



Association of Pathology Chairs, Inc.

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Dates to Remember:

- **SEAPC Chairs/Admin**
January 28-31, 2004
Amelia Island, FL
- **W/MW APC Chairs/Admin**
February 11-14, 2004
Kameula, HI
- **USCAP**
March 6-12, 2004
Vancouver, BC
- **ASIP Graduate Program
Directors Meeting (April 16)**
Experimental Biology 2004
April 17-21, 2004
Washington, DC
- **ACLPS –39th Annual Meeting**
June 3-5, 2004
Denver, CO
- **APC/PRODS/PDAS/GRIPE**
July 21-24, 2004
Mont-Tremblant, Quebec
- **CAP '04**
September 19-22, 2004
Phoenix, AZ
- **ASCP 2004 Annual Meeting**
October 7-10, 2004
San Antonio, TX

President's Message Mary F. Lipscomb, MD

Summer '03 Meeting in Mont-Tremblant, Quebec, Canada. The site of the summer meeting turned out to be nothing short of superb. Mont-Tremblant in Quebec, Canada, offered scenery and a European-like village setting that was perfect for meeting old friends and learning from one another and the outside invited speakers and guests. Highlights of the meeting were several, including two workshops on working with difficult people, one for Chairs and one for PRODS, led by Bill and Linda Tiffan, consultants from Atlanta. Another highlight was the presentation of the Distinguished Service Award to Dr. Charles Hirsch, Chief Medical Examiner of New York City, for his leadership in Forensic Pathology over many years and particularly for his leadership in New York following 9/11. A modest man, Dr. Hirsch was very grateful to APC for recognizing him and his staff in New York. A number of you told me the overall program was the best ever, with the Thursday AM session, including the Deans' presentations being particularly noteworthy. Finally, we facilitated two interactive sessions, one Thursday late afternoon and one Friday late afternoon, with other major organizations, which were very productive. The Thursday PM meeting was with the pathologist, Col. Renata Greenspan, new head of the AFIP, from whom we learned that plans for cost-cutting within the Institute should not affect the quality of their service to academic pathology. The APC promised our help in the future should they need our support. The Friday meeting was with several representatives of the College of American Pathologists where we established plans for enriching our interactions with one another. One outcome was mutual recognition of how many APC members are also CAP members and that many APC members served on CAP committees.

Summer '04 Meeting in Mont-Tremblant. I hope that all of you will plan on putting next summer's meeting on your calendars and plan to be with us; the inclusive dates are July 21-24, 2004. The special program focus will be undergraduate medical education, which means all of Thursday will highlight this part of our academic mission. We hope to raise issues related to Pathology's involvement in the integrated medical student curriculum, measuring competencies in medical students, and enhancing the views that medical students develop about the discipline of pathology. We also hope to leave you with some exciting new ideas to take home. As always, special programs related to residency training issues will be developed by PRODS and for department administration by PDAS. Furthermore, we plan two sessions of a workshop on financial management being organized by Ralph Green, one on Wednesday for Chairs and one tentatively on Thursday for PDAS. We will make available some openings for others who might be attending on Wednesday and Thursday to attend the workshops. We also plan to host another "new chairs" luncheon Thursday noon and program special research issues for the morning of Friday the 23rd and "Hot Topics" for the morning on Saturday the 24th. As plans for the meeting shape up after the Winter Council meeting, we will post the preliminary schedule on the Webpage at <http://www.apcprods.org>.

Logo, Vision and Mission Statements. If you have visited our webpage recently, you saw our new Logo, which was developed by our past president Jerry Garvin's daughter, Courtney Garvin. She offered several ideas to the Council, we picked our two favorites, and you voted this past summer. I hope you are pleased with the result. Council is also confident (based on no negative concerns voiced follow the announcement in the Spring) that you are satisfied with the APC vision statement of "Promoting Excellence in Academic Pathology" and our mission statement, both also clearly shown on the Webpage.

Dr. Stanley Robbins; brought gift of prose to pathology texts

(By Shari Rudavsky,
Boston Globe
Correspondent, 10/10/2003)

Dr. Stanley L. Robbins, a physician and author whose text made the study of diseases come alive for generations of medical students, died October 7, 2003 following open heart surgery at Brigham and Women's Hospital. He was 88.

President's Message (Cont.)

APC Research in Education Group (REG). Vinay Kumar, who chairs REG, and other members of REG are currently planning an RFP to award funds to one or two programs that should advance education in pathology. You should be hearing more about this initiative soon.

Winter Council Meeting. The APC Council will hold its annual meeting in January to plan the summer meeting, approve the annual budget, review proposed changes to our ByLaws for your vote in the summer, review and possibly revise its long term strategic plan and then develop its 2004 Action Plan. If any of you have ideas about any of these topics, I hope that you will email me (mlipscomb@salud.unm.edu). If you have ideas about next summer's program, include the program co-chairs, President Elect Dave Wilkinson (dswilkinson@hsc.vcu.edu) and Undergraduate Medical Education Committee Chair Carole Pillinger (PILLINGE@gw.med.sc.edu) in your emails.

Secretary-Treasurer's Report: Summer Conference

Robert L. Reddick, MD

The Annual meeting of the Association of Pathology Chairs was held in Mont-Tremblant, Quebec, Canada on July 23-26, 2003. The meeting was sponsored by the APC, PDAS, and PRODS. The overall theme of this year's meeting was *Making a Margin for the Mission: The Business of Pathology*. The leadership workshop for APC and PRODS was led by Bill and Linda Tiffan on the topic of *Dealing with Difficult People*. Evaluations of this session were highly favorable and suggestions to include this type of workshop in future meetings were made by many who were involved in these sessions. The morning session on Thursday was entitled "Making a Margin for the Mission: The Business of Pathology" and consisted of short presentations by deans and chairs of Pathology, moderated by Dan Sedmak. The main theme centered on funding issues related to the provision of clinical services, the cost of education, whether research can pay for itself, and funding in academic medical centers. These talks were followed by a panel discussion and open discussion with the attendees. The major outcomes from this session were for departments to develop creative solutions to the funding of missions, focus on accountability of faculty and faculty retention, manage overhead costs, perform trend analyses to assist in planning and corrective actions, and to develop liaisons with local and national funding sources. Eleven APC/PRODS/PDAS workshops were available for participation for the attendees. Topics ranged from evaluations of resident competency to measures needed to adequately manage a department of Pathology, which included managed care contracting, new faculty, shared resources, and budget cuts. Workshop summaries may be viewed on the APC website. The Friday, July 25, 2003 morning session returned to the business of the research mission and was moderated by George Michalopoulos. Presentations were provided by invited speakers who discussed new innovations in diagnosis and treatment of diseases through the use of proteomics and mass

spectrometry. Emmanuel Petricoin discussed the future of proteomics and mass spectrometry in cancer screening, diagnosis, and prognosis. The use of serum in proteomics and mass spectrometry was also discussed as a future application in the diagnosis and prognosis of malignant tumors. Platform talks related to trends in research financing and technology transfer were also presented in this session. Some potential future concerns were raised regarding research financial trends and included loss of champions in Congress, increased governmental oversight, federal budget deficits, and state budget woes, especially for public funded institutions. The PDAS meeting on July 25, 2003 on *How to Get Done What We Must Get Done* concentrated on communications with Chairs and residents, faculty and departmental management issues, and billing issues. The latter included Part A Contracts, compliance issues, and billing.

Hot Topics in Pathology On Saturday, July 26, 2003 the Hot Topics in Pathology session was presented and moderated by Mary Lipscomb. A panel discussion was held which focused on the relationship of departments of Pathology and institutional interdisciplinary research. The question posed was whether departments of Pathology should be the leaders in institutional centers, program project grants, and SCOREs. Avrum Gotlieb provided an overview of academic pathology in Canada and commented on the similarities and differences between pathology departments in the US and Canada. Dennis Padget presented new information on billing practices and cautioned the group to use the appropriate wordings on reports to facilitate ease of billing. Carole Pillinger and Jack Humphrey discussed HIPAA and the effect that it has had on report generation, reporting, and billing. The effect appears not to have affected the day-to-day operations but have produced new compliance regulations in some institutions.

Keynote Address The Keynote Address was delivered by Robert S. Greenburg from UCLA. The title of the talk was "Consortium for International Healthcare Development: A model for Volunteerism". The speaker was introduced by Dan Sedmak as a leader in advocating for care and involvement in the international care of patients with cervical cancers. Dr. Greenburg was described as an advocate for health care in the third world who utilized his talents in promoting volunteerism for western physicians. A major focus was the involvement of pathologists in third world patient care activities and the lack of adequate pathologist involvement and coverage in health care areas with high rates of female genital cancers. Dr. Greenburg pointed out that the pathologist was essential in the complete care of these patients who presented with cancers that would, more than likely, be treated successfully in the United States. There was a cry for both practicing pathologists and residents in pathology to become involved in the care of these patients. Dr. Greenburg used a pictorial supplement in his talk. He presented photographically the "look" of desperation in the eyes of those associated with the cancer patient suggesting that it was the entire family that suffered from what happened to one member of the family. He completed his talk with three short sentences – *We shall return, We love you, and We are family*. The emphasis was on humanism, care, and follow-up patient care in areas of critical needs. However, a

most enlightening ending statement was "call from the pathologist, you've got slides!!" stating that the pathologist was on board and participating in the programs to help turn desperation and loss of hope into cures.

APC Distinguished Service Award This award is given to an individual who has made a significant contribution to academic pathology in research, in education or in advancing the discipline of pathology in the medical community and to the public at large. The recipient of the distinguished service award for 2003 was Charles S. Hirsch, M.D. Dr. Hirsch is the Chief Medical Examiner for the City of New York. His department was responsible for the forensic evaluation of the victims of the tragedy at the World Trade Center towers on September 11, 2002. He graduated from the University of Illinois College of Medicine, Chicago in 1962 and has been the Chief Medical Examiner in New York City since 1989.

News From PRODS J.J. Steinberg, MD

Our Good PRODS, we hope this newsletter finds you well. It was good to see so many of you at Mont-Tremblant, Quebec, Canada. I miss you already, and look forward to seeing you at USCAP & back at Mont-Tremblant - it was a great meeting. The minutes of this meeting will be posted on our website (great job by Rich Sobonya). In brief, it was a busy year with much done & more to do. The committees [Curriculum (Drs. Fowler and Haines); Ethics (Drs. Hoffman, Blocklage, & Steinberg); Long-Range Planning (Dr. Alexander); Membership (Dr. Lehman) & Bylaws (Dr. Johnson)] met and all had action plans for the year. Please STAY IN TOUCH WITH YOUR COMMITTEES AND JOIN IF YOU HAVEN'T. In elections, new members of council are: Dr. Margaret Grimes, Nominating Committee, Dr. Bob Hoffman, Secretary-Treasurer-Elect, and Dr. V. O. Speights and Dr. Stephen Black-Schaffer for Members-at-Large. The Tiffans' PRODS Leadership Workshop was great - for the second year running - and offers PRODS opportunities for career development (keep coming & great thanks to APC & Mary Lipscomb). We also had an amazing "graduate" **RRC/ACGME** competency program by Drs. Nestler, Alexander & Grimes. Think about abstract/poster submissions to the ACGME meeting in March, 2004 - we need more pathology representation at this meeting - a hotbed & immersion experience in competencies.

We had an extraordinary array of reports from Dr. Bob Beran (**NRMP**) and the "restraint of trade" lawsuit. **ASCP & RISE**: Dr. Kory Ward-Cook presented (about 2500 people took the RISE). Since the summer we've been made aware of Dr. Mark Wick stepping down (great job Mark!); and welcome Dr. Barbara McKenna (great luck!) as his replacement. We also understand the new relationship that **ACLPS** (great group!) will take in the CP portion of the exam.

We sadly said good-bye to the good Dr. William Hartmann (**ABP**), in his last official appearance to PRODS. His parting advice was cogent as ever: make sure the candidates are aware of the rules and etiquette of their Board Exam, an important career milestone. (We will post his notes). Dr. Hartmann received a standing ovation from the audience, and PRODS presented Dr. Hartmann (who graced us with his poetry) with a signed copy of Edgar Lee Masters' *New Spoon River Anthology*. We will miss him and welcome Dr. Betsy Bennett - a truly outstanding individual.

APC: Graduate Education Committee (Dr. Ralph Green) report included the recruitment PowerPoint/pamphlet, careers in Pathology, and the mutual admiration between APC & PRODS. **USCAP**: (Dr. Fred Silva) reported on the 2004 meeting (Vancouver, 3/6-12). Many scholarly awards are available for residents. Go to: www.USCAP.org. USCAP subsidies to residents and fellows are greatly appreciated. USCAP Junior membership is \$25. Dr. Mark Sobel (**APC**; PRODS listserv now in Bethesda) reported PRODS will have a dedicated budget. **ASIP**: Courses of interest will be offered soon, in topics such as proteomics and molecular pathology. **ICPI**: (Dr. Sobel for Dr. Wilkinson) The new, expanded *Directory* listing residencies and fellowships is great and user-friendly (www.pathologytraining.org). **CAP**: (Dr. Mary Kass, Ms. Constance Filling, VP education at CAP) reported on CAP activities devoted to pathology education, especially in the 6 competencies (www.CAP.org). Dr. Renata Greenspan, COL, MC, USA (**AFIP** Director) reported on the successful revitalization of fellowships and one to two-month rotations for residents. We sadly missed Dr. Bill Gardner (Exec. Dir. **ARP**) and hope to see him at USCAP & PRODS 2004. Drs. Alexander (**RRC**) & Johnson wish to

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- **New on the apcprods.org**
- **Web Site**
- APC Council 2003-2004
- PRODS Council 2003-2004
- PDAS Council 2003-2004
- APC/PRODS/PDAS
- Annual Meeting/Plenary
- Presentations and Work-
- shop Summaries
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News from PRODS (Cont.)

remind everyone about the **CAP Research Foundation** awards. Dr. Chris Fletcher (**ADASP**) reported on the hard work involved in developing the AP curriculum (now posted on our web site). Dr. Francois Cady (**residents' forum; ASCP**) reported on the job survey (100 replies) that reveals 2.0 offers per graduating resident with an average starting salary \$125,000.

Though challenging, it's been a good year for PRODS. We couldn't do it without overarching extraordinary support from the APC, and for this we are grateful. We thank the great staff of APC/ASIP - Mark Sobel, Gretchen Bretsch, and Ruth Sullivan. Special Thanks to the PRODS Council and Past Officers: Margaret M. Grimes, Becky Johnson, Bruce Alexander, Larry J. Fowler, Richard E. Sobonya, Robert D. Hoffman, V. O. Speights Jr., Stephen Black-Schaffer, Douglas C. Miller, and Patrick J. Buckley.

Stay well, stay involved & we have much to do together. Best,
JJ

News From PDAS Donald P. Highfield, MS, MBA

The Pathology Department Administrators Section's annual meeting at Mont-Tremblant was viewed as very successful. Although we almost lost a few attendees due to reading road signs in French and wrong turns, 43 Administrators attended the meeting. Evaluations of the various sessions were mostly in the 4 and 5 range. Nobody liked the box lunch on Wednesday so that will change. We always appreciate the various comments on the evaluations as they do help to make our meeting better. For summer 2004, we are working to incorporate a couple of outside speakers in workshop format as well as topic presentations. Likewise, our combined sessions with the Chairs and PRODS during the Thursday AM presentations and afternoon workshops were well attended and beneficial. And as usual, the networking that occurs at restaurants, shopping, and even down hill coaster rides, produced a great deal of useful interactions and information.

PDAS new slate of officers for FY 2004 are: Immediate Past Chair-Sandi Jaros, Univ Kentucky; Vice-Chair-Barbara Peterson, Univ Washington; Sec/Treas-Lawrence Moser, Medical Univ So. Carolina; Sec/Treas elect-Susan McCarthy, Univ California Irvine. Our regional representatives are: Northeast-Bill Hynes, Mass General Hospital; Southeast-Doug Karsch, Univ Miami; Midwest-Gretchen Harvey, Univ Wisconsin; West-Nancy Risenhoover, Univ New Mexico. Members are encouraged to contact your officers and/or representatives with any issues you may have regarding PDAS.

The PDAS listserv continues to be quite active with many requests for information. For example, there have been recent requests for information on research space allocation principles, pathologist's assistant salary levels, staffing

incentive programs, productivity measures, Part A negotiations, IRB issues, to name a few. We encourage all members to utilize this resource. We also appreciate everyone adhering to our policy of "strictly business" when using the listserv.

We should all give a big applause to Sandi Jaros, her systems administrator and the Survey committee for all their hard work on the APC Department Survey. As Sandi, Chair of the Survey Committee writes: "Fifty departments of pathology participated in the first APC-sponsored survey on initial departmental profile. The results showed that most departments are a hybrid of basic science and clinical departments and are associated with a teaching hospital of 560 beds. The average department performs 113 autopsies, handles 31,336 surgical specimens, 3,400 pap smears and 1,850,000 clinical laboratory tests per year. The typical Department of Pathology consists of 34 MDs or MD/PhDs and 14 PhDs. The faculty efforts are divided into administration (12%), teaching (19%), clinical service (34%), and research (26%). The budget of our average department is derived mostly from Part B activity followed by research dollars. The average department has 18 residents, 8 postdoctoral fellows, and 10 graduate students. As this survey was our first attempt to define departments of pathology, we are soliciting your ideas on ways to enhance the survey and to improve institutional participation. The focus of the next survey will be on undergraduate medical education and research. We will again have a \$100 random prize drawing for participants. The survey will be valuable to all of our departments if there is information that is useful to you. We desire your input to make this a successful Adventure for the APC membership."

Lastly, I warmly thank all the participants from PDAS who co-presented in the Workshop sessions and/or gave presentations to the PDAS. Your willingness to volunteer and contribute your knowledge and experience greatly enhances the effectiveness of both the APC and the PDAS.

Recipients of APC's Distinguished Service Award

1986 Rolla Hill	1996 Vernie Stembridge
1987 Ellis Benson	1997 William Hartmann
1988 Werner Kirsten	1998 Leonard Jarett
1989 Kenneth Brinkhous	1999 David Korn
1990 George Lundberg	2000 Donald King
1991 Tom Kent	2001 Fred Gorstein
1992 M. R. Abel	2002 Leopold G. Koss
1993 Ramzi Cotran	2003 Charles S. Hirsch
1994 Robert Anderson	
1995 Robert Prichard (posthumously)	

Renew Your Dues!

APC membership dues renewals
will be mailed out in November.

**"Promoting Excellence in
Academic Pathology"**