

# APC 2019 Annual Meeting Discussion Groups

## Wednesday, July 24, 11:00am – 12:30pm

DG #	TOPIC	SEAPORT LEVEL: ROOM
DG 1.	Serving as a Temporary Pathology Chair: Boon or Boondoggle?	Plaza: Cityview
DG 2.	The Big Squeeze: Curriculum Compression in Medical Education	Plaza: Harborview 3
DG 3	Managing the Transition from Academic Health Center to Academic Health System	Plaza: Harborview 2
DG 4.	Getting the Best Fit: Recruitment and Ranking of Residency Applicants	Plaza: Harborview 1
DG 5.	Training Residents in Patient Safety (TRIPS): Practical Approaches to Curriculum Implementation	Plaza: North End
DG 6.	Best Practices in Pathology UME Teaching	Harbor: Waterfront 2
DG 7.	Professionalism in Medical Education: Assessment and Remediation	Mezzanine: Back Bay
DG 8.	Implementing Artificial Intelligence/Machine Learning in Academic Pathology Departments	Harbor: Beacon Hill
DG 9.	Collective Excellence through Social Media: Twitter for Pathologists	Harbor: Waterfront 3
DG 10.	International Medical Graduates: Challenges and Opportunities	Harbor: Cambridge
DG 11.	Interviewing 101: Foundations for Successful Development of Interviewing Skills in Faculty and Trainees	Mezzanine: Washington
DG 12.	IMGs in Training: The Responsibilities, Challenges and Strategies for the Residency Programs	Mezzanine: Tremont
DG 13.	Administration Woes - What hasn't been checked lately?	Harbor: Waterfront 1

### DG 1. Serving as a Temporary Pathology Chair: Boon or Boondoggle?

Plaza: Cityview

Although the Association of Pathology Chairs has many forums to assist new chairs and to sustain existing chairs, little, if any, attention has been paid to the so-called "time-limited" chair. This group includes those serving as: (a) the "acting chair" during a search for permanent chair; (b) the "interim chair" for a period of time after departure of the prior chair but before launching a search for the permanent chair; (c) the "term-limited chair" whose term is pre-set for a fixed period of time; and (d) the "terminal chair," who wishes to step down as chair but is asked to stay on until a successor can be found. The needs of these individuals are quite different from those of new and current chairs. To the extent that "acting," "interim," and "term-limited" chairs wish to become the permanent chair, they may have many questions (e.g., should I be a "caretaker" or a "change agent"? If I do too little, I may hurt my chances of becoming permanent chair, but if I do too much I may rub people the wrong way. If I refuse to serve, will I hurt my chances of becoming permanent chair because people will think I do not care? Will I be less valued as an internal candidate for chair? Even if I do not want to be chair at my institution, will this service enhance my curriculum vitae and chances for future leadership positions?) To the extent that they may have no desire to become the permanent chair, the "acting," "interim," and "term-limited" chairs may feel a sense of duty to serve and may worry about the effect of such service on their academic productivity. This discussion group/panel discussion at the APC 2019 annual meeting will focus on these issues as seen by current and former time-limited chairs and by a former dean. Findings will be submitted for publication.

**Target Audience:** Chairs, Interim Chairs, PRODS  
**Moderators:** David Bailey, MD, University of California, San Diego  
 Fred Sanfilippo, MD, PhD, Emory University  
**Panelists:** Melissa George, DO, Penn State Health, Milton S. Hershey Medical Center  
 David Howell, MD, PhD, Duke University  
 Donald Karcher, MD, George Washington University  
 Jenny Libien, MD, PhD, SUNY Downstate Medical Center  
 Deborah Powell, MD, University of Minnesota

### DG 2. The Big Squeeze: Curriculum Compression in Medical Education

Plaza: Harborview 3

Many medical schools are either being anew or undergoing curriculum revision that is focused on integration. Outcomes of this might include compression of stand-alone time for pathology. Discussion around this will be focused on what worked for them and why and what failed and why.

**Target Audience:** Chairs, UMEDS  
**Moderators:** Amy Rapkiewicz, MD, NYU Long Island School of Medicine  
 Alan Rampy, DO, PhD, University of Texas, Austin - Dell Medical School

**DG 3. Managing the Transition from Academic Health Center to Academic Health System****Plaza: Harborview 2**

a) Increasingly academic health centers are merging and acquiring additional hospitals. Pathology departments are often called upon to assume additional duties or to absorb the pathologists from these hospitals. b) The discussion group will be moderated by two individuals who have managed these changes and the group will discuss the challenges and opportunities in these situations; c) the moderators will involve the audience to ask questions and comment on their own experiences.

**Target Audience:** Chairs, PDAS

**Moderators:** Barbara Ducatman, MD, Oakland University William Beaumont School of Medicine  
Karen Kaul, MD, PhD, Northshore University Health System

**DG 4. Getting the Best Fit: Recruitment and Ranking of Residency Applicants****Plaza: Harborview 1**

Program directors often act in a vacuum when it comes to recruitment season and subsequent candidate ranking. The purpose of this discussion group is to share ideas, insights and best practices regarding effective ways to screen candidate applications, structure the interview day, evaluate candidates, and create a rank list. After a brief group introduction and administration of instructions, the majority of the discussion will take place in small groups comprised of no more than seven participants, each with varying degrees of experience in orchestrating a recruitment season. These small groups will allow each participant to discuss his or her own activities and challenges with regard to recruitment and ranking. During the last ten minutes, the entire audience will come together, and the co-moderators will facilitate a summary of the ideas that were exchanged during the small group encounters.

**Target Audience:** PRODS

**Moderators:** Brian Moore, MD, University of Colorado  
Scott Anderson, MD, University of Vermont

**DG 5. Training Residents in Patient Safety (TRIPS): Practical Approaches to Curriculum Implementation****Plaza: North End**

Preventing diagnostic error and improving patient safety have become a pressing issue for the Pathology community and is now a key focus for the ACGME. However, few Pathology patient safety educational resources exist specifically for Pathology trainees. An APC PRODS committee, the Training Residents in Patient Safety (TRIPS) Working Group, has recently been established to develop a consensus patient safety curriculum and tools for implementation. In this DG session, we will have participants experience a TRIPS developed pilot root cause analysis exercise and obtain specific tools for local implementation. We will then solicit feedback on the exercise as well as invite other suggestions for interactive patient safety training for residents. Data from a planned TRIPS Working Group survey to PRODS membership on best practices in patient safety education will be integrated into the discussion. We hope that the session will provide ideas to both participants and TRIPS to help develop an effective patient safety curriculum for Pathology residents.

**Target Audience:** Chairs, PRODS

**Moderators:** Yael Heher, MD, Harvard Medical School/Beth Israel Deaconess Medical Center  
Richard Haspel, MD, PhD, Harvard Medical School/Beth Israel Deaconess Medical Center

**DG 6. Best Practices in Pathology UME Teaching****Harbor: Waterfront 2**

APC meetings provide a supportive environment for discussion of the challenges of UME curriculum development, assessment, and faculty support with like-minded peers. Our experience is that post-meeting e-mail discussions provide advice and good practical examples of how peer institutions handle various decisions around pathology UME teaching, such as approaches to assessment. We hope to sustain this energy through a vigorous discussion around best practices and lessons learned at three different institutions: Duke University (~130 students, MS1 consists of core foundational sciences followed by clerkships during MS2), the University of California, San Francisco (~150 students, MS1 and the fall of MS2 consist of core foundational sciences, clinical microsystems curriculum, and inquiry followed by clerkship entry in January of MS2), and the University of Chicago (~90 students, 2-year preclinical pathology curriculum followed by clerkships). This will be a participant-driven discussion, not a didactic session, with guiding questions posed by the moderators based on their institutional experience. The moderators hold key leadership roles at these three institutions, have extensive experience in curriculum development, and are closely involved in faculty development for success in UME teaching, which involves some skills distinct from those required for success in GME teaching. We will survey the registered participants ahead of time to learn about the topics of greatest interest in order to address those topics during the discussion.

**Target Audience:** PRODS, UMEDS

**Moderator:** Marta Margeta, MD, PhD and Raga Ramachandran, MD, PhD, UCSF  
Andrea Deyrup, MD, PhD, Duke University  
Aliya Husain, MD, University of Chicago

**DG 7. Professionalism in Medical Education: Assessment and Remediation****Mezzanine: Back Bay**

Professionalism is a core competency for both medical students and residents, as mandated by the LCME and ACGME. Yet, despite efforts at defining this operationally, standardized assessment and remediation of professionalism remain some of the most difficult areas of medical education. Given that medical schools and residency training programs are required to assess students' and trainees' professionalism, they must therefore offer remediation plans for those who are failing. During this session, we will initially lay the groundwork for a common understanding of what professionalism does and doesn't mean. The discussion of methods of assessment and remediation then will be facilitated through case examples that illustrate common but difficult examples of students or residents exhibiting questionable professionalism, with varying degrees of complexity and controversy. Issues for discussion will include: How do we recognize professionalism issues as early as possible, then develop and implement a plan? Are there differences in the assessment and remediation of professionalism for medical students versus for residents? How do we deal with subjective differences in perception between different reviewers? To what extent do we as educators feel obligated and qualified to investigate whether unprofessional behaviors may be a manifestation of underlying

neuropsychiatric issues, and is there a place for fitness-for-duty examinations? Are there different generational and cultural norms for professionalism in medicine, and if so, how do we account for that in our diverse training milieu? How do we assess if remediation is successful, or whether the student/ trainee is in fact not remediable? What are our legal responsibilities both to trainees and the general public? Finally, we will examine the interaction between the educator and trainee and discuss how we maintain our own professionalism in these scenarios. This session will include tips on giving and receiving feedback during the process of remediation. The audience will be engaged by both discussion and the use of an audience response system.

**Target Audience:** Chairs, PRODS, PDAS, UMEDS, GMEAS

**Moderator:** Melina Flanagan, MD and Jeffrey Vos, MD, West Virginia University School of Medicine  
Suzanne Powell, MD, Houston Methodist Hospital

#### **DG 8. Implementing Artificial Intelligence/Machine Learning in Academic Pathology Departments**

**Harbor: Beacon Hill**

Artificial Intelligence (AI) and Machine Learning (ML) applications have tremendous paradigm shifting potential to increase efficiency, affordability, and productivity in healthcare. However, as we enter further into this digital age of medicine there are certain barriers to overcome related to its infrastructure, education, and implementation. Currently there is a knowledge gap growing in academic pathology departments about the utility and implementation of ML and AI, that if not addressed now, may result in increased cost, inadequate technology, insufficient resident training, and / or significant workflow changes. The aim of this discussion group is to receive input and ideas from pathology departments on their individual approaches to the following discussion topics relating to AI/ML:

- 1) Current status of digital pathology infrastructure
- 2) Digital pathology workflows for safe, secure AI/ML implementation
- 3) Current status of health care related AI/ML educational resources for students/faculty
- 4) Gaining support for AI/ML integration

**Target Audience:** Chairs, PRODS, PDAS, UMEDS, GMEAS, Informatics personnel, Residents and Fellows

**Moderators:** Brittany Dugger, PhD, and John Paul Graff, DO, University of California, Davis

#### **DG 9. Collective Excellence through Social Media: Twitter for Pathologists**

**Harbor: Waterfront 3**

Social Media is rapidly gaining in popularity, and Twitter has emerged as the platform of choice for pathologists. Pathologists on Twitter benefit from sharing educational cases, discussing new research and exploring new ideas that have been pioneered at other institutions. Twitter also provides a valuable connection from pathologists to patients and physicians in other specialties, and thus has become a powerful platform for advocacy. In addition, there are many social, ethical and practical issues that are encountered for the first time on social media. This Discussion Group is designed to welcome people at all levels, from seasoned pros who would like to discuss ideas and concerns, to beginners who are deciding whether they should set up an account for the first time. You will hear from a panel of seasoned social media users that will help guide you in expanding your use of social media beyond just sharing a case. You will also have opportunity to ask questions and participate in the discussion, and if you are new to Twitter, have opportunity to sign-up and craft your very first tweet!

**Target Audience:** All

**Moderators:** Nicole Riddle, MD, University of South Florida  
Yonah Ziemba, MD, Zucker School of Medicine at Hofstra/ Northwell  
Dana Razzano, MD, New York Medical College at Westchester

**Panelists:** Michael Schubert, *The Pathologist*  
Kimran Mirza, MD, PhD, Loyola University  
Valerie Fitzhugh, MD, Rutgers University

#### **DG 10. International Medical Graduates: Challenges and Opportunities**

**Harbor: Cambridge**

NRMP data shows that the number of pathology residency positions filled by U.S. Seniors has dropped from 45.1% in 2013 to 35.9% in 2017. This means that more and more positions are being filled by IMGs. There were 272 foreign-trained physicians who matched into a PGY-1 spot for Pathology – up to 4.1% in 2017 from 3.3% in 2016. This highly interactive workshop will explore some of the challenges faced by these IMGs and seeks to identify best practices that may help or guide IMG residents and faculty to success.

1. Social and cultural adaptation. Many IMGs will encounter significant culture shock and may behave in manners that may seem contrary to US practices or norms. How do we recognize these differences and make them feel more comfortable with these differences?
2. Recognize that the impact of bias (conscious & unconscious) as well as microaggressions that these individuals face, can be significant. It is all too easy to hurt and insult others if one fails to exercise vigilance when we engage with those whose lived experiences may be different than our own.
3. Concerns and stress over immigration status for self and family, culture shock, adapting to work demands, language issues, building relationships and a host of other factors impact the well-being of IMGs. Using a format of small groups, we will seek best practices and ideas for creating a wellness initiative that would encompass all trainees, with an emphasis on IMGs.
4. In a recent publication “The Recent Pathology Residency Graduate Job Search Experience” the results of 5 years of job market surveys, an important finding was that “international medical school graduate respondents reported greater perceived difficulty in finding a position, and indeed, fewer reported having accepted a position.” Again, working in small groups, we will discuss approaches to address this issue e.g. by helping them develop a stronger, well written cv, better interview skills, professional attire, conversation tips, etc.

The opportunities and successes of IMGs are often a reflection of ways in which one addresses these challenges. Difficulties may often be overcome by hard work and persistence, but not always. We all can make a difference – if we are aware, conscious, caring and mindful.

**Target Audience:** Chairs, PRODS, PDAS, UMEDS, GMEAS

**Moderator:** Amyn Rojiani, MD, PhD, Medical College of Georgia at Augusta University

**Panelists:** Andrea Kahn, MD, University of South Alabama  
Shahla Masood, MD, University of Florida, Jacksonville  
Kinjal Shah, MD, University of Tennessee Health Sciences Center  
Eleanor Fitzpatrick, Educational Commission for Foreign Medical Graduates

**DG 11. Interviewing 101: Foundations for Successful Development of Interviewing Skills in Faculty and Trainees | Mezzanine: Washington**

Interviewing applicants is a necessary skill for future pathologists; however, few programs offer formalized training in how to interview resident, fellow and faculty applicants. The proposed discussion group session will be arranged as a small group activity to give the participants the skills to effectively interview applicants, as well as to create durable content to take back to their respective institutions to offer sessions to faculty and trainees on interviewing best practices and techniques. The session will contain two parts. The first part will include a discussion of the nuts and bolts of interviewing: interview techniques, legalities of interviewing including NRMP rules, how to develop interview questions for recruitment (~25 mins). The second half of the session will be directed towards creating content to implement professional development activities to teach interviewing skills at the participant's institutions. Participants will break into small groups of 3-5 and will have a choice of developing a session on interviewing for faculty development or towards resident/fellow development (~30 mins). The final products created by the breakout groups will be presented to the larger group (25 mins). The remaining 10 mins will be allotted for answering questions.

**Target Audience:** Chairs, PRODS, UMEDS, Anyone that interviews applicants for employment

**Moderators:** Kristie White, MD, Sarah Calkins, MD, and Kelly McNeill, University of California, San Francisco

**DG 12. IMGs in Training: The Responsibilities, Challenges and Strategies for the Residency Programs | Mezzanine: Tremont**

There are unique requirements and cultural nuances that come into play when recruiting and training International Medical Graduates (IMGs) to pathology training programs. It is critical that program directors and administrators have a clear understanding of the current institutional and program responsibilities associated with IMG trainees. This session will combine a review of the basic IMG credential and immigration requirements with a focused discussion on the internal policies and best practices that will help to ensure effective coordination and positive outcomes for pathology programs and all of their residents. During the session, an experienced program director and administrator will guide participants through the program cycle and related responsibilities for IMG recruitment, on-boarding, evaluations/milestones, reporting, wellbeing etc. The presenters will highlight the challenges, resources and recommended strategies for success, touching on the progression from residency through fellowship. ECFMG staff will provide a review and update on ECFMG certification, ERAS and basic immigration requirements. The session will include a breakout period where participants will discuss the common misunderstandings/information gaps and biggest challenges.

**Target Audience:** PRODS, PDAS, GMEAS

**Moderators:** Eleanor Fitzpatrick, ECFMG-FAIMER

Elizabeth Hammerschmidt and Rema Rao, MD, Weill Cornell Medicine

**DG 13. Administration Woes - What Hasn't Been Checked Lately? | Harbor: Waterfront 1**

Pathology charging and billing is dramatically different than other medical services and new Administrators may not have the background to hit the ground running. Additionally, seasoned Administrators need to review current processes in terms of changes and updates that may not have been implemented as planned. LIS installations are complicated and not everything is remembered, accounted for or completed during data transition. This discussion will offer concrete examples of different issues and approaches for identifying potential overlooked income sources.

**Target Audience:** Chairs, PDAS, attendees interested in discussing potentially overlooked revenue opportunities

**Moderators:** Steven Gudowski, MBA, MT(ASCP), Thomas Jefferson University