara Knollmann-Ritschel, MD (Uniformed Services University of the Health Sciences) as Editor, this series now has 27 Educational Cases. A compendium volume of 2018 papers is being printed and will be distributed to Chairs and PRODS at the upcoming USCAP 2019 Annual Meeting,

as well as posted online.

In the summer of 2018, the Society of ‘67 Open Access Award program was launched, with the goal of providing payment of the Article Processing Fee (APF) for manuscripts submitted by junior authors as the corresponding author (Pathology Residents and Fellows, or Faculty in the early part of their careers). Two published papers have received this award, published in late 2018 and early 2019. Several more 2019 submitted manuscripts have qualified for consideration, and their

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SUBMIT a manuscript to Academic Pathology, now indexed on PMC and ESCI!

apcprods.org/
m-academic-pathology

ACADEMIC PATHOLOGY

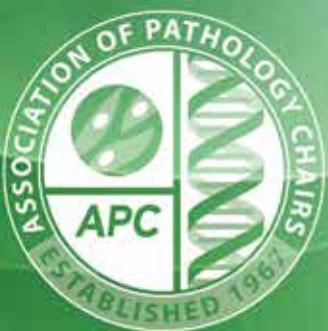
THE OFFICIAL PUBLICATION OF THE
ASSOCIATION OF PATHOLOGY CHAIRS

NOW INDEXED

www.apcprods.org/journal

SCOPE: *Academic Pathology* is an open access journal sponsored by the Association of Pathology Chairs, which was established to give voice to the innovations in leadership and management of academic departments of pathology. These innovations may have impact across the breadth of pathology and laboratory medicine practice. *Academic Pathology* addresses methods for improving patient care (e.g. test utilization protocols, diagnostic management, health outcomes research, genomic testing and data management, clinical informatics and artificial intelligence applications, annotated biorepositories); best practices in inter-professional clinical partnerships; innovative pedagogical approaches to medical education and educational program evaluation in pathology; models for training academic pathologists and advancing academic career development; administrative and organizational models supporting the discipline; and leadership development in academic medical centers, health systems, and other relevant venues. Intended authorship and audiences for *Academic Pathology* are international and reach beyond academic pathology itself, including but not limited to healthcare providers, educators, researchers, and policy-makers. *Academic Pathology* will publish original articles, reviews and commentaries. Contributions should reflect the best practices of pathology as a dynamic 21st century discipline. All articles will be rigorously peer reviewed for relevance and quality.

INDEXING: *Academic Pathology* is indexed in the Directory of Open Access Journals (DOAJ), Emerging Sources Citation Index (ESCI), PubMed Central (PMC), and Scopus.



Academic Pathology Editor's Update (continued)

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manuscripts are now under peer review.

The fundamental goal for this journal is publication of original work. The journal welcomes scholarship in the following areas:

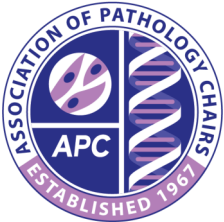
- Education in Academic Pathology: UME, GME, CME
- Faculty Development and Mentorship
- Leadership Development
- Department Administration, including Business, Finance,

- Operations, and Mission
- Practice Performance and Quality
- The Value Statements for Academic Pathology in the evolving healthcare landscape
- The Role of Genomics, Informatics, and Digital Pathology in driving such Value Statements
- Case Studies in Academic Pathology: Departments and Service Lines

The high publication rate for such topic areas attests both to the wealth of potentially

publishable information that academic departments of pathology generate on a continual basis, and for the need for such information to be brought to light through a peer-review mechanism.

Lastly, with the close of 2018 – the fourth year of existence for this journal – we express our deep appreciation to the Associate Editors, members of the Editorial Board, Managing Editor, and most importantly, submitting authors, for the ongoing success of this journal. Thank you for your support of *Academic Pathology*.



Advocacy Committee Report

By John Tomaszewski, MD – Advocacy Committee Chair

The APC Advocacy Committee (APCAC) identifies, discusses, and responds to the rapidly evolving issues facing pathology and laboratory medicine in the domains of business, regulation, and compliance. APCAC recognizes that **advocacy issues evolve throughout the year and it seeks to quickly adjust to the environment**. APCAC especially welcomes input on newly evolving advocacy developments from all APC members.

The Advocacy Committee has identified the issues listed below as the **key strategic advocacy priorities for 2019**:

- MACRA, MIPS & PAMA: *maximizing academic pathology's reporting ability and payment in evolving models*
- Local Coverage Determination: *exerting CMS authority and oversight of MACs*
- Commercial Laboratory Outsourcing Agreements: *consolidation of academic labs*
- Lab Developed Tests: *providing the academic laboratory view of the critical role of patient access to lab developed tests*
- GME funding by CMS and potential threat of IMG defunding
- NIH funding, MD/PhD and PhD workforce development, and preservation of scientific standards

Many advocacy topics have been vetted by the committee. Two of these are highlighted below.

Lab Developed Tests

A synopsis of the VALID Act provided by Jonathan Genzen, PhD (Department of Pathology, ARUP Laboratories, University of Utah):

On December 6, 2018, a discussion draft was released for public comment from several congressional offices regarding a **Verifying Accurate, Leading-edge IVCT Development (VALID) Act**. This draft legislation, if enacted, would significantly revise the current regulatory structure over all in vitro diagnostics (IVDs) in the United States.

The VALID Act would categorize all IVDs under a single definition of *in vitro* clinical test (IVCT) and in a device-centric regulatory model under the Food and Drug Administration (FDA). The FDA has previously exercised oversight over commercially distributed IVDs, but maintained a practice of enforcement discretion over laboratory developed tests (LDTs). Under VALID, all IVCTs would be subject to the same regulatory authority (i.e., the FDA). Regulation of

clinical laboratory operations under CLIA would be maintained, although the current CLIA-centric model utilized for LDT development in clinical laboratories would be rendered obsolete.

The discussion draft introduces several new concepts and modifications to existing activities related to laboratory test development and regulatory oversight. VALID advances a structure called test group (e.g., IVCTs that have "notification elements" in common, including substance(s) measured, specimen type, methodology, test purpose, disease/condition for intended use, intended patient population, and context of use). Any changes to notification elements for an individual IVCT (e.g., test modifications) carry documentation and notification requirements. VALID does include grandfathering provisions, although grandfathered tests would still be subject to review and/or submission requirements if there are test modifications or at the broad discretion of the Secretary. It would be challenging to maintain an LDT under grandfathered status for a prolonged period of time.

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Press Release from the U.S. House of Representatives for the VALID Act draft legislation (12/6/18):

<https://degette.house.gov/media-center/press-releases/degette-colleagues-release-draft-legislation-to-modernize-fda-regulation>

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

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

info@apcprods.org

CALL FOR EDUCATIONAL CASES

The Association of Pathology Chairs (APC) is seeking Educational Case submissions to *Academic Pathology*, the association's official journal. Once published, Educational Cases are indexed on Pub Med, openly accessible worldwide, and citable for scholarly credit, similar to other peer-reviewed articles. Educational Cases are tools for implementing the Pathology Competencies for Medical Education (see doi: [10.1177/2374289517715040](https://doi.org/10.1177/2374289517715040)), which is a national standard to provide all medical students with a broad foundation of knowledge, skills, and attitudes essential to understand the normal and pathological processes of each organ system, the ability to apply disease mechanisms to describe the pathobiology, and the ability to continually improve diagnostic acumen and optimal treatment decisions through lifelong learning.

The Pathology Competencies for Medical Education (PCME) have detailed learning objectives under each goal that direct medical students and course directors to important facets of each learning goal that can be individually applied by learners. The competencies are divided into three sections—disease mechanisms and processes, organ system pathology, and diagnostic medicine and therapeutic pathology—and allow flexibility for each medical school and learner to apply the learning goals and objectives in a way that can keep the unique design of each curriculum or learning plan. The competencies are purposefully kept broad as they represent the minimum requirements of what pathology course directors across the nation have agreed upon to prepare medical students for entry into any residency program and for the subsequent contemporary practice of medicine.

Who Can Submit

Educational Cases may be submitted by anyone in any medical specialty. Developing an Educational Case is an important opportunity for faculty to mentor residents and students in developing scholarship and exploring medical education as a profession. Mentors are encouraged to work with residents and students in responding to this Call for Educational Cases.

How to Submit

Educational Cases have a unique format. Before preparing your manuscript, please visit the PCME portal at <https://journals.sagepub.com/page/apc/pcme>, where you will find the Educational Case Submission Guidelines, a link to a webinar on the PCME Framework & Educational Case Application, and a link to all published Educational Cases.

Educational Cases responding to this call must be submitted by June 1, 2019 at <https://mc.manuscriptcentral.com/apc>

Review Process

The Educational Case Review Board will meet in July 2019 to evaluate submissions. Authors of Educational Cases accepted for publication will be notified by July 31, 2019. In rendering their decision, the Review Board will pay particular attention to whether authors: 1) followed the guidelines for Educational Case preparation; and 2) prepared an Educational Case covering an objective that has no other cases.

The Review Board will provide specific feedback on Educational Cases that do not meet the above criteria, but may not ultimately accept them for publication, if authors are unable to successfully address their concerns through revision.

Publication Fees

Cases accepted for publication will incur an Open Access article processing fee of \$500.00 for authors who are from APC member departments; \$750 for non-members. To inspire early participation in producing scholarship, the Society of '67 fundraising arm of APC created the Open Access Award program to fund Open Access fees associated with publishing in *Academic Pathology* for students, residents and junior faculty. All Educational Cases submitted with a first or corresponding author, who is a student, resident or junior faculty, will qualify for the Open Access Award (for more information see <https://www.apcprods.org/societyof67-award-oa>). Qualifying for the award does not guarantee acceptance for publication.

Questions?? Please contact the *Academic Pathology* administrative office at journal@apcprods.org or 302-660-4940.

Advocacy Committee Report (continued)

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Advocacy Statements and Reports by the APC and with other organizations are now chronologically posted at:

www.apcprods.org/statements

- Increased NIH budget
- Comments on the VALID Act draft legislation
- APC Position Papers
- Stakeholder Letter to CMS
- Letter to the JAMA Editor

Premarket review submission requirements are extensive and may include raw data for high risk, cross-referenced, or first-of-a-kind tests under proposed regulations. VALID also introduces quality system requirements (QSRs) for developers that are not included in CLIA regulations. Test developers would also be subject to user fees and submission fees by the FDA.

VALID proposes the concept of a pre-certification program, whereby IVCTs from eligible pre-certified developers may be exempt for pre-marked review. However, several categories (including first-of-a-kind, tests for home use, high risk, cross-referenced, and direct-to-consumer tests) would not be eligible for pre-certification. Pre-certification would also be limited to a single technology and with a specified medical specialty. It is unlikely that pre-certification, as written, could be broadly applied to a reference laboratory or large clinical laboratory setting.

As written, VALID would codify FDA regulatory oversight over all laboratory test development and manufacturing in the United States. While it attempts to not impede clinical

laboratory operational activities under CLIA, its requirements regarding test modifications and review would necessitate extensive submissions, not just with traditional LDTs, but also with otherwise minor modifications of previously FDA-cleared or approved assays. Due to increased regulatory burden, VALID would likely hinder both innovation and test offerings by clinical laboratories.

Advocacy Session at the APC 2019 Annual Meeting

The Advocacy Session for the summer APC 2019 Annual Meeting in Boston will be held on July 23, 2019, from 1:30 pm to 4:00 pm. The session will seek to examine the **impact of widespread health system mergers on the science, education, and practice of pathology and laboratory medicine in 2019 and beyond**. The session title is **"Lab Consolidation: Path to Perdition or Path to Paradise?"** The session will examine laboratory consolidation from the perspectives of joint ventures with national commercial laboratories, from the perspective of regional joint ventures, and from the perspective of the co-operative lab model. Plenary speakers will include Harvey Kaufman, MD,

MBA, Medical Director from Quest Diagnostics presenting on the national joint venture laboratory model; Carolyn Wilson, MBA, RN, Executive Vice President and Chief Operating Officer at Beaumont Health, examining the regional joint venture laboratory model; and James Crawford, MD, PhD, Senior Vice President and Executive Director, Laboratory Services at Northwell Health making the case for the co-operative laboratory model. We anticipate circulating a pre-conference survey to meeting participants which will be a starting point for a Q&A session. The Advocacy Committee looks forward to your attendance at what promises to be a wide-ranging discussion of a rapidly evolving topic.

A Chair's Thank You

This semester I will reach the maximal two-term limit of serving as the Chair of the APC Advocacy Committee. My work on the Advocacy Committee has been both challenging and tremendously meaningful. It has been my great pleasure to serve with so many wonderful and talented Committee members. I have learned a great deal. I hope that I have served you well. Many thanks to all for this singular opportunity!

Practice & Management Committee Report

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

The APC Practice and Management (P&M) Committee has now published, **Benchmarking Subspecialty Practice in Academic Anatomic Pathology: The 2017 Association of Pathology Chairs Survey** in *Academic Pathology*. This article reports, for the first time, subspecialty-specific salary and wRVU data for anatomic pathologists practicing in aca-

demic medical centers. **Six subspecialties are reported:**

- cytopathology,
- dermatopathology,
- gastrointestinal pathology,
- hematopathology/hematology,
- renal pathology, and
- neuropathology.

General surgical pathologists were also included in the analysis for comparison.

Salary medians were similar for all subspecialties except dermatopathology, which were approximately 40% higher. In contrast, median wRVUs varied widely among specialties, from approximately 8,000 for

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Benchmarking Subspecialty Practice in Academic Anatomic Pathology: The 2017 Association of Pathology Chairs Survey

<https://doi.org/10.1177/2374289518798556>

Robert Mrak, Tristram Parslow, and Barbara Ducatman
First Published October 9, 2018 | Research Article

Research Committee Report

By Jeffrey Golden, MD – Research Committee Chair

The APC Research Committee continues to focus on developing the **pipeline of students, and particularly academically oriented students, to pathology**. We have developed a catalog of potential opportunities for pathology departments to pursue in an effort to attract more medical students and MD/PhD students to pathology. We have acknowledged that each department, medical school and university has a unique set of opportunities, thus, it was concluded that a single proscribed pathway would not be a viable recommendation. We hope to have complete recommendations to Department Chairs

later this spring. Listed below are some general programs that are recommended for consideration.

1. **Create a longitudinal experience for MD/PhD students during their research years in pathology.** It was recommended that this start as early as possible, preferably in the first year or two of graduate school. This would be akin to students having a half-day medicine or pediatrics clinic once per month. Instead, students could go to surgical pathology, molecular or some other sign-out or regular

pathology activity each month.

2. **Development of a pathology research lab that students would rotate through and conduct research projects.** This could be mandatory (has been implemented in at least one medical school) or optional. This experience has been a great tool for engaging students, particularly with regard to academic pursuits.

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P&M Committee Report (continued)

(Continued from page 6)

dermatopathologists to approximately 1,400 for neuropathologists (raw wRVUs per practitioner for all single-subspecialty practitioners). The wRVU data are also reported after analyses modeled after the Medical Group Management Association (MGMA) and Vizient-AAMC Faculty Practice Solutions Center (FPSC). These analyses resulted in changes in the absolute wRVU numbers, but show similar wide variations among subspecialties. The article adds weight to arguments that wRVU analysis is a poor measure of workload performance for academic pathologists.

This past winter, the P&M Committee prepared and distributed the 2018 version of the practice survey.

This survey has been considerably shortened to focus on data deemed most important (including the subspecialty data reported above from the 2017 survey), to simplify and facilitate completion of the survey, and to encourage broader participation in the survey. The P&M Committee thanks the nearly thirty institutions to date that have provided their data, which will be de-identified and analyzed by the P&M Committee in the next phase. The deadline for

survey submissions has been extended to March 28, 2019.

Clinical Pathology Metrics

A second project currently underway focuses on the **perennial issue of clinical pathology metrics**. A preliminary brief survey elicited 36 responses and returned the following observations:

- For all responding institutions:
 - * The average clinical pathologist head count is 14 with a range of 3 to 53 and a median of 9.
 - * The average dollars (all sources) supporting clinical pathology is \$4.5 million, with a range of \$30k to \$33M.
- These institutions could be divided into two groups based on size:
 - * Group 1 with an average of 6.4 pathologists (range 3 to 9) and an average of \$2.3M in support (range \$30k to \$9M).
 - * Group 2 with an average of 20 pathologists (10-53), and an average of \$6.4M in support (\$714k-\$33M).

- Further analysis of these two groups yielded:

- * Group 1 had an average of 811 beds (246-2400), 2.3M tests (761k-6.8M), and 7.5 CLIA licenses (1-28), with 4% of tests referred out.
- * Group 2 had an average of 1252 beds (515-5343), with 1.9M tests (40k-27M), 27 CLIA licenses (2-325), and 4% of tests referred out.

- The two groups differed further in the percentage of centers with level 1 trauma centers (88 vs 95%), heart transplant programs (59 vs 89%), bone marrow transplant programs (76 vs 89%), kidney transplant programs (88 vs 100%), other solid organ transplant programs (65% vs 95%), a public health laboratory (18 vs 11%), cytogenetics (65 vs 74%), molecular genetics (88 vs 79%), apheresis (71 vs 95%), and a blood donation center (53 vs 37%).

Goals for the P&M Committee in 2019 are:

- (1) analysis of the collected 2019 practice survey data, and
- (2) use of the collected preliminary CP metrics to inform and design more sophisticated CP metric survey questions for use in future practice surveys.

View Practice & Management Committee Webinars:

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

September 2017:
Benchmarking Subspecialty Practice in Pathology

Webinars archived for members at:

apcprods.org/Webinars-11s

Research Committee Report (continued)

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3. **Invite MD/PhD and other academically oriented medical students to come to pathology grand rounds, other pathology conferences**, and to meet with grand rounds speakers, particularly external speakers as part of a group lunch, for example.
4. **Expand our (pathology) presence on social media.** As a first effort, we are looking to collect already available videos and other media to be shared and highlighted. This is being pursued by Michael Feldman, MD (University of Pennsylvania) and several others.
5. **Develop relationships with graduate programs in computer sciences, engineering, and other related sciences** (e.g., mathematics) to build a greater understanding of how these areas are being

adopted and integrated into pathology.

Certainly, variations on all of these recommendations are expected and the APC Research Committee would appreciate feedback on efforts that were effective and, of course, additional suggestions.

At the **APC 2019 Annual Meeting** this summer, the Research Committee will have two primary efforts. Our Committee meeting will include discussions on how to support unfunded research and other funding challenges, such as salary and the NIH cap, development of recruitment packages, and support for core facilities. We have also worked with the Practice Committee to develop an exciting short symposium focused on the future of pathology research and practice. Karen Kaul, MD, PhD (NorthShore University HealthSystem) will provide an overview and peek into the future of pathology. She will be followed by Alexis Carter, MD (Children's Hospital of Atlanta),

who will discuss information systems in pathology. Steven Seltzer, MD, Chief Emeritus of Radiology at Brigham and Women's Hospital will present one approach to a diagnostic cockpit he has been working on to unify data output in healthcare. We will then turn to two specific programs that have effectively used data to extend and enhance the role of pathology in patient care. First, John Higgins, MD (Massachusetts General Hospital) will discuss his modeling of hemoglobin glycation and the impact this has on managing patients with diabetes. Georg Gerber, MD, PhD (Brigham and Women's Hospital) will discuss his development of machine learning tools to visualize the microbiome for diagnostics and therapeutics.

I look forward to a wonderful set of presentations, engaging discussion, and seeing everyone!

Leadership Development & Diversity Committee Report

By Dani Zander, MD – LD&D Committee Chair

The APC Leadership Development & Diversity (LD&D) Committee has been busy planning activities for the APC 2019 Annual Meeting and the Pathology Leadership Academy (PLA), which will be held immediately preceding the annual meeting.

For the **APC 2019 Annual Meeting**, the LD&D session will begin with the Patricia Thomas Lecture to be given by internationally recognized speaker, Janice Gross Stein, PhD (University of Toronto), on **"Diversity and Excellence Are Friends: Valuing and Promoting Excellence."** This will be followed by a "how to" presentation on **"Building a Wellness Program,"** by psychiatrist Erick Messias, MD (University of Arkansas for Medical Sciences), that will be valuable for faculty seeking to set up a Wellness Program in their departments.

A **Discussion Group** session focusing on **challenges and opportunities for international medical graduates** will be offered by several members of the Committee and is in the final stages of planning.

The **PLA** returns this summer, and registration is now open at: www.apcprods.org/pla. The course is designed to build and strengthen leadership skills and knowledge in future leaders of academic pathology and laboratory medicine departments, and to provide a preview of a potential future phase of one's academic career. The PLA will begin with a dinner program at 6:00pm (ET) on Saturday, July 20th, and conclude at 5:00pm (ET) on Sunday, July 21st. PLA participants are encouraged to also register for the APC Meeting so that they can take advantage of the many learning opportunities that the APC 2019 Annual Meeting provides.

Co-directors of the PLA are Dani Zander, MD (University of Cincinnati) and Jennifer Hunt, MD (University of Arkansas for Medical Sciences).

The dinner program will be led by Jeffrey Golden, MD (Brigham & Women's Hospital), on **Identifying and Preparing High Potential Faculty for Leadership Positions.**

Presentations on the following day will include the following: **Preparing Yourself For and Finding the Leadership Position You Seek**, a panel discussion with Gregory Freund, MD (University of Illinois at Urbana); Rebecca Johnson, MD (American Board of Pathology); Debra Leonard, MD, PhD (University of Vermont); and Erick Messias, MD (University of Arkansas for Medical Sciences); **Emotional Intelligence**, presented by

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Did you miss the
APC 2018 Patricia
Thomas Lecture?

Sexual Harassment in
Academic Medicine:
Zero Tolerance and
Prevention Strategies

by
Lynn Gordon, MD, PhD
(UCLA)

Recordings from APC
2018 are available at
APC Online Learning:

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

Graduate Medical Education Committee Report

By Karen Kaul, MD, PhD – GME Committee Chair

The APC Graduate Medical Education Committee (GMEC) has finished a number of projects in recent months.

The Position papers authored by Robert Hoffman, MD, PhD (Vanderbilt University), Peter Kragel, MD (East Carolina University), and Karen Kaul, MD, PhD (NorthShore University HealthSystem) and approved via consensus by PRODS and APC Councils have been published in *Academic Pathology*.

The APC/PRODS Position Statement on Surgical Pathology Training outlines the essential nature of grossing in surgical pathology. Grossing familiarizes the residents with the complex gross samples encountered during their practice and the information needed by the clinicians from the pathology team. It is also the responsibility of the pathologist to understand the orientation and sampling of the tissue, and to oversee the quality of the gross dissection by a PA or trainee when they become the attending.

The second manuscript, **Assessing Autopsy Competency in Pathology Residency Training**, discusses the importance of the autopsy in teaching disease processes important to all of anatomic and clinical pathology, and in providing clinical, quality, and novel information to the various clinical services. Additionally, **implications of the recently published Autopsy Working Group manuscript** (such as the need for an autopsy service director at teaching institutions, and eventually the move to a more competency-based (rather than numbers-based) system for training our residents are discussed.

APC Position Papers:

Surgical Pathology Training

<https://doi.org/10.1177/2374289518824054>

Assessing Autopsy Competency

<https://doi.org/10.1177/2374289518824057>

Autopsy Working Group Recommendations

<https://doi.org/10.1177/2374289518793988>

JAMA Burnout and Career Choice Regret Paper:

<https://doi.org/10.1001/jama.2018.12615>

Letter to the JAMA Editor:

www.apcprods.org/statements

Pathology: A Satisfying Medical Profession:

<https://doi.org/10.1177/2374289516661559>

In September, the *Journal of the American Medical Association (JAMA)* published an article based on data from their prospective cohort-based study of burnout in medical students and trainees (Dryrbye, et al, Association of Clinical Specialty With Symptoms of Burnout and Career Choice Regret Among US Resident Physicians, *JAMA*. 2018;320(11):1114-1130. This article, which **indicated pathology is one of the specialties least affected by burnout**, was subsequently highlighted in the December 27 electronic AMA Specialty Profile feature by Sara Berg (<https://www.ama-assn.org/residents-students/specialty-profiles/residents-these-medical-specialties-have-most-regrets>). Surprisingly, this feature highlighted pathology as the field with the most career choice regret among PGY2 residents. **The GMEC feels that this excerpt misrepresents the data in the full manuscript.** Of the 3588 study subjects, only 49 were in pathology programs (approximately 16% of

US-trained pathology PGY 2 trainees and fewer than 9% of pathology PGY2 trainees overall). Of these 49, 32.7% (16) reported career choice regret, but only 12.2% (6) reported specialty choice regret (a number equivalent to 1% of pathology PGY2 trainees).

The GMEC finds these data in striking contrast to our own observations regarding pathology as a career. Numerous publications indicate overall satisfaction with career choice, compensation and other factors (Pathology: A Satisfying Medical Profession, Huihong Xu MD, Daniel G. Remick, MD, *Academic Pathology*; Medscape 2019, <https://www.medscape.com/slideshow/2019-lifestyle-burnout-depression-6011056>).

Additionally, in January 2019, the College of American Pathologists (CAP) administered an online survey of pathology trainees, fellows and practicing pathologists to gather data on career regret and subspecialty choice satisfaction. Of the 199 respond-

(Continued on page 12)

LD&D Committee Report (continued)

(Continued from page 8)

Jennifer Hunt, MD (University of Arkansas for Medical Sciences); **Performance Evaluations – a Two Way Street**, by Amyn Rojiani, MD, PhD (Medical College of Georgia at

Augusta University); **Funds Flow in Pathology Departments**, by Dani Zander, MD (University of Cincinnati); and an interactive afternoon session, **Fighting is Bad for Your Health: Best Practices in Conflict Man-**

agement, facilitated by Janice Gross Stein, PhD (University of Toronto)

Any questions can be directed to the co-directors, Dani Zander, MD, or Jennifer Hunt, MD.



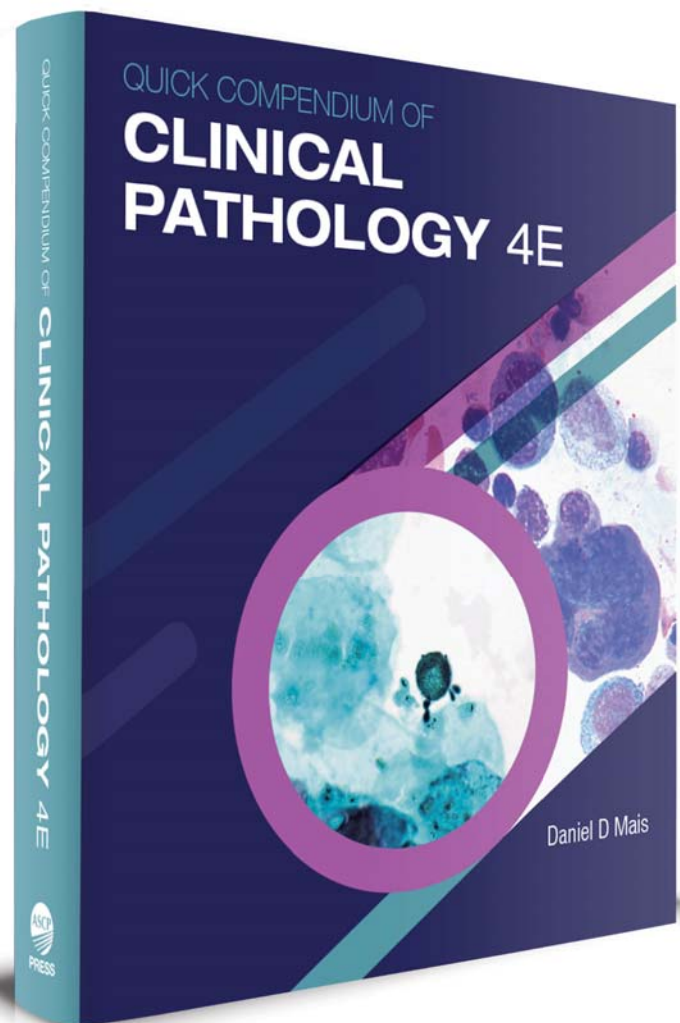
**REGISTER
FOR THE
PATHOLOGY
LEADERSHIP
ACADEMY!**

apcprods.org/pla

Quick Compendium of Clinical Pathology 4TH EDITION

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

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



Undergraduate Medical Education Committee Report

By Michael Prystowsky, MD, PhD – UME Committee Chair and
Richard Conran, PhD, MD, JD – UME Committee Vice Chair

The APC Undergraduate Medical Education (UME) Committee continues to work closely with UMEDS to refine and promote the **Pathology Competencies in Medical Education (PCME)**. The second version of PCME was published in 2017 in *Academic Pathology* along with several educational cases. The educational cases support the learning objectives in the PCME and serve as a national resource for all teaching pathology. In addition, the UME Committee recommends that clinical faculty work with residents to develop and publish educational cases in *Academic Pathology*. Publication of these cases gives scholarly credit both to faculty and residents, and mentoring experience to the faculty. The UME Committee is working on plans to market the PCME to other organizations to gain further exposure for pathology in healthcare.

In November 2018, APC promoted pathology education, resources, and opportunities at the AAMC 2018 Annual Meeting in Austin, TX. During the Minority Student Medical Career Fair, APC representatives explained pathology to high school, college, and medical students, and encouraged them to explore opportunities available at APC member departments compiled in a listing, **Opportunities in Pathology**, now posted and freely available for download from the APC webpage. We encourage all members to **distribute this FREE listing of pathology-relevant experiences broadly** with your local and national networks to help strengthen the pathology pipeline.

In the exhibit hall, Michael Prystowsky, MD, PhD (Albert Einstein College of Medicine), as Chair of the UME Committee, assisted APC staff to promote the programs and re-



A medical career fair college student discovers the medical specialty of pathology with Nathan McLamb, MD (left) and Sharon Song, MD (center), APC Resident Representatives to AAMC's Organization of Resident Representatives (and S'67 Alumni Scholars), and Kendall Crowns, MD (partially visible in background), as a representative from the National Association of Medical Examiners.

sources of the APC, including the PCME, as well as the scholarly work in *Academic Pathology*, and career development award programs for trainees supported by the Society of '67.

Finally, two representatives from relatively new medical schools (University of Central Florida College of Medicine and the University of Texas at

Austin Dell Medical School) discussed with APC leadership their challenges and opportunities in integrating pathology education into new models of medical school curricula. They also noted their departmental affiliation formally as the "Department of Clinical Sciences" and the "Department of Diagnostic Medicine," rather than a "Department of Pathology."



Michael Prystowsky, MD, PhD, explains the PCME and distributes examples of Educational Cases to AAMC attendees at the APC Exhibit Booth. He also encouraged attendees to share with their teaching faculty and to submit Educational Cases as a means of scholarly work.



Opportunities in Pathology for Students:

apcprods.org/opportunities

Visit the webpage and submit your opportunity if it's not yet listed!

Senior Fellows Group (SFG) Report

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



APPLY to join the Senior Fellows Group at:

apcprods.org/senior-fellows

The Senior Fellows Consult List is also posted on that webpage, but a login is required to access by only current members of APC.

Membership

The APC Senior Fellow Group (APC SFG) currently has 41 members with additional applications in progress. **Membership renewals occur every three years**, and the process has now been streamlined to permit people to update only those fields that need to be changed. **There must be demonstrated service to APC during the three-year period** (e.g., attendance at the APC annual meeting, APC regional meetings, participation in Senior Fellow conference calls, work on Senior Fellow projects, etc.). Additional questions have been added to the renewal application in order to capture activities in which Senior Fellows are presently engaged.

Projects

(1) The APC SFG has completed a project on **"Life After Being a Pathology Department Chair III: Reflections on the Afterlife,"** based on narrative responses to a questionnaire sent to the membership (85% response rate). This project focused on activities that have kept former chairs engaged and expired, what

advice they would give to individuals aspiring to become chairs, what advice they would give to chairs contemplating stepping down, whether or not they have experienced any regrets from stepping down ("chair withdrawal"), and, if so, how they have coped with it. These intriguing findings have been assembled into a manuscript which will be submitted for publication in *Academic Pathology*.

(2) In conjunction with the APC Leadership Development and Diversity Committee, the APC SFG is sponsoring the **Chairs Boot Camp** that will occur at the start of the **APC 2019 Annual Meeting**. In response to suggestions from past attendees, there will be only two topics discussed in order to allow more time for coverage: **"Optimizing Interactions with Institutional Leadership"** and **"Dealing with Disruptive Faculty and Staff."** Panelists for each topic will include former deans, current chairs, senior fellows, and a department administrator. It is anticipated that the output of these discussions will be submitted for publication.

(3) The APC SFG will sponsor a **Discussion Group on "The Time-Limited Pathology Chair: Boon or Boondoggle?"** at the APC 2019 Annual Meeting. Such time-limited positions include "acting chair" (service during an ongoing search for chair), "interim chair" (service after departure of the prior chair and before the search for a new chair is launched), "term-limited chair" (usually one non-renewable term of less than five years), and "terminal chair" (the current chair being asked to stay until a successor is appointed). Each of these positions presents a set of benefits and risks, which will be discussed. Discussion Group panelists will include former and current acting and interim chairs, some of whom became permanent chairs, former chairs who became deans, and an interim chair who did not seek the permanent position.

Finally, the APC SFG continues to encourage utilization of its **senior fellow consultation service**, updated information about which is available on the APC website (see link in margin).

GME Committee Report (continued)

(Continued from page 9)

ents (100 were trainees), **the vast majority were satisfied with both their choice of medicine as a career and pathology as a subspecialty**. Only 15% of trainees expressed career (medicine overall) regret, and only 3% regretted their choice of pathology as a subspecialty. Specifically corresponding to the PGY2 responses reported in the *JAMA* article, none of 33 PGY2 residents regretted their decision to pursue a career in pathology. As we are concerned that this *JAMA* feature may inappropriately influence students making key career decisions, **the APC and CAP have written a letter to the**

JAMA editor sharing the above details and requesting that correct information be disseminated.

GMEC members also contributed to the various working groups of the **Pathology Pipeline Development Council (PDC)**, which is curating best practices, resources, publications and opportunities in pathology education and networking for trainees and young pathologists, along with a communications group working to effectively disseminate this information. This project, under the oversight of the Pathology Roundtable and led by Wesley Naritoku, MD, PhD (University of Southern California) and

myself, is reported on page 19 of this newsletter.

Additionally, the **Fellowship Directors Ad Hoc Committee (FDAHC)**, under the leadership of Cheryl Hanau, MD (Drexel University), has continued to work with fellowship directors in all specialties to determine how to implement the Code of Conduct and determine how to best standardize the fellowship application process, detailed later in this newsletter.

Residency Program Directors Section News

By Mary Furlong, MD – PRODS Council Chair

I am delighted to provide this update of PRODS and PRODS Council activities. There continues to be marked activity within the graduate medical education world with a new edition of the pathology milestones (Milestones 2.0), a new working group for patient safety curriculum, continued development of entrustable professional activities (EPAs) for residents, and renewed efforts directed toward recruitment of students into the field of pathology.

Review of the first iteration of the Milestones began in 2016 following three to five years of experience as part of continuous quality improvement by the ACGME. A review committee was formed in 2017 with volunteer faculty, the osteopathic community, and public members. Following the committee's work to revise and reduce complexity, **Milestones 2.0** went out for public comment this past fall. Stay tuned to ACGME for next steps. In anticipation of implementation of this revised version of the pathology milestones, Laura Edgar of the ACGME will be providing an update at the PRODS meeting on March 18th at the National Harbor, MD, during the USCAP 2019 Annual Meeting.

In the fall of this past year, PRODS council approved a working group to develop a comprehensive **patient safety curriculum for pathology residents (Training Residents in Patient Safety-TRIPS)**. The rapidly growing national patient safety movement, increasing ACGME regulatory requirements, and widespread challenges associated with growing healthcare networks have emphasized the importance of training residents to meet a new standard of transparency, reliability, and error reduction in the lab. Led by Yael Heher, MD and Richard Haspel, MD, PhD (Beth Israel Deaconess Medical Center), the PRODS working group will focus on specific educational content such as implementation of rigorous root cause analysis and safety culture via Pathology Morbidity and Mor-

ality rounds, didactic sessions, quality dashboards, pathology safety event management systems, and disclosure of pathology error. We look forward to updates of the working group at both the spring and summer meetings.

There is ongoing discussion and planning of piloting several **entrustable professional activities in pathology**. Cindy McCloskey, MD (University of Oklahoma) has spearheaded this initiative and continues to lead the EPA working group in a thorough and thoughtful process of how this might be best achieved. Following consultation with Louis Pangaro, MD (Uniformed Services University of the Health Sciences), a pioneer in the field of assessment, the group has refocused on the need for faculty development and training. Please join us for the summer APC/PRODS meeting to hear more about the EPAs in pathology.

The **pathology informatics essentials for residents (PIER)** leadership committee, chaired by Scott Anderson, MD (University of Vermont), has been busy with the roll out of Release 3. The curriculum has been updated to include more current and relevant resource options and practical exercises. In addition, many curated presentations from the annual meeting of the Association of Pathology Informatics (API) have been mapped to the PIER curriculum and are available on their website. The leadership group has tapped into social media to share their updates and information directly to residents and program directors.

During the past year and stemming from the Pathology Roundtable, the **Pipeline Development Council (PDC)** was reinvigorated under the leadership of Karen Kaul, MD, PhD (NorthShore University HealthSystem) and Wesley Naritoku, MD, PhD (University of Southern California). The PDC has two main subgroups: the curation/medical education group and the communication group. The goal of these

groups is to identify sources of content and successful approaches, as well as identifying the most useful and modern communication channels for a multi-engagement strategy to generate interest in the field. Leadership of this group will be present at the summer PRODS business meeting to share more details of this initiative.

As referenced above, we are excited to share some information regarding the spring and summer PRODS programming for 2019. The **spring PRODS meeting at the USCAP annual meeting** will take place on Monday, March 18 in the afternoon at National Harbor, MD. The plenary session will focus on pathology subspecialty practice and we have invited three pathology residents to present their USCAP educational abstracts at the meeting again this year. The programming will end with important updates from ACGME, ABPath, PIER, TRIG and the Patient Safety working groups. A working lunch will be served!

We have also finalized **summer programming for the PRODS Program at the APC 2019 Annual Meeting** from July 22-24 in Boston. The meeting will kick-off with the new program director's boot camp, but all program directors are welcome and encouraged to attend. Based on a survey to PRODS at the beginning of the academic year, we plan to cover topics such as **faculty development and career development both for junior faculty, as well as residents**. Similar to last year, we have invited several program directors to share their experiences on these and other matters. **Interprofessional education** will be highlighted during the GME programming and we have included sessions on EPAs, milestones and ACGME new program requirements for 2019. Our friends from ABPath, RISE and ECFMG will be there to provide updates!

We hope to see you at the Seaport Boston Hotel this summer!



Pathology Department Administrators Section News

By Beth Hansell – PDAS Council Chair



Organizer(s) of regional meetings of pathology department Chairs and/or Administrators should inform APC headquarters and request to post information and registration on the Regional Meetings webpage:

www.apcprods.org/regional-meetings

APC 2019
Registration:

apcprods.org/meetings-2019

The **PDAS Program at the APC 2019 Annual Meeting** will be held at the Boston Seaport Hotel and World Trade Center, beginning in the late afternoon of Sunday, July 21st through Wednesday, July 24th. In the fall of 2018, a survey was sent requesting recommendations for topics to be programmed this summer. Additionally, suggestions made during our business meeting at the 2018 annual meeting in San Diego have also been considered. The PDAS Council has been working to design a program that will address these recommendations and suggestions.

Our preliminary program starts on Sunday afternoon with a Newcomers (all PDAS are invited) Welcome get together, followed by a Welcome Reception in the Exhibit Hall.

On Monday, we will be with the Chairs "Boot Camp" that has panels on "**Optimizing Interactions with Institutional Leadership**" and "**Dealing with Disruptive Faculty and Staff.**" — you won't want to miss this. After lunch to celebrate our exhibitors, we attend the Patricia Thomas Lecture on "**Diversity and Excellence Are Friends: Valuing and Promoting Excellence**, followed by, "**Building a Wellness Program.**" We end the afternoon with PDAS presentations on **financial models and scheduling.**

On Tuesday, we begin with an interesting session on **regulatory affairs.** We will then have a presenter on **succession planning** for a pathology de-

partment administrator, then on to sessions on "**How PDAS Role**" that describe how we strategically deal with multiple priorities on a daily basis. In the afternoon, we join the Chairs Advocacy Session on "**Laboratory Consolidation,**" which we all have dealt with or will do so in the near future.

Wednesday is another packed day starting with the "**Value of the Laboratory in an Uncertain Healthcare Landscape,**" followed by two examples of "**Outreach**" and examples of "**Compensation Models**" from several universities. The morning session wraps up with a focus on **coding changes in 2019**, followed by a variety of **Discussion Groups.** After the PDAS Business Meeting/Lunch, the afternoon will be a "**Discussion Form**" on hot topics that might arise through the meeting and a pre-meeting survey.

The **2019 PDAS Distinguished Service Award** will be presented at the Awards Lunch on Tuesday. Please attend to celebrate with our 2019 awardee to be announced.

Please be on the lookout for your opportunity to serve on the PDAS Council. Nominations and elections will be opening soon for the following positions: **Chair-Elect, Secretary-Elect, a Southeastern Region Representative and Midwest Region Representative.**

I would like to thank everyone that offered topics, suggestions, and offers to present in the PDAS Program at our annual meeting. I would also like to thank the PDAS Council for par-

ticipating on our monthly conference calls and working so hard to get the summer program going.

During the APC Winter Council meeting in January, one item of interest to **PDAS and organizers of regional meetings of Chairs and Administrators** was discussed. As you may be involved in organizing a regional meeting, please keep in mind that these meetings are not supported nor planned by the APC organization. The regional meetings of Chairs and/or Administrators are supported by their own registrations and the sponsoring institutions, and the APC cannot be held liable for any arrangements. Thus, **the use of the APC logo and the formal name of the legally incorporated "Association of Pathology Chairs (APC)" are not permitted when organizing a regional meeting.**

However, upon request by the regional organizer(s) to the APC office, **the APC website can be used to promote the regional meetings,** which is a wonderful way to reach your regional members along with members outside your region who might be interested in attending. In addition, **the listserv is available to notify members** to check the website for published details on the regional program and registration.

As I move into my new role as Past Chair at the business meeting this summer and Kristen Kolb (Baystate Health) takes the role of PDAS Chair, I would like to express my sincere pleasure in serving the PDAS Membership these past two years!

GME Administrators Section (GMEAS) News

By LeeTanya Marion-Murray – GMEAS Council Chair

Members of GMEAS are awaiting results from the NRMP Match! Match Week is officially the week of March 11th. We all find out who our new trainees are on Friday, March 15th. Best blessings to all!

The GMEAS Council has put together a great **GMEAS Program at the APC 2019 Annual Meeting** in Boston this summer with the theme,

"Innovation Through Collective Excellence: Shaping the Future of Pathology." Just to give **some highlights**, some of our talks include:

- Best Practices in Recruitment
- Coordinators as a Career
- Coordinator Wellness
- Professional Development
- Social Media Presence

We will have our **New Coordinator's Boot Camp**, as well as breakout sessions for **Residency Management Systems** (MedHub and New Innovations). Save \$100 by registering before May 15, 2019!

Other updates: On February 28th, the ACGME's Milestones Team released the new Pa-

(Continued on page 15)

Undergraduate Medical Educators Section News

By Barbara Knollmann-Ritschel, MD – UMEDS Council Chair

The UMEDS Council has been actively engaged in planning the summer program for the APC 2019 Annual Meeting in Boston. We have tried to include the topics suggested at the 2018 UMEDS Business Meeting in order to develop a program that we hope will support your needs and stimulate deep discussions.

We have planned the **Course Directors Workshop** to start off with a lecture from one of our NUMEDS (New Medical School) members (and now a UMEDS member), B. Alan Rampy, DO, PhD, who will discuss creating an **integrated curriculum from the ground up** at a new medical school, the Dell Medical School at the University of Texas at Austin. We hope this perspective will give us some new insights on integrating curriculum beyond aligning courses which is done at many institutions. The Course Directors workshop will also include a session on **assessment and remediation**, as well as an exciting new session on **the use and ethics of social media**, which our millennial students are so good at!

Our first Plenary Session will focus on **various topics of faculty development**, the second Plenary Session will focus on **e-learning** (e-learning theory, as well as putting this into practice) as this is a growing new trend on educational platforms. We will have a workshop led by our Undergraduate Training in Genomics (UTRIG) working group, which will engage all of us to work through the four new UTRIG cases.

Our UME Session with the Chairs will focus on **promoting leadership in education and curriculum advocacy** as

we continually need to promote educational and curricular leadership with pathology leaders both at an institutional as well as national level. We join our GME colleagues and PRODS for a session on **interdisciplinary teaching**, a hot topic for both the LCME and ACGME!

Lastly, our third Plenary Session will focus on **innovations in education and pipeline activities** highlighting the talents and experience of many of our UMEDS members!

Every year I am so impressed with the truly innovative ideas our members have to create exciting educational platforms and delivery. I hope these topics will interest you and will foster much discussion!

In addition to the summer planning, the UMEDS Council has moved forward with several working groups. Our **UTRIG working group** continues with the development of cases in genomics for medical students. The first four cases have been piloted at the ASCP 2018 Annual Meeting with medical students recruited by UMEDS members, working through each of these cases. Thank you, Dr. Rebecca Wilcox (University of Vermont) for leading this effort.

Our **UMEDS Toolbox working group**, which was established at the Business Meeting last summer, has been diligently moving forward thanks to efforts of Margret Magid, MD (New York University) with the tremendous support of Jen Norman to pull up and organize presentations from the past four years of UMEDS programming. The next steps are refining the categories for the archived presentations and working through the options of posting this toolbox on the APC

members-only webpages.

As discussed at the 2018 Business Meeting, we have also established a third working group that is just getting underway this winter to **compare the PCME and the USMLE topic list to identify possible gaps** before we embark on a revision of the PCME.

Speaking of the working groups, the UMEDS Council has developed and approved **working group guidelines** that will enable all the working groups to excel under the same APC guidance and allow the UMEDS Council to continue to support them in a meaningful manner, while ensuring the credit for the work of the working groups remains with the APC. In addition, these guidelines establish a consistent mechanism to keep all of UMEDS members informed of the working groups at our summer Business Meeting.

Lastly, we would like to highlight and thank our UMEDS members who continue to submit **Educational Cases for the PCME** and increase the available educational cases in *Academic Pathology*. We have had 15 educational cases published since July 2018 with more in the pipeline. These cases are now available for all of us to use for teaching! I encourage all our members to **write and submit Educational Cases to Academic Pathology** to grow this national repository. I urge you to consider mentoring a medical student or resident to co-author an educational case. What a great way to introduce a young mind to pathology and promote academic scholarship!

I hope to see all of you in Boston in July!



**REVIEW the PCME
and
SUBMIT
Educational Cases!**

*journals.
sagepub.com/page/
apc/pcme*

GMEAS News (continued)

(Continued from page 14)

thology Milestones, effective July 2019.

The **GMEAS Nominating Committee** is currently ac-

cepting nominations for **two open positions as Members -At-Large (2019-2021)**. For interested parties, please submit your nominations to Past Chair, Amy Motta no later than Monday, April 8. Anyone with

questions about eligibility or commitments can view the GMEAS Operating Procedures posted on the APC website.

We look forward to seeing you all in July at the lovely Boston Seaport Hotel!

Society of '67 (S'67) News

By Peter J Kragel, MD – So67 Board Past Chair



Society of '67

View and share an inspiring video about the Society of '67:

apcprods.org/societyof67

... and make a donation to support programs of the Society of '67:

- Scholars Travel Award
- Open Access Award
- Trainee Project Grants

Programs of the Society of '67 invest in nurturing the academic pathology pipeline and are made possible by generous contributions to the APC Society of '67, named for APC's founding year – 1967. Consider joining the Society of '67 by making a donation today to help achieve APC's vision of excellence in academic pathology.

Applications for the **2019 Scholars Travel Award** are currently under review. The award, fully supported by donations to the S'67, provides an opportunity for medical students and residents to familiarize themselves with career opportunities in pathology and the critical role of pathology in healthcare delivery, research and education. Recipients of the award will attend the APC 2019 Annual Meeting at the Boston Seaport Hotel and World Trade Center in Boston, MA. Since inception in 2017, the S'67 Scholars Program has inspired medical students and residents to consider academic pathology as a career.

In late 2018, the Society of '67 awarded its first **Trainee Project Grants in Healthcare Innovation**, fully supported by donations to the Society of '67. The grant funds up to \$5,000 for one year in support of inno-

vative research and education projects that address healthcare quality, costs, and access to services. The projects, awardees, mentors, and universities are:

- **Leveraging Immunometrics to Achieve Minimally Invasive Prognostic Information for Hematopoietic Neoplasms** by Christopher Hergott, MD, PhD (and David Dorfman, MD, PhD), Brigham and Women's Hospital
- **Predicting Postpartum Hemorrhage** by Nicole Landry LePage, MD (and Esther Soundar, MD, MPH), Indiana University School of Medicine
- **The Neuropathologic Correlates of Sepsis-Associated Cognitive Dysfunction** by Ann Shepler, MD (and Julia Kofler, MD), University of Pittsburgh Medical Center
- **Slide-free Histology via Microscopy using Ultraviolet Surface Excitation - Applications in Neuropathology** by Vivian Tang, medical student (and Mirna Lechpammer, MD, PhD), University of California, Davis
- **Pathology Health Literacy: A Longitudinal Study of Patient Understanding of the Pathology Report and the Role of the Pathologist** by Ann Tooley, medical student (and Peter Kragel, MD), Brody School of Medicine at East Carolina University

Finally, the **Open Access Award Program** was also launched in 2018, and is fully supported by donations to the Society of '67. The program seeks to promote the publication of high-quality original scholarship in *Academic Pathology* by authors at an early stage of academic development; foster projects of enterprise and national importance with potential for grant-funding eligibility; enable editors and reviewers to mentor young authors in the highest standards of research ethics and academic rigor; and support the mission of the APC to produce the next generation of outstanding investigators and educational scholars in the field of pathology.

To be eligible for the award, the first or corresponding author must be a medical student, pathology resident, or junior faculty. The award covers the cost of the article processing fee, a value of up to \$1250 for authors in an APC member department, when a manuscript is accepted for publication. See the list below of recent recipients of the S'67 Open Access Award and their publications.

Society of '67 Open Access Award publications and recipients to date:

- **A Professionalism and Mentoring Curriculum for Pathology Residents in Training**
<https://doi.org/10.1177%2F2374289518805062>
Michael J. Esposito, Sudarshana Roychoudhury, Alice Fornari Donald and Barbara Zucker School of Medicine at Hofstra/Northwell
First Published October 18, 2018 Research Article
- **Autopsy Standardized Mortality Review: A Pilot Study Offering a Methodology for Improved Patient Outcomes**
<https://doi.org/10.1177/2374289519826281>
Caroline Early, Mary Gilliland, Karen Kelly, William Oliver, Peter Kragel
East Carolina University Brody School of Medicine
First Published February 12, 2019 Research Article

NEW

Society of '67

Open Access Award program

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

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

CRITERIA:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Recipients of the Open Access Award will receive:

- The Article Processing Fee paid by the Society of '67 for the published article.
- Open Access Award attribution on the published article.
- Open Access Award recognition on the APC website.

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

www.apcprods.org/societyof67

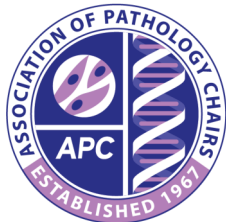
Corporate and estate donations are welcomed.



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The Pathology Roundtable: Pathology's Kitchen Table

Donald Karcher, MD – Pathology Roundtable Moderator



The **Pathology Roundtable** has representation from 13 organizations:

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

The Pathology Roundtable, first started by the APC in 2012, is again under APC management. Like in most families – and the pathology community is really just a big family – the kitchen table is where the important communication of the day takes place. Since 2012, the Pathology Roundtable has served as pathology's kitchen table, where we get together to talk about things of importance for our future. Now comprised of 13 member organizations (in alphabetical order: ABP, ACLPS, ADASP, AMP, APC, API, ASC, ASCP, ASIP, CAP, ICPI, NAME, and USCAP) and back under APC administration, the Roundtable has had a very productive year so far. In addition to a face-to-face meeting at the APC Annual Meeting last July, we've had two conference calls, in September and December, with excellent participation among our members.

As has been our tradition, we've taken on some of the most important issues and challenges facing the pathology community. One of these issues is **proposed FDA regulation of laboratory-developed tests (LDTs)**. During both our September

and December calls, we had a great discussion of draft LDT legislation – first the **Diagnostic Accuracy and Innovation Act (DAIA)** and then the follow-up **Verifying Accurate Leading-Edge IVCT Development (VALID) Act** – with various members giving their position on this evolving challenge for pathology and the clinical laboratory. This discussion helped Roundtable members to better understand the nuances of the proposed legislation and to be a more effective advocate for the best possible outcome for pathology and our patients.

Another topic for discussion was a **pending proposal to allow return of laboratory results to patients that were generated by non-CLIA-certified laboratories as part of research projects**. This is clearly a major issue for the academic pathology community, as our research laboratories generate many of these results. We discussed a National Academy of Sciences proposal and how the pathology community should respond to it.

An ongoing initiative of the Roundtable designed to im-

prove the pipeline of students entering careers in pathology has continued to move forward. The **Pipeline Development Council (PDC)** was formed by the Roundtable in 2018 and organized into multiple working groups made up of members from several Roundtable organizations. Each of the working groups has made good progress, with some interesting information and potentially helpful resources beginning to come together. See the PDC update on the next page.

Representatives of the Pathology Roundtable will convene again at the upcoming USCAP meeting in March, at National Harbor, MD (near Washington, DC) with the broader constituency of the Intersociety Pathology Council (www.interpathcouncil.org) to discuss ways to potentially synergize the two groups.

Please watch for more Roundtable news in future issues of *Paths to Progress*.

Entrustable Professional Activities Working Group

By Cindy McCloskey, MD – EPA Working Group Chair

The Entrustable Professional Activities (EPA) Working Group continues to work towards **developing a national pilot study to evaluate the impact of EPAs on the quality of education and assessment in primary pathology residency training**. The group has worked to evaluate the literature related to educational research study design, EPA implementation, and the use of assessment tools in medical education. In December, 2018, the Working Group participated in a conference call with Louis Pangaro, MD (Uniformed Services University of the Health Sciences), devel-

oper of the RIME model for medical student evaluation ("Reporter," "Interpreter," "Manager," or "Educator"). The call focused on the importance of faculty development when implementing teaching and assessment interventions and was a valuable experience in focusing the group's efforts on the faculty support and development activities that will be needed for the pilot.

To date, the EPA Working Group has developed a draft research plan for the pilot study and, in the coming months, will be developing tools and materials to support

the research plan. Resources will include formative and summative assessment tools, faculty development materials, and research related surveys. Additionally, the group will be working towards gaining IRB approval for the proposed study.

The EPA Working Group is planning an in-person meeting at the USCAP 2019 Annual Meeting in addition to continued monthly conference calls. Also, the EPA Working Group will be providing an update at the APC 2019 Annual Meeting with an aim towards recruitment to the pilot study.

Pathology Pipeline Development Council

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

According to figures from ERAS, the number of US medical graduate (USMG) applicants to the 2019 Match (349) is down from the previous year (376), but it was not as low as in 2017 (334). Looking over the past 10 years, there has been a downward trend (498 in 2010) with the largest decline in 2016 to 2017 (414 to 334). The **Pipeline Development Council (PDC) is working on solutions to reverse this trend by attracting the best and the brightest of USMG's.** Under the leadership of Karen Kaul, MD, PhD (NorthShore University HealthSystem) and Wesley Naritoku, MD, PhD (University of Southern California), the PDC has had additional meetings of the three curation groups:

The **Medical Education Working Group** includes Jennifer Baccon, MD, PhD (Northeast Ohio Medical University), Mary Furlong, MD (Georgetown University), Cheryl Hanau, MD (Drexel University), Robert Hoffman, MD, PhD (Vanderbilt University), and Chaya Prasad, MD (Western University of Health Sciences). This group has surveyed how pathology is taught and what method of education is used.

The **Published Literature Working Group** includes Kim Collins, MD (Medical University of South Carolina), Donald Karcher, MD (George Washington University), Daniel Remick, MD (Boston University), and Nadeem Zafar, MD (University of Washington). This group has compiled a resource of publicly available information about careers in pathology. Some examples of items that are available on the internet are career opportunities in pathology, precollege targets and models, job boards, and workforce trends. The group is systematically cataloging, tagging, and mapping the literature and to identify what, if any, gaps may exist.

The **Financial and Peer Support Working Group** includes Michael Cohen, MD (Wake Forest University); Asma Nusrat, MD (University of Michigan), Vera Tesic, MD (University of Chicago), and James Wisecarver, MD, PhD (University of Nebraska) has put together a matrix that summarizes awards, scholarships and networks, which are available to medical students, pathology residents and fellows. The matrix identifies the type of opportunities and eligibility criteria. Some examples of funding include those from

ACLPS, ADASP, AMP, APC/ Society of '67, API, ASCP, CAP, ICPI, ASIP, and others.

The **Communication Group** is the fourth group and includes David Gross, PhD (College of American Pathologists), Jeff Jacobs (American Society for Clinical Pathology), Priscilla Markwood (APC), and the following trainee representatives: Adam Booth, MD (University of Texas Medical Branch, Galveston), Sharon Song, MD (University of Pennsylvania), Katherine Scribner, DO (University of Southern California), and Rebecca Obeng, MD (Emory University). This group will be exploring ways that the information and resources from the other curation groups may be made publicly available to their target audience.

Each of the groups have held their second conference call, and the groups will be having their third conference call in the first quarter of 2019.

To strategize in how to best implement and disseminate these consolidated resources for recruitment into pathology in the U.S.



Fellowship Directors Ad Hoc Committee Update

By Cheryl Hanau, MD – FDAHC Chair

The Fellowship Directors Ad Hoc Committee (FDAHC) continues to focus on **attempting to synchronize the fellowship application process among all pathology fellowship programs.**

Throughout autumn 2018, many members of the FDAHC traveled to their respective fellowship organization meetings to present the "Fellowship Code of Conduct" and the plan for an online Fellowship Clearinghouse Database to Program Directors and then gather feedback. In mid-December, the FDAHC held a conference call to collect the responses

from these stakeholders. The feedback on the question of how to proceed with the Fellowship application process was widely varied, with one specialty moving closer to embarking on the San Francisco Match (Dermatopathology), and another specialty running an up-to-date spreadsheet of available and filled positions for its member programs (Forensic Pathology). Most FDAHC members reported that their Fellowship organization was in favor of some process to coordinate the filling of positions (setting an application timeline), but that the Clearinghouse Document raised

concerns about applicant privacy.

Of note, the group also welcomed Daniel Dye, MD (University of Alabama at Birmingham), representing Forensic Pathology, and more recently, Bachir Alobeid, MD (Columbia University), representing Hematopathology, as its newest members.

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

The FDAHC has representation from twelve Pathology subspecialties:

apcprods.org/fdahc

MD Survey Task Force Update

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



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

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

As reported in our Fall 2018 update, a Task Force comprised of representatives from the American Board of Pathology (ABPath), the American Society for Clinical Pathology (ASCP), the Association of Pathology Chairs (APC), the College of American Pathologists (CAP), and the United States and Canadian Academy of Pathology (USCAP) have been investigating the **alignment of graduate medical education in pathology with the practice of pathology**.

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

Recent Task Force efforts have focused on understanding the extent to which **progressive responsibility in residency** is related with readiness for practice. The 2016-17 new-in-

practice survey included several questions about the **level of responsibility achieved in diagnostic AP during residency**—specifically, whether training progressed to one of the following levels:

- sign-out and report of at least some cases (prior to review by the attending pathologist);
- preliminary sign-out and report of at least some cases;
- simulated sign-out of at least some cases; or
- proposing stains and drafting diagnoses of at least some cases.

Respondents were also asked about **how ready they had been to take on practice responsibilities upon entering practice**, i.e., whether they were:

- able to practice with only standard oversight;
- able to practice with a minimal degree of extra oversight and/or extended duration of accommodation;
- able to practice but required substantial additional oversight and/or extended duration of accommodation; or
- not able to meet their practice responsibilities despite additional oversight and/or extended duration of accommodation.

Results indicated that **27% of new-in-practice pathologists reported needing varying degrees of additional oversight or accommodation to practice; 1% were unable to practice despite additional accommodation**, and there was a statistically significant relationship between level of progressive responsibility in residency and readiness for practice.

Questions about readiness for practice were also asked in the second pathologist Employer

Survey, which was fielded by the CAP in late 2018. Employers who had hired a new-in-practice pathologist within the last five years reported even higher rates of difficulty entering practice:

- 46% required some degree of additional oversight or accommodation;
- 16% required substantial additional oversight and/or extended duration of accommodation, and
- 5% were unable to practice despite accommodation.

The Task Force is currently in the process of analyzing results from the 2018-19 new-in-practice pathologist survey. In addition, we are working on continued dissemination of findings. A new manuscript, **Evidence-Based Alignment of Pathology Residency with Practice: Pathology-Specific Results and Discussion**, is currently in draft form, and two other manuscripts are in the early development process.

Teaching Tools

Pathology
Informatics
Essentials
for
Residents



A JOINT PARTNERSHIP OF



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PATHOLOGISTS



Pathology Informatics Essentials for Residents

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

With the new year, comes change for the PIER Leadership Committee. When we made the transition from the original working group that developed PIER to an oversight group, we purposefully increased the number of program directors involved because of their critical role in GME curriculum change and implementation. **The composition of the PIER Leadership Committee includes 3 pathology residency program directors, 2 pathology informatics experts, and a resident.** Each member is asked to serve on the committee for a two-year term with the option to stay on longer. The end of 2018 marked the completion of terms for some members and so one of our original members, Mary Furlong, MD, (Chair, APC PRODS Council, Medstar Georgetown University Hospital) is rolling off. I want to thank Dr. Furlong for her participation and contributions during a critical time of PIER's development and implementation, and for representing the interests of program directors and APC to the committee these past 2 years. Dr. Furlong will be missed! In addition, our resident member, Prajesh Adhikari, MD (University of Vermont Medical Center) is also ending his role after two years. During his term he provided valuable insights from the resident perspective and spoke on behalf of PIER at a CAP Residents Forum. I am very grateful to Dr. Adhikari for his contributions and wish him well in his future endeavors.

While change is never easy, it does provide the opportunity for new perspectives and fresh ideas. **I am very happy to announce the new committee members who started their roles in January.** I would like to welcome Marie C. DeFrances, MD, PhD from University of Pittsburgh Medical Center (UPMC) as our new **program director representative.** Dr. DeFrances is a Professor in the Department of Pathology, Division of Molecular and Genomic Pathology, Vice Chair of Pathology Medical Education, and the Pathology Residency and Fellowship Director.

We also will have **two residents** with a keen interest in informatics joining the committee this year. Yonah Ziemba, MD, a second-year resident at Zucker School of Medicine, Hofstra/Northwell Health began his term on the committee in January and will serve until December of 2020. Also joining the committee in 2019 is Simone Arvais-Anhalt, MD, a second-year resident at the University of Texas Southwestern Medical Center. She will begin her term in July of 2019 and continue through June of 2021.

For 2019, the PIER Leadership Committee will focus its efforts in 3 areas: communication, grant opportunities, and curriculum updates. In July of 2018, we launched **Release 3 of the PIER curriculum** and so we will actively seek out opportunities to promote and communicate with key stakehold-

ers regarding the release and continue with efforts related to helping programs implement informatics into their pathology residency curriculum. Last year, the PIER Leadership Committee agreed to begin the process of identifying the next major update for PIER scheduled for release in 2021. We will continue to pursue and define the next iteration of PIER and seek appropriate grant funding to support this work.

As a reminder, **PIER is a free curriculum and it can be found on the APC website at:** www.apcprods.org/pier

For programs interested in prepared content to deliver training, Association for Pathology Informatics (API) Summit Meeting sessions have been mapped to the PIER Essentials. API membership is required to access the recorded sessions. These sessions can be used to teach and learn PIER Essentials topics. API created a web page from which to access these recorded sessions. To learn more, go to:

www.pathologyinformatics.org/pier_and_api.php

The link to the API PIER page is:

www.pathologyinformatics.org/pier_resources.php

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

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

PRELIMINARY CHAIRS PROGRAM
 Sunday, July 21 through
INNOVATION THROUGH COLLECTIVE EXCELLENCE:



Start planning ahead for the **APC 2019 Annual Meeting** in Boston – check out the interesting and inspiring sessions in the *preliminary Chairs Program* that celebrate academic pathology’s contributions to the collective excellence of modern health care!

Lydia Howell, MD
 APC 2019 Annual Meeting
 Program Committee Chair

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

Monday, July 22	
Breakfast in Exhibit Hall <i>LD&D Committee Meeting</i>	
OFFICIAL OPENING & WELCOME Barbara Ducatman, MD, <i>Oakland Univ</i> Lydia Howell, MD, <i>Univ of California, Davis</i>	
CHAIRS BOOT CAMP Programmed by SFG and LD&D Welcome and Introduction to Boot Camp Fred Sanfilippo, MD, PhD, <i>Emory University</i>	
Panel: Optimizing Interactions with Institutional Leadership L. Maximilian Buja, MD, <i>Univ of Texas Health Science Center at Houston</i> David Bailey, MD, <i>Univ of California, San Diego</i> Barbara Ducatman, MD, <i>Oakland University</i> Martha Miers, MBA, <i>Vanderbilt Univ</i> Brian Smith, MD, <i>Yale Univ</i>	
Panel: Dealing with Disruptive Faculty and Staff Deborah Powell, MD, <i>Univ of Minnesota</i> John Baci, MBA, <i>Boston Children's Hospital</i> Avrum Gotlieb, MD, <i>Univ of Toronto</i> Lydia Howell, MD, <i>Univ of California, Davis</i> David Wilkinson, MD, PhD, <i>Virginia Commonwealth Univ</i> Fred Sanfilippo, MD, PhD, <i>Emory Univ</i>	
Sunday, July 21	
Celebrate Exhibitors Lunch in Exhibit Hall POSTER SESSION	
SAFE TRAVELS TO THE BOSTON SEAPORT HOTEL AND WORLD TRADE CENTER!	LEADERSHIP DEVELOPMENT & DIVERSITY SESSION <i>Patricia Thomas Lecture (open to all):</i> Diversity and Excellence Are Friends: Valuing and Promoting Excellence Janice Gross Stein, PhD, <i>Univ of Toronto</i> Building a Wellness Program Erick Messias, MD, <i>Univ of Arkansas for Medical Sciences</i>
	COMMITTEE MEETINGS FOR ALL CHAIRS UME Committee Research Committee GME Committee P&M Committee <i>Senior Fellows Group Meeting, then Dinner</i>
WELCOME RECEPTION POSTER SESSION	NETWORKING RECEPTION in Exhibit Hall POSTER SESSION <i>PRODS & UMEDS Council Dinners & SFG Dinner</i>

AT THE APC 2019 ANNUAL MEETING
Wednesday, July 24, 2019
SHAPING THE FUTURE OF PATHOLOGY



Tuesday, July 23	Wednesday, July 24
Breakfast in Exhibit Hall <i>Advocacy Committee Meeting</i>	Breakfast <i>Academic Pathology Editorial Board Meeting</i>
RESEARCH & PRACTICE SESSION Development and Implementation of Big Data and Computer Algorithms in Pathology Overview of the Future Pathology Practice Karen Kaul, MD, PhD <i>NorthShore Univ HealthSystem</i> Information Systems & Pathology: The Integration that Determines the Future of Practice Alexis Carter, MD <i>Children's Healthcare of Atlanta</i> The Diagnostic Cockpit of the Future: A Unified Vision of Data Output Steven Seltzer, MD <i>Brigham and Women's Hospital</i> Computational/Artificial Intelligence Models Using Lab Data to Predict Outcomes or Direct Personalized Care Mechanistic Modelling of Hemoglobin Glycation for Diabetes Patient Management John Higgins, MD <i>Massachusetts General Hospital</i> Machine Learning Tools for Microbiome Diagnostics and Therapeutics Development Georg Gerber, MD, PhD <i>Brigham and Women's Hospital</i>	UME SESSION Joint Chairs/UMEDS/PRODS Program Leadership in Education and Curricular Advocacy Paul Hemmer, MD, <i>Uniformed Services Univ of the Health Sciences</i> Pathologist Experience in Educational Leadership Kristin Olson, MD, <i>Univ of California, Davis</i> Developing Educational Leaders Richard Conran,, PhD, MD, JD <i>Eastern Virginia Medical School</i> GME SESSION Joint Chairs/PRODS Program InterProfessional Education Implications for Pathology Barbara Brandt, PhD, <i>Univ of Minnesota</i> Deborah Powell, MD, <i>Univ of Minnesota</i> Comments and Panel Discussion with: Cheryl Hanau, MD, <i>Drexel Univ</i> Mary Furlong, MD, <i>Georgetown Univ</i>
AWARDS LUNCH	CHAIRS BUSINESS MEETING/ LUNCH
ADVOCACY SESSION Lab Consolidation: Path to Perdition or Path to Paradise? Overview: Pressures in the Environment John Tomaszewski, MD, <i>Univ at Buffalo, SUNY</i> The National Joint Venture Lab Model Harvey Kaufman, MD, MBA, <i>Quest Diagnostics</i> The Regional Joint Venture Lab Model Carolyn Wilson, MBA, <i>Beaumont Health</i> The Co-Operative Lab Model James Crawford, MD, PhD, <i>Northwell Health</i>	DISCUSSION GROUPS: <ul style="list-style-type: none"> • The Time-Limited Chair: Boon or Boondoggle? • The Big Squeeze: Curriculum Compression in Medical Education • Managing the Transition from Academic Health Center to Academic Health System • Getting the best fit: recruitment and ranking of residency applicants • Training Residents in Patient Safety (TRIPS): Pathology Approaches to Resident Training • Best practices in pathology UME teaching • Professionalism in Medical Education • Implementing Artificial Intelligence/Machine Learning in Academic Pathology Departments • Collective Excellence through Social Media: Twitter for Pathologists • International Medical Graduates: Challenges and Opportunities • Interviewing 101: Foundations for successful development of interviewing skills in faculty and trainees • IMGs in Training: The Responsibilities, Challenges and Strategies for the Residency Programs • Administration Woes - What hasn't been checked lately?

Chairs join other Sections' Programs!

Notes from the Executive Office



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Serve your Section! Chairs of Nominating Committees from each of APC's Sections are soliciting **volunteers for elected leadership positions.** Be a part of making a difference in your professional sphere of influence whether you're a department chair or administrator, a residency program director or coordinator, or a medical school educational leader for pathology, **enhance your experience by adding leadership and vision that help shape the activities and programming of your particular Section.** If the time is not yet for you to serve, be engaged by participating and voting in the upcoming elections this spring!

Section Council Leadership
As President Barbara Ducatman, MD (Oakland University) began this newsletter with appreciation for your tireless leadership in governance and work group projects, the APC office also acknowledges and thanks the current Section Council leadership for their service and time to YOUR professional organization!

APC Council is still **assessing substantial data provided by members in the recent membership survey, as part of an ongoing strategic planning process.** One thing is sure - based on member feedback, a top benefit of membership is **networking through the Section listservs!**

Here are a few listserv tips and tricks:

Listserv Etiquette: We strongly encourage the use of our invaluable membership listservs! However, the listservs are not moderated in an effort to promote transparency and openness in professional, collegial, and timely discussions.

Please continue to be mindful that when you are replying to a listserv message, you are replying to **ALL** members on the particular listserv! Please remember that if you prefer to write a direct message or congratulatory note to an individual member, it's best to use the "forward" function, then enter your target recipient's email address.

Listserv Privileges: As a member of a Section, the email address that is affiliated with your APC account is the email address from which you should write your message to post onto the listserv. Email addresses that are slightly different or those that have alternate domains are automatically rejected by the listserv engineering. If you need to update your email address, which is typically your default username for APC members-only access), please contact the APC Office at: info@apcprods.org. If you've forgotten your password, on the logon screen, click "Forgot your password?" and follow the instructions.

Discussion Threads and Online Directory: In addition to seeing your emails bombarded during active and engaging discussion topics or "quick" surveys, you are also able to see past messages and threads by logging into your APC account (under the Home menu, click and logon at "View My Profile"), and find the "Message History" drop-down menu link to see the hundreds of messages archived! After logging in, you can also search for other members in the online membership directory!

Unexpected Fellowship Openings: PRODS Council has established a **policy of limiting fellowship opening announcements to positions that are 18 months or less out from matriculation.** For example, positions matriculating in July 2020 could be announced in January 2019, but not sooner. Unexpected openings (vacated positions) would generally fall well within the 18-month cut-off, so they would not be affected.

We hope this refresher will make your listserv platform even more robust and rich in its utilization and networking possibilities.

We look forward to seeing all of you at the APC 2019 Annual Meeting this July!

APC 2019 Annual Meeting July 21-24, 2019
Boston, MA

*Innovation Through Collective Excellence:
Shaping the Future of Pathology*