



Paths to Progress

President's Message

Many Organizations, One Voice

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As we all know, there are many (some would say *too* many) Pathology organizations. Maybe it says something about the complexity of Pathology and pathology practice, with our involvement in such diverse areas of patient care, education, and research, that we feel we need so many organizations to represent our many different interests. The APC was founded to serve the special needs of academic Pathology chairs and their departments, and over the years our organization has excelled at doing just that. Although in certain important ways our interests are quite different from non-academic pathologists, in *most* respects, and increasingly in recent years, the things we care about and need as professionals are the same as all pathologists. Aside from our special focus on Pathology education and biomedical research, at the end of the day we want our profession to be respected, our practice to serve the needs of our patients and society, our clinical innovation to be unhindered, and our contributions to be appropriately rewarded financially. Because of the increasing commonality of all

pathologists' interests, it's more important than ever that the Pathology community and our various organizations speak with one voice.

I'm proud to point out that the APC has contributed significantly to the recent increase in cooperation among Pathology organizations. Through our participation in multiple partnerships and collaborative initiatives with other Pathology societies, our involvement in the Pathology Roundtable, our annual meeting activities, and in many other ways, we've been very effective in helping bring together the different elements of the greater Pathology community and find common ground on a range of issues. In this issue of *Paths to Progress*, you'll find updates on several of these collaborative and consensus-building activities, and news about a few new joint organizational efforts.

2016 APC Annual Meeting

Our annual meeting, scheduled for July 12-15, will once again take place at the beautiful Rancho Bernardo Inn, in suburban San Diego, and as usual will bring

together the APC community and leaders of many of our fellow Pathology organizations. Dr. Tris Parslow (APC President-Elect), the entire APC Council, and our Section leaders have put together another great program. The theme of this year's meeting is "Crafting the Vision to Lead" and the program will focus on providing the vision, both figuratively and literally, for addressing important issues for academic Pathology. In the main meeting, we'll explore a number of "visionary" topics dealing with faculty development, practice management, advocacy, diversity, and research (the latter illustrating new cutting-edge optics for the research laboratory, literally the vision needed for modern research). We'll also have several pre-meeting sessions, including the exciting new Pathology Leadership Academy, an intensive one-and-a-half day leadership development course. The annual meeting will be rounded off with discussion groups, committee meetings, exhibits, our awards luncheon, and plenty of free time for socializing and enjoying the sights and

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President's Message (continued)

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Association of Pathology Chairs

"All of our committees and sections work in concert with many other Pathology and educational organizations, highlighting the importance of collaboration and consensus-building beyond the APC."

sounds of Rancho Bernardo and the San Diego area. Registration for the meeting is open and can be accessed at apc.memberclicks.net/2016-annual-meeting-registration.

New APC Learning Sessions at USCAP and CAP Meetings

As part of our outreach to other organizations, APC will be putting on two new learning sessions at this year's USCAP and CAP meetings. The session at the USCAP meeting in Seattle, scheduled for Monday, March 14th, is entitled "The Transition from Trainee to Academic Pathologist: Crossing the Bridge to a Successful Academic Career," and will feature presentations and table discussions dealing with this key career transition which is so important to young academic pathologists and the departments in which they work. The session during the CAP'16 meeting in Las Vegas (September 25-28), entitled "Launching the Young Pathologist: A Forum on the Transition from Pathology Trainee to Effective Pathology Practitioner," will provide an opportunity for discussion of the early-career pathologist and how the Pathology educational community is working to better prepare the next generation of pathologists for real-life practice.

Regional APC Meetings

The regional Chairs' groups had great turnout and very interesting programs at each

of their meetings in 2015. The Northeast Chairs met again in their traditional Cambridge Beaches location in Bermuda; the Southeast Chairs and Administrators gathered in Charleston, SC (in spite of a recent severe storm); and the West-Midwest-Canadian Chairs and Administrators met at Lake Tahoe in California. Please see more detailed reports on these meetings and preliminary plans for this year's regional meetings elsewhere in *Paths to Progress*. Preliminary planning for this year's regional meetings is underway, so stay tuned for upcoming announcements.

APC Committees and Sections

Our committees and sections continued their year-round work on important business in each of their respective areas. The GME and UME Committees and their counterparts in PRODS and UMEDS spent much of their time working on faculty development and student competencies, respectively. The Research Committee focused its efforts on the NIH budget, training of physician-scientists, and biobanking for the research enterprise. Our Leadership Development and Diversity Committee worked on the Diversity and Inclusion Leadership Program and on developing the new Pathology Leadership Academy (see page 1 of *Paths to Progress*). The Practice and Management Committee, with help from PDAS, analyzed data from our recent annual APC

survey and collaborated with UHC (University HealthSystem Consortium) to try to improve data collection in the UHC survey. Our new Senior Fellows *Ad Hoc* Committee built great momentum in further involving our Senior Fellows in mainstream APC activities. The Advocacy Committee continued its work on a full range of important regulatory issues, including payment policy, LDT's (laboratory developed tests) and other FDA oversight activities, PAMA (the Patients Access to Medicare Act), MACRA (the Medicare Access and CHIP Reauthorization Act), the Common Rule, and several other matters. All of our committees and sections work in concert with many other Pathology and educational organizations, once again highlighting the importance of collaboration and consensus-building beyond the APC. Detailed reports on many of these activities can be found in this issue of *Paths to Progress*.

Pathology Workforce

The Pathology workforce continued to be the focus of many APC activities and groups, including the Autopsy Working Group and the Pipeline Subcommittee of the Advocacy Committee (see Dr. Wes Naritoku's Pipeline Subcommittee Report, page 15 of *Paths to Progress*). APC, as part of a multi-organizational effort with CAP, ASCP, USCAP, ABP, and ACGME (and in follow-up to the Pathology Workforce Summit in 2013), continued

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Academic Pathology Report

By James Crawford, MD, PhD, Editor-in-Chief

Now that we are in 2016, we can safely say that we had a very promising first year for APC's peer-reviewed, open-access journal, *Academic Pathology*!

Our main goals during our first year were:

1. Receipt of high-quality in-scope manuscripts;
2. Publication of manuscripts that clearly illustrate the scope—and vision—of the journal; and
3. Publication of a sufficient number of manuscripts to apply for "listing" status with major indexing services.

The first two objectives were achieved, albeit in smaller numbers than we had hoped. Multiple strong submissions at the end of 2015 are a harbinger of a higher rate of submissions in the coming year. Our third objective, to achieve indexing status, has not yet been achieved. Our publisher, SAGE, has provided assurances that the journal's first year performance is within acceptable benchmarks for a journal launch, and that we should be encouraged by our progress thus far. I will speak for myself in saying that we must reach the benchmark for applying for "listing" status soon, hopefully by mid-year.

The combination of published in-scope manuscripts, of currently submitted manuscripts under review, and of promised manuscripts to come, is strongly encouraging. There does appear to be resonance

in the academic Pathology community for the vision and scope of this journal. We hold high hopes for further realization of this vision in 2016.

Our priorities for 2016 are:

- Publicizing and promoting our 2015 outcomes—to the APC, to potential authors, to the "public" (these will also be announced over the APC listservs);
- Ensuring that submissions from Associate Editors help the journal reach the benchmark for "listing" (target: two submissions each in the first quarter of 2016);
- Cultivating and promoting scholarship within the academic Pathology community in education, business and management, and leadership;
- Exploring expanded web-hosting initiatives for the journal, including the cases for the impressive joint initiative of APC's UME Committee and UMEDS Section, the Pathology Learning Competencies (see page 12 for more);
- Proactively pursuing potential submissions through the existing structure of the APC, including workgroups and the 2016 summer meeting;
- Encouraging the Editorial Board to submit manuscripts (4 such submissions to date); and
- Working further with the Senior Advisors, both for

their own potential commentaries, and even more importantly for their guidance in pursuit of scholarship across the academic Pathology community.

To all members of APC and its sections: don't be afraid to ask our editorial group for help, guidance, or an editorial "pre-review" of your work before submitting to *Academic Pathology*. I am open, as are the Associate Editors, to direct consults with potential authors, and we are happy to help "nurture" your fledgling manuscripts. Additionally, I will be presenting at the UMEDS Course Directors Pre-Meeting Workshop in July on publishing educational scholarship—particularly on what must be done differently when compared to more traditional, research-based scholarship (although we hope you won't wait until July to submit!).

We are dedicated to seeing *Academic Pathology* flourish, and your submissions (on faith) are essential to helping us reach important early milestones. Although our journal has *not yet* reached indexing status, once the journal *is* indexed, all previously published articles will be indexed as well.

We look forward to banner accomplishments in 2016, and welcome your submissions to help us achieve that success. ◇



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President's Message (continued)

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to study the results of surveys of new-in-practice pathologists and pathologist employers, and moved closer to making formal recommendations for improving Pathology residency and fellowship training and the certification of pathologists.

The APC Journal – Academic Pathology

APC's flagship journal, *Academic Pathology*, finished its first year on a very positive note. Our journal had a successful launch and has made great

strides in attracting quality manuscripts and moving closer to formal "indexing" status. Editor-in-Chief Dr. Jim Crawford gives much more detail on page 5 of *Paths to Progress*.

In Conclusion

As illustrated above, the work of the APC goes on, but never in a vacuum and rarely without significant cooperation and joint efforts with our colleagues in other Pathology organizations. We're a strong organization made even stronger when we reach beyond our own constituencies and join forces, whenever and

wherever possible, with the greater Pathology community. Our members are to be congratulated for embracing this broader reach for APC. I offer my sincere thanks to Priscilla Markwood and her terrific staff for helping us in these collaborative efforts and for expertly supporting the myriad activities of the APC.

Sincerely,

Don Karcher
APC President

Practice & Management Committee Report

By Barbara Ducatman, MD – Committee Chair

APC and UHC are working together to discover better and more reliable benchmarks for faculty.

The APC Practice & Management Committee has been focusing its efforts on the upcoming year's survey. Review of last year's data has shown that our data are very comparable to those surveys that are used by most institutional and hospital administrations (i.e., UHC and MGMA). Since the data for each of these is collated and analyzed slightly differently, this impacts the final benchmarking figures – something of great interest to chairs, department administrators, and faculty. For this reason, late last year Priscilla Markwood and I met with the people at UHC who do the Pathology survey. We've agreed that one of the issues in getting accurate benchmarking data is effort allocation. Since

UHC normalizes the data (only includes faculty with ≥ 0.6 clinical FTE and then divides the wrvus by the cFTE allocation), the effort allocation data is extremely important. APC data would seem to suggest that time on service might be a better marker for effort than the current system, and both APC and UHC are collecting this data this year and will jointly analyze it. We hope that this initiative will lead to better and more reliable benchmarks for faculty. We've got a great initial response and we're hoping that the data will be useful to our membership.

In addition, we've designed a program for the summer meeting that focuses upon hospital and system mergers. A number of great

speakers will elaborate on their experiences with creating "system" labs. This will include the challenges of creating a subspecialty service and hiring, benchmarking, and paying faculty.

The Practice & Management Committee has a lively discussion group the first Friday of every month at 10:00 a.m. (Eastern Time) and is planning on several publications from the data. If you are interesting in joining our group, please submit your name to Jen Norman or contact me at bducatman@hsc.wvu.edu. Please also come to our committee meeting this summer! ◇

Research Committee Report

By Daniel Remick, MD – Committee Chair

The Research Committee is very pleased to report that Congress has authorized a \$2 billion increase in funding for the NIH. Specific information may be found on the FASEB website, which provides detailed information as well as a state-by-state analysis of how funds are spent.

www.faseb.org/Science-Policy-and-Advocacy/Federal-Funding-Data/Federal-Science-Budget-Information.aspx.

For the Research Committee session of the APC summer meeting in San Diego, the focus will be on optics. We have successfully recruited three outstanding speakers to discuss different aspects. The session will include talks from Dr. Richard Levenson (UC Davis) on microscopy using high-velocity photons, Dr. Alison North (Rockefeller

University) on commercially available systems, and Dr. Yicong Wu (NIH) on high-speed imaging.

The Research Committee is also organizing a pre-meeting workshop on biobanking. This workshop will take place on Tuesday afternoon, and will include presentations by Dr. Chris Andry (Boston University) and Dr. Mark Sobel (ASIP). The current plans call for an update on the proposed changes to the Common Rule that governs human research subjects. A presentation will also be made on the finances of running a biobank, what it costs and how to appropriately budget to continue the collection, and processing and distribution of biosamples. We are currently soliciting speakers to make brief ten-minute

presentations about successes and challenges that individual institutions have had with their biobanks.

The physician scientist pathway continues to be a focus for the research committee. The American Board of Pathology will be publishing an article shortly about this pathway. Members of the Research Committee were invited to write an accompanying Op-Ed piece that will be published in the APC journal, *Academic Pathology*. On February 19th the NIH held a discussion on the future of the physician-scientist workforce. Dr. Dan Remick (Boston University; Chair of APC's Research Committee) discussed, upon invitation, the recently board-sanctioned pathway. ◇



Both the ABP announcement and the Research Committee commentary are scheduled to be published in Academic Pathology on March 1st. Visit apc.sagepub.com for the full texts.

Leadership Development & Diversity Committee Report

By Lydia Howell, MD – Committee Chair

The Leadership Development and Diversity Committee (LD&D) is pleased to announce three new fellows in the Diversity and Inclusion Leadership Program for 2015-17: Drs. Gissou Azabtaftari (Roswell Park Cancer Institute), Diana Cardona (Duke), and Lysandra Voltaggio (Johns Hopkins). These new fellows join founding fellows Drs. Ann Sutton (East Carolina) and Melina Flanagan (West Virginia), who will be completing their experience this year. As part of this

two-year distance learning experience, the fellows participate in monthly conference calls with their institutional mentors for interactive discussions and didactics pertinent to diversity, inclusion, and leadership. Each fellow also participates in a diversity/leadership project of their choice. Our graduating fellows will present their projects as posters at the APC summer meeting, and we hope that you will join us to see their work and to congratulate

them on pioneering this program.

The first Pathology Leadership Academy will launch this summer immediately preceding the APC meeting, and will provide a two-day intensive experience, with Pathology-specific content as well as general leadership education from national leaders, with the objective of growing future leaders in academic Pathology and Laboratory

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LD&D Committee Report (continued)

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Medicine. The LD&D Committee is delighted that there was such an enthusiastic response to the call for applications; over 50 applicants have been selected for participation.

We are looking forward to our annual Patricia Thomas Lecture at the summer meeting. Our guest speaker will be Dr. David Acosta, past chair of the AAMC's Group on Diversity and Inclusion, and Associate Vice

Chancellor for Equity, Diversity, and Inclusion at UC Davis. He will share new strategies focusing on the workplace environment and inclusion excellence in his talk "Bridge Over Troubled Waters: Crossing the Cultural Divide to Enhance Faculty Diversity." An interactive panel discussion will follow his talk.

LD&D is exploring new areas to promote leadership, diversity, and inclusion in academic Pathology. New ideas include providing

leadership and diversity content for a potential APC webinar series, and partnering with universities that offer certificate programs in diversity and inclusion in order to provide a Pathology-specific certificate program. We welcome your thoughts on these and other ideas on how we can better support professional development in leadership and diversity for academic Pathology. ♦

Advocacy Committee Report

By John Tomaszewski, MD – Committee Chair

APC's Advocacy Committee (APCAC) meets monthly by conference call to discuss and respond to the rapidly evolving issues facing Pathology and Laboratory Medicine in the domains of business, regulation, and compliance. In the second half of 2015, areas of work have included the following.

Laboratory Developed Tests (LDT's): The FDA interest in regulating LDT's, next generation sequencing, and whole slide imaging continues. The House Energy and Commerce Committee held a hearing on November 17th, which was the day after the FDA released a report with 20 test examples about which they had concerns supporting the perceived need for LDT regulation. Commentary has been made by the community of laboratorians on these examples. APC's positions

regarding LDT's are that: (1) the technological and clinical innovation that is an intrinsic part of development of LDT's should remain unhindered; (2) the quality and reliability of LDT's should be maintained at the highest levels possible; and (3) LDT's and other life-saving laboratory diagnostics should continue to be made widely available in a timely fashion for patient use.

APC recommends that only the highest risk LDT's be subjected to full regulatory oversight by the FDA, and that proficiency testing be considered a significant risk-mitigating factor. The final guidance is working its way through the FDA. APC has officially endorsed the CAP's position on LDT's as it is essentially the same as above. The impact of any changes by the FDA on LDT regulation in academic

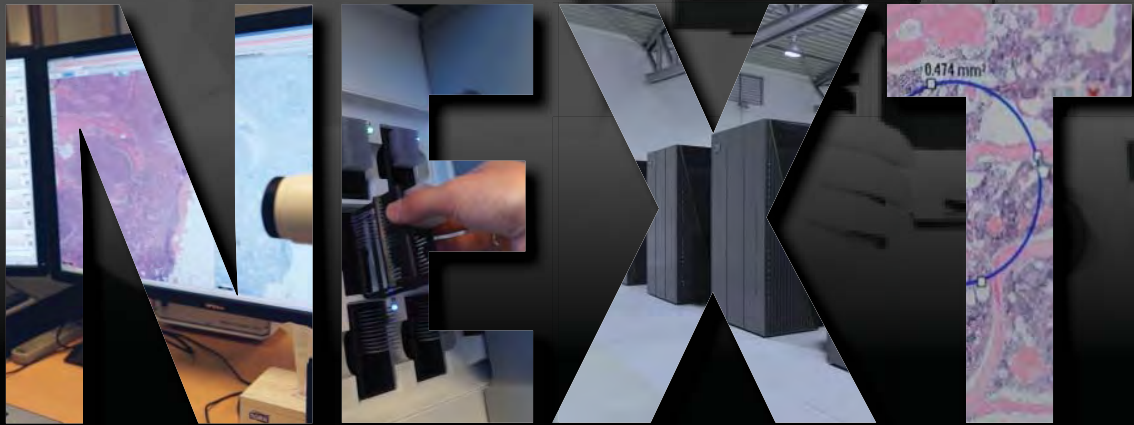
medical center clinical labs will continue to be tracked and commented on by APC in 2016.

Protecting Access to Medicare Act of 2014 (PAMA): Section 216 of the PAMA, which adds Section 1834A to the Social Security Act, seeks to reform reimbursement rate setting under Medicare's Clinical Laboratory Fee Schedule. Beginning on March 31, 2016, and every three years after, most laboratories will report to the Centers for Medicare & Medicaid Services (CMS) the payment rates paid by each private payer for the test during the previous twelve months. There are five areas of this law which will be of interest to the APCAC: (1) reporting of private payer rates and volumes; (2)

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

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Graduate Medical Education Committee Report

By Karen Kaul, MD, PhD – Committee Chair

The GME Committee (GMEC) has maintained a number of ongoing activities the past few months, predominantly focused on planning for APC's annual meeting in July. Based upon group email communications and discussions with the PRODS, UMEDS, and UMEC, a theme of faculty development emerged, including support for program and fellowship directors. Support and adequate time commitment, professional effort, and securing credit for GME leadership and activities can be a challenge in many academic medical centers.

Thus, the GMEC will moderate a joint plenary session focusing on faculty development—the Joint APC/PRODS/UMEDS Session on Graduate & Undergraduate Medical Education: "Strategies to Prepare Visionary Faculty for Future Leadership." The program will include three speakers, followed by a 30-minute Q&A. Speakers include Kevin Grigsby (AAMC), who will focus on keeping faculty engaged and building a strong workplace culture; Dr. Lisa Dixon (University of Florida), a former PROD and now DIO,

who will address the professional development and career advancement of graduate medical educators; and Dr. David Roth (Chair, University of Pennsylvania), who will discuss what Chairs can do to develop faculty leaders.

Additionally, GMEC will see an increase in scheduled conference calls, discussion and definition of further activities, differentiation from PRODS and FDAHC, and further engagement of the group in anticipation of the summer 2016 meeting. ♦



Are you a Chair interested in joining an APC Committee?

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

Senior Fellows *Ad Hoc* Committee Report

By Fred Sanfilippo, MD, PhD – Committee Chair

The major goal of the Senior Fellows is to provide advice, consultation, and mentoring to assist current Chairs and other members of the APC. The Committee is very active in developing several programs for the Annual Meeting, as well as ongoing activities and projects to help Chairs and the APC. Nineteen Senior Fellows participated in our January Conference call.

Great progress is being made in developing and implementing the advisory activities of Senior Fellows. Drs. Mary Lyons and Stan Cohen are working with APC staff to finalize an inventory of the background and interests of each Senior Fellow. All Senior Fellows have recently been surveyed to assure detailed and accurate information. This

resource will be made available online in the next few months to help Chairs who are seeking advice more easily identify potential mentors. Dr. Max Buja is also working with APC staff to implement a 1-on-1 sign-up program for Chairs, as well as participants in the Pathology Leadership Academy, who wish to receive personal advising by Senior Fellows on-site in San Diego. The scheduling for these sessions is being built into the Annual Meeting's mobile app.

A number of Senior Fellow activities are scheduled for the Annual Meeting. Drs. Fred Gorstein, Ralph Green, Stan Cohen, and Fred Sanfilippo have been engaged with Dr. Dani Zander in planning Senior Fellow participation at the

inaugural Pathology Leadership Academy. A lunch session with Senior Fellows will be held on Monday, July 11th, to provide a panel discussion on leadership and mentoring.

At the start of the APC Meeting on Tuesday afternoon (3:00 – 5:00 p.m.), an open discussion "advisory" session will be held for APC Chair members. As was done last year, Chairs will be surveyed beforehand to identify the topics of greatest interest for discussion and advice. The Senior Fellows *Ad Hoc* Committee will meet on Wednesday afternoon, to be followed by a group dinner with spouses. On Friday, the Senior Fellows will join the

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Advocacy Committee Report (continued)

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For more information on the APCAC, or to join the Committee, email APCAC Chair John Tomaszewski at johntoma@buffalo.edu.

Medicare payment rate development; (3) coding; (4) coverage; and (5) steps involved in the overall implementation of the new law. The major news is that PAMA rule development is forming quickly. The end of the data collection period was December 31, 2015. A report will be issued on the data in early 2016. A fee structure is to be in place by January 1, 2017.

PAMA and its impact on the reimbursement landscape will be the subject of this year's APCAC session at the annual meeting.

APCAC Session at APC's 2016 Annual Meeting: The theme of the APCAC session this July will be "The Changing Reimbursement Environment for Pathology and Laboratory Medicine: Getting Paid in 2020." This session will explore the rapidly evolving regulatory environment in fee schedules, and the mixture of fee for

service vs. pay for performance reimbursement models.

Pathology Workforce

Development: The workforce "pipeline" subcommittee (PSC) of the Advocacy Committee, led by Dr. Wes Naritoku, has been quite busy. That group has conducted a survey on post-sophomore fellowships, worked with the Intersociety Council for Pathology Information (ICPI) on best practices in medical student interest group development, and is organizing ways to identify best practices for developing medical students who will choose Pathology as a career path. This year the PSC will be working on a longitudinal tracking system to gauge the impact of training quality on the quality of practice. For more on the PSC's initiatives, see page 15.

Friends of Pathology

Award: Jane Pine Wood, JD, was chosen as the Friends of Pathology Awardee and was

honored at the July 2015 APC annual meeting for her many contributions to our community.

Additional Priorities for 2016:

In addition to addressing the topics above, in 2016 the Advocacy Committee will also be working on the following evolving issues:

- Medicare Access and CHIP Reauthorization Act (MACRA) and its alignment with Merit Based Incentive Payment System (MIPS), Alternative Payment Models (APM's), and Meaningful Use (MU) of Health IT;
- Diagnostic accuracy and test utilization and the 2015 IOM Report;
- Local Coverage Determination (LCD) changes; and
- Proposed Common Rule changes and NIH funding in collaboration with the Research Committee. ◇

Undergraduate Medical Education Committee Report

By Jen Norman, MEd, for Michael Prystowsky, MD, PhD – Committee Chair

The focus of APC's Undergraduate Medical Education Committee (UMEC) continues to be the Pathology Learning Competencies (PLC). UMEC has been working very closely with the UMEDS Council to develop cases to complement these learning objectives.

Please visit umed.sstanford.edu today—we strongly encourage all members to review the PLC

cases, provide feedback, and submit additional cases! We welcome fictional scenarios, as these are meant to be teaching tools to complement the learning competencies.

APC staff has been coordinating with SAGE Publishing (the publishers of *Academic Pathology*) to establish a venue for publishing PLC example cases. We are hoping to run a "special issue" of the

journal which features the PLC cases; because *Academic Pathology* is an open-access journal, the cases would be publicly accessible, and case authors would have published, citable credit for their valuable contributions to this important educational initiative. APC will keep members apprised of new developments in this endeavor. ◇



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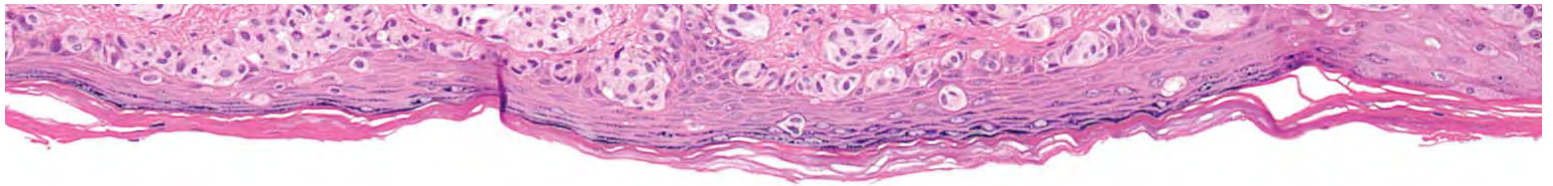
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Senior Fellows *Ad Hoc* Committee Report (cont'd)

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farewell lunch with new Chairs and the APC Council.

Several Senior Fellow projects are well underway. Drs. David Bailey and Fred Sanfilippo are leading a project engaging all of the Senior Fellows on "Life after the Pathology Chair." This project is examining the factors that influenced how past Chairs decided to engage in their respective post-Chair activities, and the process by which they did so. A detailed inventory of pre- and post-Chair positions has been completed, and workgroups

are being solicited to provide information for an APC Discussion Group on this topic at the annual meeting. There is a paucity of literature on this subject in general, and the ultimate goal is to publish the results of the project to help those making career decisions about their activities after serving as a Chair.

Dr. Ron Weinstein is leading the creation of a "Speaker's Bureau" that will provide a listing of the interests and expertise of participating Senior Fellows to Chairs. This will identify potential speakers who might be helpful to APC members and

anyone else in planning local, regional, and national programs. Dr. Fred Sanfilippo is leading a project to characterize the value of "Senior Fellow" types of alumni groups to their parent organizations, as well as the discipline overall, and to the Senior Fellow members themselves. An initial survey by the AAMC of these types of "Senior Fellow" committees indicated that only one other specialty society (Emergency Medicine) had such a group, while several others responded that they thought it was a good idea for them to consider. ◇



Pipeline Subcommittee Report

By Wes Naritoku, MD, PhD – Subcommittee Chair

The Pipeline Subcommittee was formed in July 2014 with the charge of recruiting more highly qualified U.S. medical graduates to Pathology. It is anticipated that there will be a deficit greater than 500 pathologists in the workforce by 2022, although some estimates project the deficit as a much larger number. Since the last newsletter report of the Pipeline Subcommittee (PSC) in September 2014, the PSC has conducted two online surveys. The first was of the APC, PRODS, and UMEDS membership, which attempted to identify best practices and threats to the pipeline. The second survey, sent to the PRODS members, focused on post-sophomore fellowship (PSF) programs at medical schools. A review of the literature consistently states

that PSF programs help to increase the number of medical students applying to Pathology residency programs when compared to medical schools without PSF programs. Furthermore, PSF programs tend to attract students who eventually pursue an academic career. The survey of PRODS identified that most program directors noted that PSF graduates performed better in Patient Care/Technical Skills and Medical Knowledge at the beginning of residency. The survey also showed that PSF program directors favored reinstating advanced standing for the primary certification board examination of the American Board of Pathology. An overview of the survey was presented at the May 2015 Cooperating Societies meeting of the ABP, and was

again presented at a plenary session at the summer 2015 APC/PRODS meeting. Next steps on how to reinstate some advanced standing of PSF graduates was discussed at the winter meeting of the APC Council in January 2016. PSF "Program Requirements" have been drafted in three versions and are currently under review by APC leaders, Drs. Karen Kaul (NorthShore; GME Committee Chair), Wes Naritoku (USC; PRODS Immediate Past Chair), and Charles Timmons (UT Southwestern; PRODS Chair). The intent is to eventually submit a white paper proposal to the ACGME Review Committee for Pathology and the American Board of Pathology. We hope to present an update at the summer 2016 APC/PRODS meeting. ◇

For more information on APC's Senior Fellows, and to access the online Senior Fellows' application, go to apcprods.org/AboutAPC/Fellows.cfm.

PRODS Section News

By Charles Timmons, MD, PhD – Section Chair



Over the past months, PRODS has surveyed residents in order to gauge the level of interest in the American Board of Pathology utilizing a second testing site in Tucson, AZ. Interest proved sufficient to justify the second site, which will be available for Board exams this coming June. PRODS also encouraged review and commentary on revisions to the ACGME program requirements for most Pathology fellowships, and subsequently for Molecular Genetic Pathology in particular. We are currently soliciting opinions to convey to the ACGME for their upcoming consideration of the common program requirements for residency training.

In the fall, Dr. Lisa Dixon (University of Florida), Vice-Chair of PRODS and our representative to the Organization of Program Directors Association (OPDA), who had previously been appointed DIO at UFL, found it necessary to relinquish her position as residency director and thus step down as PRODS Vice-Chair. Dr. Mary Furlong (Georgetown), PRODS Council Member-At-Large, stepped in at the last minute to represent PRODS at the OPDA meeting

in Washington, DC, in November. The PRODS Nominating Committee proposed a succession plan of appointments and elections to the PRODS membership, which was approved. The resulting Council "lineup" is featured below.

Of course, a major focus of the PRODS leadership has been planning for the spring and summer meetings. The spring PRODS meeting, which will be held on Monday, March 14th, in conjunction with the USCAP meeting in Seattle, will include lunch and an opportunity to network with other program directors on the same day that the NRMP notifies programs if they have filled in the Match. There should be some interesting discussions over lunch, given that convergence of dates.

The summer APC-PRODS meeting will once again feature a pre-meeting boot camp for new program directors and coordinators, along with a series of plenary sessions that will include updates from the American Board of Pathology, the ACGME and its Pathology Review Committee, the NRMP, the APC's Fellowship Directors

Ad Hoc Committee, the ASCP Resident In Service Examination Committee, the Training Residents in Genomics Working Group, the Informatics Working Group, the Pipeline Subcommittee of APC's Advocacy Committee, and the Autopsy Working Group. Dr. Lai Siang Hui (Singapore General Hospital) will speak on the training experience in Singapore under ACGME-International. PRODS will also have the opportunity to attend many of the Chairs' sessions, including the Friday morning session featuring special guest Dr. Bennet Omalu (UC Davis), the pathologist whose work led to the recognition of chronic traumatic encephalopathy in football players. As a special treat, this year's meeting will also include a free afternoon on Thursday for personal excursions. Shuttles to points of interest (e.g. the Gaslamp District) will be provided for "off-campus" excursions; for those who remain at RBI, we are planning "stay and play" activities. I hope to see as many of you as possible in Seattle this spring, and at Rancho Bernardo this summer! ♦

*As a special treat, this year's meeting will include a **free afternoon on Thursday** for personal outings! Shuttles will be provided for off-campus excursions, and "stay and play" activities are being organized for those who wish to remain at RBI.*

Current PRODS Council Members

CHAIR (2014–2017)
Charles Timmons

PAST CHAIR (2014–2017)
Wesley Naritoku

VICE CHAIR (2016–2017)
Nadem Zafar

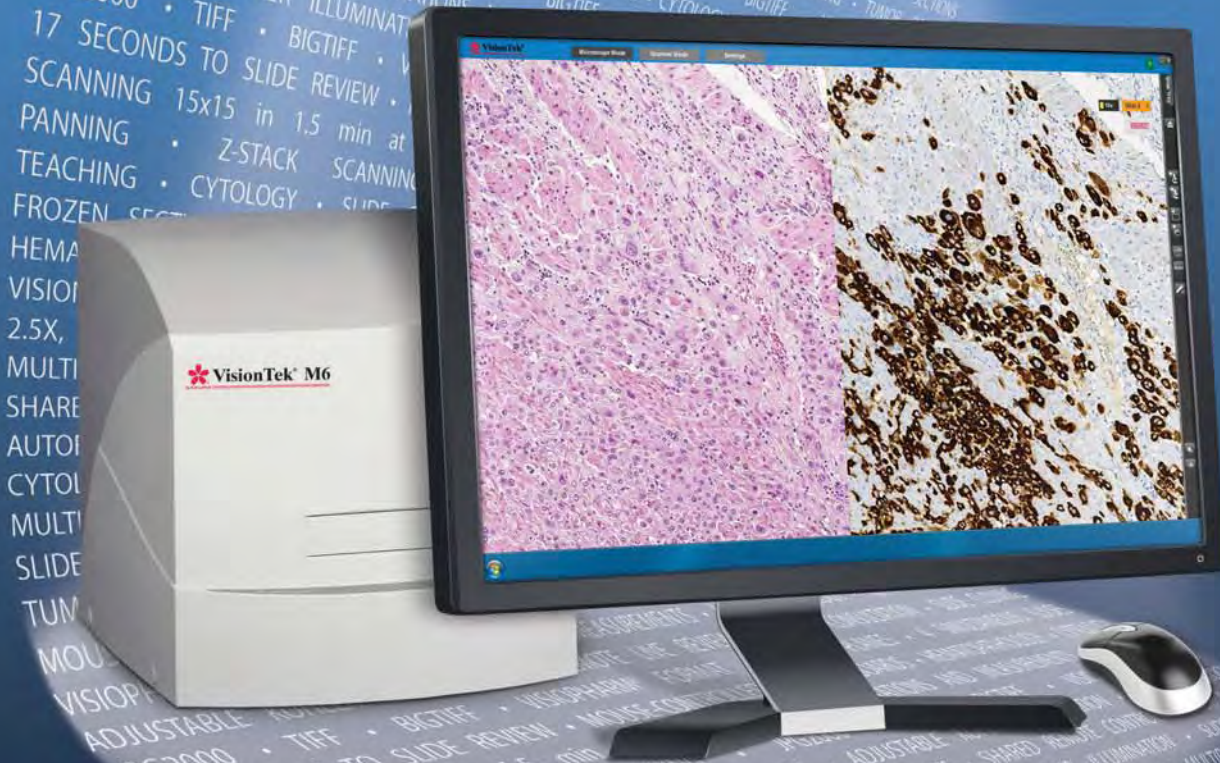
SECRETARY (2016–2017)
Kristin Fiebelkorn

SECRETARY ELECT (2016–2017)
Mary Furlong

MEMBERS AT LARGE (2014–2016)
Trevor Macpherson
2nd seat currently vacant

MEMBERS AT LARGE (2015–2017)
Scott Anderson
Diane Kowalski

Shorten turnaround time through live remote consultation



SAKURA

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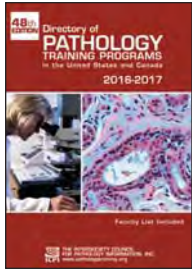
Digital Microscope



INTERSOCIETY COUNCIL FOR PATHOLOGY INFORMATION (ICPI)



The Intersociety Council for Pathology Information (ICPI) is a nonprofit educational organization sponsored by five national pathology societies to serve as a central source of information about pathology in the practice of medicine, in medical research, and to provide literature about pathology as a career.



▶ Visit the Pathology Training Programs Online Directory

(Print-On-Demand Also Available)

www.pathologytraining.org

- Residency Training Programs
- Fellowships
- Post-Sophomore Fellowships

Searchable by: Institution, Region/State, Specialization



Medical Student Interest Groups

Because Medical Student Interest Groups are a great mechanism to encourage outstanding medical students to consider a career in pathology, ICPI's support can be used to enhance an existing program or develop a new one! ICPI will fund a limited number of programs each year. The goal is to develop a "best practices" for medical student interest groups.



ICPI Trainee Travel Award Program

ICPI supports trainee participation in scientific meetings organized by its participating societies. A limited number of ICPI Trainee Travel Awards are available.

Travel Awards will be awarded to trainees to attend a member society meeting. Members of the ICPI Pathology Honor Society will be given priority.

The stipend is intended to offset the travel costs for attending one of ICPI's member societies' meetings. Awardees must currently be a trainee (medical student, graduate student, resident, fellow) member of one of the participating societies of ICPI.



Pathology Student Honor Society *Co-Sponsored with APC*

Recognize outstanding medical students in the discipline of Pathology at your institution! To find out how to participate, visit: www.pathologytraining.org/PSHS



Career Development Resources

Resources covering a variety of career paths are available on the ICPI website at www.pathologytraining.org/trainees/



Pathology Roundtable

Discussions of issues of concern to the discipline of pathology.

Participating Societies of ICPI

CHARTER MEMBERS

- American Society for Clinical Pathology
- American Society for Investigative Pathology
- Association of Pathology Chairs
- College of American Pathologists
- United States and Canadian Academy of Pathology

ASSOCIATE MEMBERS

- Academy of Clinical Laboratory Physicians and Scientists
- American Academy of Oral and Maxillofacial Pathology
- American Association of Neuropathologists
- American Board of Oral and Maxillofacial Pathology
- American Board of Pathology
- American College of Veterinary Pathologists
- American Society of Cytopathology
- Arthur Purdy Stout Society of Surgical Pathologists
- Association for Molecular Pathology
- Canadian Association of Pathologists
- National Association of Medical Examiners
- Papanicolaou Society of Cytopathology
- Society for Pediatric Pathology

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UMEDS Section News

By H. James Williams, MD – Section Chair

The UMEDS programming for the APC 2016 Annual Meeting in San Diego this coming July is shaping into a great time! The Course Director Workshop is set with Dr. Charles Hitchcock's (OSU) "Introduction for New Course Directors," Dr. Moshe Sadofsky's (Montefiore/Einstein; UMEDS Chair-Elect) "On-line Resources for the Pathology Educator," Dr. Barbara Knollmann-Ritschel's (USUHS) "LCME Inspection: A Recent Experience," and Dr. James Crawford's (Hofstra; Editor-in-Chief, *Academic Pathology*) "Publishing Education-based Papers."

The second annual APC poster session will be on the topic "Marketing the Value of Pathology in the Practice of Medicine." APC attendees will determine the best poster, to be awarded by the CAP with a certificate and cash prize! A subset of the poster presenters will be selected to give an oral presentation at the UMEDS Plenary I Session, which focuses on the same theme of promoting Pathology.

This summer's UMEDS Plenary II Session will host Dr. Donna

Waechter (LCME/AAMC), who will speak on the theory and implementation of Self-Directed Learning. This is a very timely topic for undergraduate medical educators, as a useful tool, and increasingly as a requirement to maintain accreditation. The UMEDS Plenary III Session will feature selected UMEDS members showcasing their departments' activities on "What's New in Pathology Education."

This summer will feature a UME/GME Joint Session on "Strategies to Prepare Visionary Faculty for Future Leadership" with three highly recognized speakers; see the GME Committee report on page 11 for details. In addition to the UME/GME Joint Session, UMEDS members will be attending the Chairs' Discussion Groups and Leadership Development & Diversity Session, "The Next Generation: Strategies for Attraction and Inclusion of Minorities in Pathology." We will also be attending the Friday morning general session along with Chairs and PRODS, which will feature Drs. Jeffrey Golden (Brigham & Women's), Michael Laposata

(UTMB), Robin Lorenz (UAB), and Bennet Omalu (UC Davis).

Dr. Michael Prystowsky (Montefiore/Einstein), Chair of the UME Committee, is pleased with the close cooperative relationship with the UMEDS Council this past year as we have worked together on the Pathology Learning Competencies for Medical Education and the associated representative cases which are available online. The cases have been indexed and all UMEDS members are encouraged to contribute cases to the collection by visiting umeds.stanford.edu. A mechanism for academic credit for accepted cases is being developed with *Academic Pathology*, APC's open-access journal. UMEDS members are also encouraged to consider *Academic Pathology* when seeking to publish education-related papers.

I will look forward to seeing you back on the "ranch" (Rancho Bernardo Inn) in beautiful San Diego this summer! ♦



To submit your education-related manuscript to Academic Pathology, visit mc.manuscriptcentral.com/apc.

For more information on Academic Pathology—the official journal of the APC—see pages 4–5 of this newsletter.

GMEAS Section News

By Betsy McDonald – Section Chair

GMEAS folks are raising the roof with "hallelujah" because recruitment season has come to an end! DON'T FORGET: Rank order lists are to be certified by **9:00 p.m. on February 24th**. It's a busy time of the year from

September through December with interview season, and program coordinators can see a bit of light at the end of the tunnel now. Not for long though, as thoughts of resident surveys, planning graduations and year-end

parties, onboarding and orientation activities fill the air.

To that end, we are beginning the planning process for the

(continued on page 20)

PDAS Section News

By Martin Lawlor – Section Chair



The APC winter council meeting was exceptional this year, and program planning for the summer meeting in San Diego has been finalized.

Our annual meeting will be held at the Rancho Bernardo Inn in San Diego, July 12th-15th. On Tuesday afternoon, PDAS members have a unique opportunity to participate with Chairs in a Skills Assessment Workshop put on by ASCP. This will be an option for sign-up available to all pre-registrants (after early registration closes).

Our Opening Reception will be on Tuesday, and on Wednesday, we will have our

Awards Lunch at noon. We will have several opportunities to participate in some of the joint sessions with Chairs and other APC Sections, but we will also have our own very informative PDAS sessions.

On Wednesday, Robert Challender (U Penn), Kellie Suskie (UAMS), John Baci (Boston Children's), and Brian Rudolph (Pitt) will lead a roundtable discussion on managing an academic Pathology practice, and the challenges that come with different structures. On Thursday, Joseph Rondinelli (PathConsulting) will present updates on compliance and regulation, followed by a

presentation by Dr. Paul Taylor-Smith and Josh Yelen (both from U Miami) on outreach Pathology. On the final day of the meeting, Christine Baker (U Mich) will be covering Pathology LEAN Facilities Design, followed by Anna Lurz (SUNY Buffalo) presenting on Part A. Beth Hansell (MUSC) and Shanker Deonandan (Hofstra) will wrap up this great program with another "Hot Topics" session.

We look forward to seeing you in July for another "can't miss" meeting! ◇

Are you planning to attend one of the pre-meeting workshops on Tuesday?

Be sure to book your travel accordingly!

GMEAS Section News (continued)

(continued from page 19)

July 2016 GMEAS meeting to include professional development, leadership and mentoring modules, a UMEDS-sponsored poster session, and joint sessions with PRODS. Additional topics up for discussion include Milestones and the new Self-Study process. New this year, we will spend some time dedicated to those GMEAS folks who have administrative appointments, i.e. assistant to the Chair or Unit Chief, while also managing fellowship programs. While this group of individuals is not responsible for residency programs, the burden they bear can be just as challenging with priority setting, managing multiple

calendars, meeting accreditation standards, recruitment, marketing, and curricula.

The GMEAS Council is keeping busy during our off season! Jen Norman has provided significant support during this time. The GMEAS Council is embarking on setting up a Dropbox account for GMEAS folks to contribute to or borrow from the files created within, including Policies & Procedures, Curriculum, Fellowship Openings, and Professional Development, just to name a few. Donald Sandlin (GMEAS Council Member-at-Large) is working on creating a handbook for new coordinators. Amy Motta (GMEAS Council Chair-Elect)

is working with a group of folks on a mentor/mentee project. Betsy McDonald (GMEAS Council Chair) is working on the history of this group of talented individuals. Stay tuned to the GMEAS listserv for updates!

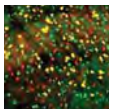
Please contact Betsy McDonald at betsy.mcdonald@unchealth.unc.edu if you are thinking about running for an elected office for GMEAS, have ideas the GMEAS Council should consider for the upcoming meeting in July 2016, or just to share an "I'm Proud of Me" moment! We would love to hear from you! ◇



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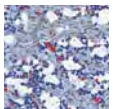
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PATHOBIOLOGY FOR INVESTIGATORS,
STUDENTS, AND ACADEMICIANS

Breakthroughs in Biology: From Underlying Pathogenesis to Translational Medicine

Houston Methodist Hospital - Houston, Texas (USA)

October 20-22, 2016

**Abstract Deadline:
June 30, 2016**

**Save the
Date!**



ASIP is pleased to invite you to join us in Houston, Texas for the second annual Pathobiology for Investigators, Students, and Academicians (PISA) Meeting. PISA 2016 will focus on the theme **Breakthroughs in Biology: From Underlying Pathogenesis to Translational Medicine**. Timely and innovative technologies have vastly impacted our understanding of disease pathogenesis in the last decade. This has come from our improved understanding of the fundamental principles of pathology at cellular and molecular levels. World acclaimed scientists will deliver lectures, while experienced members of the program committee will moderate discussion during these sessions to generate cordial, collegial and contemporary environment for learning and networking. The major lectures will be interspersed with abstract-driven talks. Additionally, poster discussion sessions held in proximity to the major talks will build an intimate setting for intellectual exchange and constructive criticism, especially for trainees and junior faculty. This one-of-its kind format is not to be missed and we welcome you all to attend and present your research at PISA 2016 in Houston.

www.PISA2016.org

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Southeast Regional Meeting Report

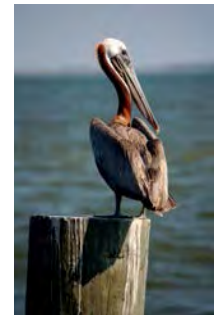
By Steven L. Carroll, MD, PhD, and Gene Siegal, MD, PhD – Meeting Co-Organizers

The Southeast Administrators and Pathology Chairs Regional Meeting (SEAPC) was held at the Charleston Harbor Marina & Resort in Charleston, SC, October 7-9, 2015, and focused on hot topics in Computational, Molecular, and Telepathology. The meeting was hosted by Dr. Steven L. Carroll (Medical University of South Carolina) and Dr. Gene Siegal (University of Alabama at Birmingham). The Charleston Harbor Marina & Resort was a short water taxi ride across the Harbor from historic downtown Charleston. The SEAPC attendees were treated to the beautiful autumn weather during the entire meeting. The Chairs, administrators, and guests enjoyed an opening

reception on the Sunrise Terrace, which overlooked the resort's private beach and the beautiful harbor.

The next morning, a spectacular program that focused on the evolving role of Informatics and Pathology began. Drs. Michael Becich (Pittsburgh) and Jonas Almeida (Stony Brook) kicked the session off by discussing their perspectives on computational Pathology, the central role played by Pathology Informatics, and how we should address the challenge of Big Data now and in the future. Dr. Anil Parwani (Ohio State) then recounted his experiences in developing a telepathology network and his vision of how to address the challenges we all face in this

type of endeavor. Dr. Seung Lyung Park (Community Health Systems, Inc.) then offered a series of provocative proposals as to how to change and improve informatics education. The afternoon sessions began with Dr. Rob Hackney (UAB) recounting his experiences in how to effectively teach informatics to house staff. Drs. Nicholas Batalis and James Madory (MUSC) then critiqued MUSC's experience as one of the pilot sites for the new PIER (Pathology Informatics Essentials for Residents) curriculum and led a discussion on the pros and cons of this curriculum. This day of very informative sessions concluded with a lowcountry dinner at the Yacht Club.



(continued on page 24)

Northeast Regional Meeting Report

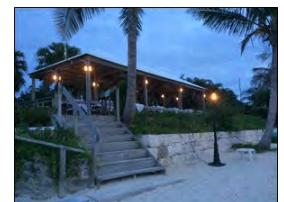
By Dani Zander, MD – Meeting Co-Organizer

The Northeast Chairs met in our preferred location at Cambridge Beaches, Bermuda, on September 17-20, 2015. Beginning with the *ad hoc* session on Thursday, led by Dr. Jon Morrow (Yale), the meeting started off with a focus on education, looking at the status of the 2014 residency proposal with Dr. Michael Prystowsky (Montefiore/Einstein) and innovative ways to attract medical students to Pathology with Dr. Kenneth Rock (U Mass). The role of social media in Pathology was next explored by Drs. Morrow, Prystowsky, and Mark Sobel (ASIP), and then the *ad hoc* session concluded with presentations from Drs.

Jeff Sklar (Yale) and Debra Leonard (U Vermont) on "Tumor Genomics – What Are We Testing (or Not) This Year?" The main agenda occupied the group for the next two days. We enjoyed sessions on mergers, acquisitions, physician networks and system integration, led by Drs. Morrow, Leonard, Daniel Knowles (Cornell), George Michalopoulos (U Pitt), and Dani Zander (Penn State). Drs. Morrow, Sklar, Jim Musser (Houston Methodist), and David Roth (U Penn) discussed global issues around genomics. Drs. Richard Friedberg (CAP) and Mark Sobel addressed advocacy priorities. Members

also enjoyed assorted extracurricular activities, including snorkeling, boating, fishing (with the day's catch prepared for dinner, Bermudan style), moped cruising, shopping, and abundant conferencing at the beach and resort. Fine dining with beachside tables was also enjoyed by the group.

Please save the date for our next meeting, **September 14-18, 2016** – Chairs from all regions are invited to attend! Any questions can be directed to **Dr. Daniel Knowles** at dknowles@med.cornell.edu or **Dr. Dani Zander** at dzander@hmc.psu.edu. ◇



APC Executive Office Report

By Jen Noman, MEd – Manager, Member Services & Education



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

Have them complete the new member form at apc.memberclicks.net/membership-inquiry-form.

APC staff has put substantial effort into expanding our online resources in recent months. As promised in the last issue of *Paths to Progress*, we have now **completed the upgrade of our member portal**. The portal now uses a “responsive” template, which automatically formats itself to work with any screen size—whether on a computer, tablet, or mobile device! Many members have already experienced another big improvement to our portal: **invoices can now be paid online without logging in**. Members can now forward their APC invoice emails to their administrative assistants or Accounts Payable reps, who can then pay online with a credit card in just a few quick clicks!

One caveat to these upgrades is that there are known issues with the updated portal when using Internet Explorer (IE); these issues are limited to those

using IE. Even though many universities and hospitals still use IE, this browser is widely considered to be outdated. Because of these known issues with IE, whenever modern browser options are available, members should always **access our online content from modern browsers**. Modern browser options include Mozilla Firefox, Google Chrome, and any browsers on tablets or mobile phones.

In addition to our member portal upgrade, we are also in **the final stages of a substantial overhaul of our website**. The new website will have the same “responsive” template as our member portal, so APC information can be accessed “on the go.” The upgraded site has a cleaner look, simplified pages, and greater technical capabilities than APC’s previous website. The new site is also integrated with our member database, allowing members to access

APC’s members-only content (e.g. past meeting presentations, interactive member directory) using their current member portal login credentials.

Lastly, based on the popularity of last year’s mobile meeting app, we will be using a **mobile app** again for the **2016 meeting**. Meeting registrants will receive email alerts about the app as the meeting date approaches.

As always, any concerns regarding member services, including our member portal and listservs, can be directed to jnorman@apcprods.org.

To inform APC of any staff or member changes in your department, or to inquire about a new APC membership, go to apc.memberclicks.net/membership-inquiry-form. ◇

Southeast Regional Meeting Report (continued)

(continued from page 23)

The third day at SEAPC focused on the rapidly evolving topic of molecular Pathology. Dr. Shuko Harada (UAB) first recounted UAB’s experience in organizing and running a molecular Pathology tumor board. Dr. Tom Winokur (UAB) then led an intriguing discussion of how to effectively use an AP Advanced Testing Committee to develop new laboratory tests. Next, Drs. Julie Woolworth and Cynthia Schandl (MUSC) analyzed the

challenges presented when using massively parallel sequencing for cancer theranostics and the analysis of circulating tumor DNA. Dr. Dayna Wolff (MUSC) then directed the group’s attention to the utility of using high density SNP arrays to access copy number changes in cancer. On the Laboratory Medicine side, Dr. Frederick Nolte (MUSC) presented our overview of the evolving role that molecular Pathology is playing in medical microbiology. The session then concluded with an

interactive discussion of how to get paid for these tests, which was led by Compliance Manager Kelly Mendoza (MUSC) and Revenue Analyst Tisa Whack (MUSC).

During the meeting, we also picked hosts for the next two Southeast meetings. Dr. Barry DeYoung (Wake Forest) will host SEAPC in 2016, and in 2017, Dr. Michael Clare-Salzler (University of Florida) will host. ◇