



# PATHS TO PROGRESS

- Practice & Management
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- Research
- Advocacy
- Undergraduate Medical Education
- Graduate Medical Education

# ACADEMIC PATHOLOGY

**Academic Pathology** is the official open-access journal of the **Association of Pathology Chairs**, established to give voice to innovations in education, practice, and management from academic departments of pathology and laboratory medicine, with the potential for broad impact on medicine, medical research, and the delivery of care.

**Academic Pathology** addresses methods for improving patient care (clinical informatics, genomic testing and data management, lab automation, electronic health record integration, and annotate biorepositories); best practices in inter-professional clinical partnerships; innovative pedagogical approaches to medical education and educational program evaluation in pathology; models for training academic pathologists and advancing academic career development; administrative and organizational models supporting the discipline; and leadership development in academic medical centers, health systems, and other relevant venues. Intended authorship and audiences for **Academic Pathology** are international and reach beyond academic pathology itself, including but not limited to healthcare providers, educators, researchers, and policy-makers.

**Academic Pathology** publishes original research, reviews, brief reports, and educational cases. All articles are rigorously peer-reviewed for relevance and quality.

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## ACADEMIC PATHOLOGY

THE OFFICIAL PUBLICATION OF THE  
ASSOCIATION OF PATHOLOGY CHAIRS

Open  
Access

Editor-in-Chief  
James Crawford, MD, PhD

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## PRESIDENT'S MESSAGE



President (Chair)  
Lydia Howell, MD

### Virtual Leadership to Support Virtual Leaders

When I became the APC President in May 2020, I never imagined that I would be a completely virtual president. Of course, the APC has always done most of its work at a distance, since our council members, committees and sections are composed of members nationwide. But one of the strengths and joys of the APC has always been the in-person annual meetings, where chairs and their leadership team can connect and build relationships with their colleagues at other schools, to learn from each other and build supportive networks that help them in their difficult leadership roles. Sadly, due to continued public health and academic budgetary issues caused by COVID-19, APC had to transform this well-loved summer event to a virtual meeting for the second year in a row last July. Other APC events previously held in-person, such as the PRODS Spring Meeting and the Pathology Leadership Academy, were also reorganized to be virtual. I never imagined that I'd morph into a virtual department chair either, leading a largely remote group that works from home rather than a hospital, lab or office, and that rarely sees each other or its learners on-site anymore – many of you probably feel similarly.

Pandemic or not, the virtual world and the growing movement to hybrid work is now our reality and is here to stay, since it does fit so many important needs for our workforce and patients. I feel very proud that the APC has risen to the occasion to provide leadership that has supported this nationwide workplace transformation for academic pathology and supported all of you as you've navigated the journey to become virtual leaders this past year.

Lots has been written on what makes a great virtual leader – a [2020 article in Forbes](#) summarized common traits that include empathy, communication, and good listening skills. I believe that the work of the APC has role-modeled these traits. In the Town Halls and the listserv over past year, we have put ourselves in the shoes of our fellow chairs and departmental leaders, listened to each other's struggles, and shared our knowledge and solutions that have made all of us better leaders for academic pathology. The APC continues to move forward in the virtual world by using empathy, communication and active listening to build trust



## PRESIDENT'S MESSAGE *continued*

among our members and other virtual constituencies to address the pressing issues that face us. Here are just a few examples that I think we should all be proud of:

- Continuing collaboration with the Association for Molecular Pathology, the American College of Medical Genetics and the American Association for Clinical Chemistry to advocate on the critical issue of regulating laboratory-developed tests, for APC in particular as it relates to academic practice and the patients we serve. To educate association members and members of Congress, AACC, ACMG, AMP and APC joined together to produce a virtual event: **The Regulatory Landscape of Laboratory Developed Testing Procedures: How we got here, why it's important, where we're going, and how you can get involved.**
- Accepting the National Kidney Foundation's Laboratory Engagement Initiative invitation to support broader implementation of the new CKD-EPI equation for non-race-based e-GFR values. In early 2022, APC will host a town hall on the topic for academic clinical laboratory leaders to share advice and overcome challenges with using the new equation in academic health systems.
- Additional **virtual events** on the timely and important topics of:
  - ◆ Leading through Crisis (January 2021)
  - ◆ Preparing Your Institution for Residency and Fellow Wellness (November 2021)
  - ◆ Pathology Consultation Codes (December 2021)
  - ◆ Diverse Voices in Undergraduate Medical Education (October 2021)
  - ◆ Plus, the virtual Northeast (October 2021) and Southeast (February 2021) Regional Meetings!
- Launching the first class of **APC Pathology Leadership Fellows**, a year-long intensive program to cultivate leadership potential and opportunities by providing experiences and education that accelerate understanding and competency in the skills required for academic administration. In 2021, the APLF program welcomed its first class of 27 outstanding fellows and engaged dozens of APC's most senior members in webinars, mentoring, exercises, and two Pathology Leadership Academies (read more on page 14).
- Developing two new committees to explore how APC can support and engage clinical service leaders and PhD program directors to increase our resources and leadership potential in these areas (read more on pages 18 and 21).
- Inspiring the next generation of academic pathologists virtually through the Kinney Scholars program (read more on page 43). We are thrilled that these students and residents continue to participate as ad hoc members of our committees, which adds an important voice to help shape our work. Clearly, virtual



## PRESIDENT'S MESSAGE *continued*

experiences can be incredibly meaningful and career changing. I encourage you to contribute to the **Society of '67** to support Kinney Scholars and other programs to inspire and support individuals pursuing careers in academic pathology.

■ On the horizon, new activities including:

- ◆ Participating in the ACGME Equity Matters initiative, led by Dr. Debra Leonard and Dr. Mel Limson, examining characteristics of departments that have been successful in recruiting under-represented faculty, especially women, and developing a tool kit for all APC members, based on their best practices (read more on page 35).
- ◆ Forming a special group to explore creating an academy of master pathology educators, similar to the Academy of Master Surgical Educators created a few years ago by the American College of Surgeons. More than just an honorary society providing recognition to our best educators, this academy is intended to be an active group of leaders, innovators, mentors, and role models who will help APC's educational committees and sections enhance the educational mission for all of us, and build recognition and careers in pathology education.
- ◆ Implementing a new Membership Committee to regularly review and reach out to current and potential members of APC in order to engage more academic departments more robustly in APC's future.

These are just a few of the APC's many virtual and in-person leadership activities that help us all be the transformational leaders that academic pathology needs and that your departments and institutions expect. As President, I have been so impressed by the dedication and commitment of our sections and our committees in concurrently moving forward so many important initiatives that make us all better – this is truly a member-driven organization, supported of course, by the outstanding staff in the APC office!

Effective leadership also requires social connection – I therefore encourage your continued participation and interaction in our online virtual events and through the listserv – I've been gratified to see how lively the virtual exchange has been! I am also excited that we will soon have some real life, in-person, non-virtual personal connection too -- I hope you are joining us in Chicago for our annual meeting this summer. I look forward to reconnecting in person, rekindling our professional relationships and creating new ones. Chicago is my hometown and known for its midwestern friendliness and beautiful lakefront – my favorite city! It will be my last meeting as your virtual president, and I'd especially enjoy a non-virtual finale that includes seeing you all up close and personal!

Lydia Pleotis Howell, MD  
President, Association of Pathology Chairs





## ACADEMIC PATHOLOGY EDITOR-IN-CHIEF'S REPORT

By James M. Crawford, MD, PhD – Editor-in-Chief, *Academic Pathology*



*Academic Pathology*, the flagship publication of the Association of Pathology Chairs, has been in existence for 7 years. The journal has run true to its mission of publishing original articles, reviews, case studies, and commentaries that address the core missions of academic departments of pathology and laboratory medicine. This includes best practices and new methods or infrastructure to improve patient care, administrative and organizational models that best promote academic pathology's clinical, educational, and research missions, faculty and leadership development, and reports on transformational changes in academic pathology such as clinical informatics, genomic testing, digital pathology, and research infrastructure. Very importantly, the journal has a particularly strong emphasis on educational scholarship.

Based on their date of acceptance, in 2021, the journal published 46 original reports and 32 educational cases. Based on their date of submission, in 2021, the acceptance rate for the original reports was 66%, similar to prior years of 55% (2019) and 59% (2020). The acceptance rate for educational cases consistently runs in the 90% range.

The educational portfolio of the journal places it as a premier educational journal for our specialty. Since the journal's founding, we have published 65 original reports covering undergraduate or graduate medical education (UME, GME, respectively), and over 130 educational cases. Among the original reports are outstanding articles establishing the comprehensive curriculum objectives for UME; these and a striking representation of our educational cases are among our most downloaded articles – with a worldwide audience. This affirms the premise that this journal is filling an important and previously unmet need in educational scholarship for our field. Our great thanks to Dr. Barbara Ritschel (Uniformed Services University of the Health Sciences) and Dr. Alison Huppmann (University of South Carolina) and the Case Review Board and other reviewers for bringing this important collection forward. The submitting authors are truly contributing to a worldwide resource for undergraduate and graduate medical education in pathology and laboratory medicine.



ACADEMIC PATHOLOGY EDITOR-IN-CHIEF'S REPORT *continued*

Under Karen Kaul's brilliant leadership, the journal solicited articles for its first special collection, dedicated to the topic of COVID-19. In all, 39 COVID-19 manuscripts were submitted; 26 were accepted for publication in 2021, and an additional 5 will be accepted in early 2022 (79% acceptance rate). Of the published papers, 12 addressed the impact of COVID-19 on UME and GME, and the remainder examined the broad impact of COVID-19 on both the practice of pathology and laboratory medicine, and the contribution of academic departments of pathology and laboratory medicine to the delivery of health care through the course of the pandemic. Of the more than 250,000 publications now published on COVID-19/SARS-CoV-2 (PubMed), the *Academic Pathology* reports are important and unique contributions.

By year, 2017-present, full text downloads of the journal are as follows:

| Year     | 2017   | 2018   | 2019   | 2020    | 2021*   |
|----------|--------|--------|--------|---------|---------|
| html+pdf | 55,524 | 48,945 | 90,545 | 104,143 | 268,727 |

\*Jan-Nov 2021

As noted above, the Educational portfolio represents at least half of "top 10" and "top 20" downloaded papers, from countries around the world.

On December 1, 2021, we migrated to the Elsevier publishing platform. We extend our great thanks to SAGE Publishing for providing the framework upon which we successfully launched this journal. From January 2015 to November 2021, the SAGE platform was host to 496 submitted manuscripts, of which a total of 192 were published as original reports or reviews, and 175 as educational cases (for an overall acceptance rate of 74%). SAGE's experience, particularly with Open Access journals, was critical to the journal achieving PubMed indexing status by July 2017. This was only 2.5 years after journal founding, at a time when the stringency for such indexing had risen substantially and such indexing was by no means assured. We value SAGE's partnership through these first 7 years, as we look now toward expanding the journal's global visibility with Elsevier.

Lastly, I extend my deep thanks to all who support this journal: submitting authors, our Editorial Board and reviewers, our Deputy and Associate Editors, and our Managing Editor and Executive Editor, who have contributed so much to the journal's success. We welcome your future submissions, and I will happily respond to any inquiries you have regarding potential manuscripts.

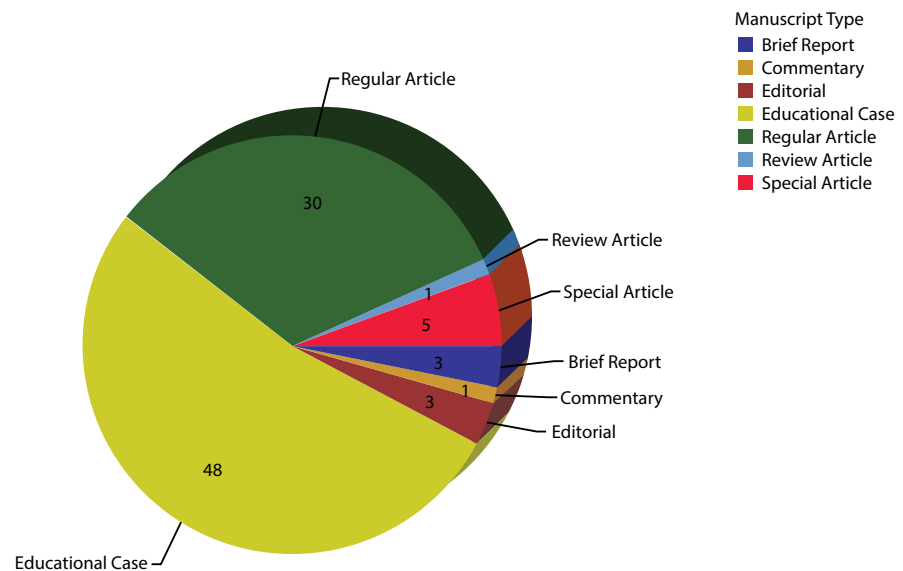
## NEW MILESTONES FOR THE PATHOLOGY COMPETENCIES IN MEDICAL EDUCATION & EDUCATIONAL CASES

By Barbara Ritschel, MD – PCME and Educational Case Deputy Editor, *Academic Pathology*



The Pathology Competencies in Medical Education (PCME) continue to have a huge impact in undergraduate medical education. The educational cases, which are based on the PCME, comprise a significant portion of all the articles published in *Academic Pathology*. This demonstrates the continued and sustained need for educational cases, to support undergraduate medical educators as well as contributors to this body of knowledge. In the past year, there has been an increase in the number of residents and medical students being mentored by pathology educators to develop educational cases. As shown in the figure below, 48 educational cases that were published in the last year, comprising 52.7% of all the manuscripts published in *Academic Pathology* since January 1, 2021.

Number of Manuscripts by Type



The sustained submission of educational cases speaks to multiple educational needs, including:

- the development of educational cases for curriculum;
- the growing use of educational cases by educators and students;
- an enthusiasm for mentoring medical students and residents through scholarship.



## NEW MILESTONES FOR THE PATHOLOGY COMPETENCIES IN MEDICAL EDUCATION & EDUCATIONAL CASES *continued*

The huge lift of reviewing so many manuscripts would not be possible without our excellent reviewers. Due to increasing submissions, we have added over 10 new case reviewers in the last year in an effort to lessen the burden on our reviewing pool. We have sought reviewers matching the need of topics for educational cases. Excellent reviewers are essential to maintain the high standards of published cases. If you are interested in becoming a reviewer for the educational cases, please reach out to me or Henry Carter. I am very grateful to Dr. Allison Huppmann and Dr. Richard Conran as Associate Editors, who have done tremendous work to keep the manuscripts moving through the review process. I also thank the many authors who have taken the time to mentor medical students and residents through scholarship in the publication of educational cases. This is an excellent way to stimulate enthusiasm in young scholars and open their eyes to the wonderful specialty of pathology. Educational cases are also an ideal medium for medical educators to receive academic credit through peer-reviewed publications and mentoring.

As we move to Elsevier as our publisher, please continue to go to the website to review the guidelines for submission of the educational cases. I also encourage you to regularly check the APC website <https://journals.sagepub.com/page/apc/pcme> and look at the Excel “index” of (currently) over 125 published educational cases! This is a good first step to see if an educational case has already been published on any given learning objective of the PCME. There are still many learning objectives that do not have associated educational cases, especially in Competencies 1 and 3. A substantial number of additional educational cases are in phases of review and production, so this table will continue to be updated periodically.

Another article of interest coming soon in *Academic Pathology* is from an Undergraduate Medical Educators Section (UMEDS) Working Group that highlights essential information on 200 laboratory tests that supports Competency 3 (Diagnostic Medicine) of the PCME. This article will be a valuable resource to students and undergraduate medical educators for learning and teaching laboratory medicine.

In addition to the Associate Editors and reviewers, the educational cases receive outstanding support from APC staff, especially Henry Carter, Managing Editor, and Priscilla Markwood, Executive Editor. And the educational cases would not be possible without the guidance and support of Dr. James (Jim) Crawford and the *Society of '67*. Their commitment to the educational cases and providing Open Access Awards to cover publication fees, provides many junior authors with their first scholarly publishing experiences. Thank you!

Please continue to use this growing resource, and I look forward to seeing your educational case contributions!





## ADVOCACY COMMITTEE REPORT

Steven Kroft, MD – *Advocacy Committee Chair*



Perhaps the main theme of 2021 for the Advocacy Committee was ***transition***.

I had the honor of taking over as Chair of Advocacy from Dr. Debra Leonard (University of Vermont) in September 2021, as she moved into the role of APC representative to the ACGME Equity Matters™ initiative. This important program was created to supply “a framework for continuous learning and process improvement in the areas of diversity, equity, and inclusion (DEI) and anti-racism practices.” Dr. Leonard served the Advocacy Committee with diligence and distinction, and we will certainly miss her moving forward. We appreciate her commitment to DEI efforts, a topic of great importance to the Advocacy Committee, the APC, and our entire profession.

Any transition brings with it opportunity, and the Advocacy Committee took the opportunity in the last quarter of 2021 to take a deep dive into the question of what advocacy means for APC, and how the Advocacy Committee can best support it. In consultation with APC Council, the committee reaffirmed a desire and commitment to provide advocacy on behalf of APC’s members and the discipline of academic pathology, generally. We resolved to evolve our advocacy efforts from a stance that was mainly consultative and supportive to other organizations in pathology to one in which APC more actively advocates on issues that are uniquely important to academic pathology. “Advocacy” is, after all, an action word. One definition: “Advocacy is an activity by an individual or group that aims to influence decisions within political, economic, and social institutions.” The Advocacy Committee has taken this to heart and has determined to transform from a largely deliberative group to one that actively supports the definition of advocacy above. A proposal for creating a sustainable advocacy infrastructure, supported by a reformulated Advocacy Committee, will be approved in principle by APC Council at their January 2022 meeting. We look forward to sharing more on this with APC membership as the project develops further.

Of course, the committee was engaged in more than just deep introspection in 2021. In February, Dr. Leonard and Ms. Markwood presented APC’s Advocacy Priorities at the College of American Pathologists’ Council on Government and Professional Affairs’ National Pathology Organizations Meeting. These priorities span the spectrum of APC’s research, education and practice missions,



## ADVOCACY COMMITTEE REPORT *continued*

represented by the various standing committees. The Advocacy Committee, constituted by liaisons from each of these groups, worked to support these priorities. A few of the highlights:

A major area of focus in 2021 (and beyond), in partnership with the Practice and Management Committee, was advocacy around the regulation of laboratory-developed tests (LDTs). After several years of dormancy, this issue has once again reared its head. APC's position, sharpened and brought into relief by the challenges that academic laboratories experienced in ramping up COVID testing in the early days of the pandemic, is that the regulation of LDTs must be configured in such a way as to preserve the nimbleness of academic laboratories in providing testing in support of cutting-edge clinical programs and, as we have learned the hard way, public health emergencies. APC believes that patient access to life-enhancing and life-saving esoteric diagnostics depends on our ability to deliver these services in a responsive manner. As such, APC supports a CLIA-based oversight solution rather than an FDA-based regulatory solution, as exemplified by the proposed VITAL Act, which is presently before Congress.

In February, APC signed onto a letter to Senator Tammy Baldwin expressing support for the Tracking COVID-19 Variants Act, a measure design to strengthen our nation's surveillance of SARS-CoV-2 variants through sequencing. In March, APC was represented by committee member Dr. Daniel Remick in a series of FASEB-hosted "Hill Day" visits to the offices of Congressional Representatives and Senators to advocate for increased science funding to the National Institutes of Health (NIH) and National Science Foundation (NSF), with an emphasis on issues that have been brought to the forefront by COVID. Also in March, APC signed onto an Association for Pathology Informatics letter nuancing continued FDA oversight of several digital pathology product types. In May, the Advocacy Committee discussed and supported the GME's committee efforts to reform the pathology fellowship application process, in order to reduce the stresses that non-standardized recruitment timelines place on both trainees and programs.

In July, the Advocacy Committee discussed, supported, and aided with initiatives brought forward by the Practice and Management Committee regarding variant sequencing, specifically regarding the development of a sentinel lab concept for sequencing and design of a survey to query sequencing capabilities across laboratories. Also, in July at the virtual annual meeting, the Advocacy Committee was pleased to present its "Friends of Pathology Award" to Katherine J. Wu, PhD, a science writer for *The Atlantic*. Dr. Wu has provided extensive coverage of the COVID pandemic, explaining difficult concepts, including those related to the COVID testing, to the lay public.

We look forward to another busy and productive year and thank the APC membership for their support in advocating for the issues that are near and dear to us.



## GRADUATE MEDICAL EDUCATION COMMITTEE REPORT

Douglas C. Miller, MD, PhD – *Graduate Medical Education (GME) Committee Chair*



In 2021, the GME Committee was active on multiple fronts, in keeping with its strategic goals. In July, committee leadership transitioned from Dr. Karen Kaul (NorthShore University HealthSystem) and Dr. Cheryl Hanau (Drexel University), who served with great distinction for the past six years as the committee's Chair and Vice Chair, respectively. Beginning in July, Dr. Douglas Miller (University of Missouri) was elected Chair and Dr. Eyas Hattab (University of Louisville) was elected by the committee to Vice Chair. Dr. Hanau continues in her important role as Chair of the Fellowship Directors *ad hoc* Committee (FDAHC).

One of the major activities of the GME Committee is addressing problems in the application processes for residents seeking fellowships in pathology. Under Dr. Kaul's leadership, the committee oversaw a survey of residents' opinions on aspects of this problem (developed with significant support from Dr. Amanda Hermann, resident member of the GME Committee), which had a substantial response rate; a survey of fellowship directors through FDAHC, managed Dr. Hanau; a survey of program coordinators, managed by Ashley Sanders (University of Arkansas for Medical Sciences) and Alexandra Murtha (University of California San Diego); and a review of the history of fellowship recruitment prepared by Dr. Miller, Dr. Kaul, and Dr. Donald Karcher (George Washington University), member of the GME Committee. These efforts culminated in two papers, one on the history of fellowship recruitment issues and the other providing the survey data, data on unexpected fellowship openings, and giving a set of suggestions for improving the processes. The papers were submitted to *Academic Pathology* and are expected to be published in 2022. The recommendations of the latter paper will be reviewed for endorsement by the APC Council.

As noted in Dr. Baccon's UME Committee report, the GME Committee cooperated in two programs; the AAMC Virtual Specialty Forum and the Pathology Open House for Medical Students. The first event was organized by AAMC to familiarize medical students with specialties to which they might consider applying for residency training. The second event, strictly about pathology, was organized by APC and attracted considerable student interest.





## GRADUATE MEDICAL EDUCATION COMMITTEE REPORT *continued*

These activities are part of a continuing pipeline effort, led in large part by Dr. Kaul, Dr. Hanau and Dr. Baccon, with substantial support from volunteers and the dedicated staff of APC.

The annual meeting of the APC in July 2021 was held virtually again, due to the COVID-19 pandemic. The GME Session featured content concerning efforts to increase diversity, equity, and inclusion in our residencies and departments. There were presentations on the experiences of International Medical Graduates, who make up a considerable proportion of pathology residents, in the application process, through ERAS and the Match, and in training. Some examples were given by current chairs, who highlighted what worked well for them as they progressed from being strangers in a foreign land, through academic success and promotion, ultimately, to becoming chairs.

After the annual meeting, the committee began conversations about the current state of the residency curriculum as mandated by the Accreditation Council for Graduate Medical Education (ACGME) and the American Board of Pathology (ABPath). Since this is an area of strategic importance for the committee, Dr. Miller organized a “working group” comprised of representatives from the major stakeholders and decision-makers relevant to such issues, including Dr. Gary Procop, Chief Executive Officer of ABPath; Dr. Cindy McCloskey, in her role as Chair of the GME Committee of the CAP; Dr. Scott Anderson, representing the Pathology Review Committee of the ACGME; Dr. Stephen Black-Schaffer, who has worked on these issues for many years; Dr. Jonathan Genzen, representing the American Society for Clinical Pathology (ASCP), in particular, his leadership role with the RISE exam; Suzanne Ziemnik, also of the ASCP, an education expert; Dr. Amanda Hermann, previously mentioned, a resident in pathology at the University of Texas, Houston; Dr. Diane Kowalski, Chair of the PRODS Section of APC; and Dr. Cory Roberts, who is President, Chairman, and CEO of ProPath, one of the largest private practice pathology groups in the US. The working group asked PRODS Council to elicit suggestions and comments from program directors about “core curriculum” or “foundational knowledge” in pathology residencies. This working group and the GME Committee intend this to be a collegial and collaborative process that is responsive to concerns and is ultimately not perceived as a top-down mandate for specific changes.

Given the importance and immediacy of interest in pathology residency training, the committee decided to focus the GME Session of the 2022 APC Annual Meeting on curriculum review and potential revision. We hope to have a lively discussion and reach some consensus among chairs and program directors, ABPath and the ACGME about ways to improve residency education.



## FELLOWSHIP DIRECTORS AD HOC COMMITTEE (FDAHC) REPORT

By Cheryl Hanau, MD – Fellowship Directors Ad Hoc Committee (FDAHC) Chair



In May 2013, the Association of Pathology Chairs (APC), in cooperation with the Association of Directors of Anatomic and Surgical Pathology (ADASP), created the Fellowship Directors *ad hoc* Committee (FDAHC) for the purpose of further exploring issues in common and serving as a vehicle for communication between programs and the APC, as well as other pathology organizations. Since 2018, the FDAHC has been chaired by Cheryl Hanau. Committee members, representing each subspecialty area, were selected through coordination with relevant specialty societies. For more information, you are encouraged to contact your FDAHC representative to get involved through your specialty society. The current committee members are listed below.

In 2021, FDAHC members found “fellowship” with each other, discussing the scourge of earlier and earlier commitments of residents to fellowships, and a trend of increasing unexpected openings in fellowships due to residents’ life changes or job offers. Over the course of the year, FDAHC members followed developments in Cytopathology to implement a common application timeline and in Forensic Pathology to implement a formal NRMP Match. In 2022, members anticipate an intense period of learning from changes and sharing best practices, with the hope of improving recruitment processes.

Two articles were developed by GME Committee members, with input from FDAHC that will be submitted to *Academic Pathology*. The first provides a brief history of attempts to address pathology fellowship application issues in our collective past. The other one reports on the state of Pathology fellowship application at this point in time and offers potential solutions, including updates from several subspecialties on that have taken steps to modify past practice.

**FELLOWSHIP DIRECTORS AD HOC COMMITTEE (FDAHC) REPORT** *continued*

Of note, the group also welcomed Jane Messina, representing Dermatopathology, and Naeem Rizwan, representing Molecular Genetic Pathology, as its newest members.

If you have any fellowship issues you would like to bring to FDAHC, please contact the appropriate subspecialty representative below, whose email addresses are available at <https://www.apcprods.org/fdahc>.

| SUBSPECIALTY                       | FDAHRC REPRESENTATIVE |
|------------------------------------|-----------------------|
| Blood Banking/Transfusion Medicine | Julie Karp            |
| Chemical Pathology                 | Beverly Handy         |
| Clinical Informatics               | Bruce Levy            |
| Cytopathology                      | Sara Monaco           |
| Dermatopathology                   | Jane Messina          |
| Forensic Pathology                 | Daniel Dye            |
| Hematopathology                    | Bachir Alobeid        |
| Medical Microbiology               | Eric Rosenberg        |
| Molecular Genetic Pathology        | Rizwan Naeem          |
| Neuropathology                     | Suzanne Powell        |
| Pediatric Pathology                | Mai He                |
| Selective Pathology                | Paul Staats           |





## LEADERSHIP DEVELOPMENT & DIVERSITY COMMITTEE REPORT

By Aamyn M. Rojiani MD, PhD – *Leadership Development & Diversity (LD&D) Committee Chair*



“History, I contend, is the present – we, with every breath we take, every move we make, are History – and what goes around, comes around.” With this quote from James Baldwin, Dr. Duchess Harris JD, PhD, Professor of American Studies at Macalester College, commenced the Patricia Thomas Lecture at the 2021 APC Annual Meeting. Dr. Harris spoke on the topic of “Race and Policing in the Age of Black Lives Matter”. Her pre-recorded presentation was the introduction to the most well-attended session at the meeting, with active participation by the audience, more questions than our expert moderator Jenny Libien could manage in the time available, and an overflowing chat box. The panel discussion that followed, with Drs. Roger Mitchell (Howard University), Gregory Threatte (retired Chair, SUNY Upstate), Valerie Fitzhugh (Rutgers University), and Carla Ellis (Northwestern University), addressed “The Black Experience in Academic Pathology”. The session garnered the highest attendance at the virtual meeting and was an enlightening, frank and open conversation on the subject. Kudos to all the presenters and moderators for an outstanding session.

The latter half of 2020 and through the early months of the pandemic, the committee continued its work, developing the framework for the APC Pathology Leadership Fellows (APLF) program. The APLF program has enrolled 27 participants in the 2021-2022 inaugural class, who have enthusiastically participated in all aspects of the program. With the untiring work of many teams, including Drs. Jennifer Baccon and Mary Lipscomb (mentorship), Drs. Eyas Hattab and Shahla Masood (job application experiences), Drs. Barbara Ducatman and Vijaya Reddy (interview experience), Drs. Sarah Dry and Sandra Shin (evaluations), Dr. Jenny Libien, Priscilla Markwood and myself (curriculum), the year-long program took off in August 2021 with a virtual ‘Meet and Greet’.

A series of outstanding webinars led by amazing faculty have been ongoing, almost every month, and will continue through June 2022. Although, two Pathology Leadership Academy (PLA) sessions led by Dr. Jennifer Hunt were scheduled to bookend the webinars and other activities, the committee optimistically opted to



## LEADERSHIP DEVELOPMENT & DIVERSITY COMMITTEE REPORT *continued*

postpone the first PLA to January with the hopes of an in-person event – alas, to be thwarted by the Omicron surge. Despite the limitations of a virtual session Dr. Hunt put together an excellent engaging, interactive 1.5-day session. The program culminates in July, with a final PLA session also led by Dr. Hunt, and graduation ceremonies – hopefully, in-person.

My sincere gratitude to Dr. Jenny Libien, Vice Chair of this committee, for her tremendous support of all committee activities. The team leaders and I are also extremely grateful for the uncompromising support provided by APC staff, especially Maddie Markwood, and for the Chairs and Senior Fellows, who generously shared their time, experience and expertise with the participants. All made this first APLF program a success, over a challenging year, as we have adapted to new ways to continue to be effective in our mission!

Looking forward to planning for the next year, the LD&D Committee has initiated a preliminary evaluation of the 2021-22 APLF program to facilitate the planning and rollout of the 2022-23 APLF program. The Leadership Development & Diversity Session at the 2022 APC Annual Meeting will focus on transgender medicine and serving LGBTQ patients. The Patricia Thomas Lecture will be followed by a panel discussion on the topic.



## PRACTICE & MANAGEMENT COMMITTEE REPORT

By Chen Liu, MD, PhD – *Practice & Management (P&M) Committee Chair*



COVID-19 continues to pose challenges to healthcare systems in 2021, especially with the emergence of new viral variants. Academic pathology departments across the country have been dedicating more efforts and resources to meet the pandemic challenges. The P&M Committee has been actively engaged in providing informational resources and support to the academic pathology community. As pooled testing and viral variant monitoring became crucial measures for public health, the P&M Committee worked with stakeholders, including the FDA and CDC, to exchange information with academic clinical laboratory leaders. As the supply chain became a critical issue in COVID testing, the committee voiced concerns for the unmet needs of academic clinical labs through a [commentary](#) published by committee member Dr. James Crawford (Northwell) in *U.S. News & World Report*. In the monthly committee meetings, members have shared valuable information and experiences in dealing with the impact of the pandemic on clinical service, education, research and administrative operations. The committee successfully organized a session titled “How COVID-19 transformed academic lab services and forecasting the future”, which included a group of excellent speakers at the 2021 APC Annual Meeting.

Regarding laboratory-developed test (LDT) regulation, the committee has cooperated with the American Association for Clinical Chemistry, the American College of Medical Genetics, the Association for Molecular Pathology, and other concerned organizations to advocate for a CLIA-based solution, as opposed to an FDA regulatory solution. APC supports the perspective that the VALID Act (in its current form) would significantly harm academic laboratories that are performing LDTs in the context of patient care, which should be distinguished from test kits and commercial, proprietary testing performed outside of clinical environments.





## PRACTICE & MANAGEMENT COMMITTEE REPORT *continued*

The P&M Committee has also monitored the potential impact of the 21<sup>st</sup> Century CURES Act on pathology laboratories. To further enhance the committee's role in clinical practice, the committee helped establish a new "Clinical Service Leaders Committee" that is comprised of clinical vice chairs, service chiefs, and directors of anatomic and clinical pathology.

Moving forward, the P&M Committee will focus on post-COVID transformation while continuing to pursue the strategic goals approved by the APC Council in 2020, which are: 1) continue to collect survey data for benchmarking salaries and RVU metrics; 2) develop approaches for evaluating workload and productivity of anatomic and clinical pathologists that emphasize the value of work in pathology that is not measured by current metrics; 3) monitor laboratory outsourcing and the effects of outsourcing on the functioning and effectiveness of academic pathology programs; 4) work with the Advocacy Committee to influence national, state, and local decisions that impact academic pathology; and 5) explore and advocate for innovative pathology practice models beyond pure diagnosis.

In 2022, the P&M Committee plans to work on the implementation of the new pathology clinical consultation codes (a topic for the 2022 APC summer meeting) and conduct surveys on compensation and post-pandemic workforce trends. The committee will especially be focusing on the impact of the severe shortage of medical technologists and histotechnologists, as well as new disruptive technologies on the academic pathology programs. The P&M Committee welcomes participation by chairs who are engaged with and knowledgeable of these issues. To join the committee, contact the APC Office at [info@apcprods.org](mailto:info@apcprods.org).



## CLINICAL SERVICE LEADERS COMMITTEE REPORT

By Karen Kaul, MD, PhD – *Clinical Service Leaders Committee Chair*



The new Clinical Service Leaders Committee evolved from discussions within the Practice and Management Committee and APC Council regarding how to better serve and support academic clinical service chiefs and directors. This *ad hoc* committee reports to APC council and includes up to two faculty members from each institution, appointed by their chair. Members include directors of anatomic or surgical pathology, directors of clinical pathology, chiefs of pathology at affiliated hospitals, laboratory directors, and chairs. The committee began meeting monthly during the summer of 2021 and have had some valuable discussions and presentations to-date.

Initial discussions addressed the potential utility and value of this committee to fill a gap between APC and various specialty societies, in which colleagues share interests, but may not focus on leadership issues within the field for those functioning as administrative service directors. The committee members felt there would be enormous value in sharing best practices and innovations on topics including faculty (hiring, career development, developing leaders), quality practices, utilization, finance (RVUs, funds flow, justifying faculty numbers, non-RVU generating activities, advocacy), research, informatics, autopsy, and regulatory issues. We anticipate that multi-institutional projects and publications may arise from the activities of the group. We have also discussed the possibility of developing an expert lab network from this group that might be engaged in various projects, including multi-institutional clinical trials.

Thanks to several speakers, who have shared their expertise, to date: Dr. John Sinard shared his OPPE system for anatomic pathology, Dr. Ericka Olgaard presented her approach to OPPE in CP, Dr. Harsh Thakar led an insightful discussion on RVUs, and Dr. Chen Liu provided an overview of the APC Practice Survey in development. Other topics have included details and advocacy around the VALID and VITAL Acts, and developing a reliable pipeline of laboratory staff.



## RESEARCH COMMITTEE REPORT

By Nitin Karandikar, MD – *Research Committee Chair*



In 2021, the APC Research Committee has continued to work on its strategic goals to:

- develop new training opportunities;
- recruit physician-scientists to pathology;
- explore new opportunities to sustain research; consider the importance of unfunded and non-NIH research;
- emphasize and communicate the unique expertise of pathology in tissue-based research;
- more broadly, seek ways to address the need for pathology representation on multi-dimensional research teams; examine how to engage other departments/students (pharmacology, comparative pathology, veterinary pathology, engineering, computer sciences, mathematics, statistics, systems biology, etc ) in computational pathology/precision medicine.

At the APC Annual meeting, which was held virtually in 2021, the Research session was comprised of two parts. The first part contained presentations by Drs. Clifford Harding and Robin Lorenz that outlined the results of the APC 2020 Research Survey, including data dedicated to physician-scientist training programs (PSTP). The second part of the session was focused on the important topic of “internally-funded research” (aka “unfunded research” or “practice-enhancing investigation”). We had five great pre-recorded talks from Drs. Yael Heher, Matt Krasowski, Tamara Lotan, Jeff Myers and Anil Parwani, leading to a robust and informative discussion. Importantly, we received consistent feedback that Research sessions at APC should continue to tackle such “administrative” topics that would be helpful to a broad range of departments.

One major activity that spun off from the Research Committee during 2021 was the formation of the PhD Program Leaders Committee, led by Dr. Ed Monuki, whose activities are detailed below.



## RESEARCH COMMITTEE REPORT *continued*

During 2021, Drs. Clifford Harding, Robin Lorenz, and Arun Wiita have continued to participate in PSTP-related webinars, hosted by the Association of American Medical Colleges (AAMC), representing pathology and the work of the APC Research Committee, in particular. A small Research Committee workgroup developed a brief slide deck on what distinguishes pathology PSTP programs that is being used for presentation to AAMC audiences and is available as a resource to members on the APC website.

Finally, other themes that are being discussed within the Research Committee for consideration in subsequent years are:

- Possible implementation of a “Research Readiness Academy”
- Possibility of a Physician-Scientist Program Directors Section

Continuing from our 2021 experience, the Research Committee brainstormed ideas for the APC 2022 Research Session and honed in on the theme of: “Training Pathologist-Scientists: Strategies to Maximize Success.” A small workgroup of the committee that included Drs. Nitin Karandikar, Dan Brat, Robin Lorenz, Charles Parkos, Jayanta Debnath, and Ed Monuki, further worked on this idea and we are lining up an exciting slate of speakers for another informative and interactive session.

If you are a chair, vice chair, program director or senior fellow with interest in these issues, please contact the APC Office at [info@apcprods.org](mailto:info@apcprods.org) to join the Research Committee.





## PhD PROGRAM LEADERS COMMITTEE REPORT

Edwin Monuki, MD, PhD – *PhD Program Leaders Committee Chair*



The PhD Program Leaders Committee (PPLC) is brand-new to the APC. Following a Research Committee recommendation last year, the APC Council approved the formation of the PPLC this past year. Our new committee is particularly grateful to the Research Committee and its Chair, Dr. Nitin Karandikar, and the APC Council, for the foresight to create the PPLC. The PPLC would also like to thank Priscilla Markwood for her tremendous administrative and strategic support.

The rationale for PPLC can be summarized as follows:

- Individuals with PhD degrees represent a growing and increasingly vital segment of the clinical and research workforces in our departments.
- Many pathology departments offer PhD training in Experimental Pathology as a stand-alone program and/or as part of multidisciplinary graduate training.
- These PhD programs often distinguish Pathology from other clinical departments.
- To our knowledge, as a group, PhD Program Leaders in Pathology are not directly supported by any other national organization or association.

Our initial goals were to create the committee via chair nomination of appropriate PhD program leaders and vice chairs for research, to define the value of PPLC, to organize initial activities, and to discuss future activities that would bring value to the group. Nominations were solicited from March to July, 2021, and the PPLC concept was discussed at the Research Committee meeting in June 2021. Since most PPLC members were new to the APC, education about the APC was also incorporated into the first meeting. Four meetings, attended by 15-30 committee members, were held in the late Summer and Fall of 2021:

- August 2021: Introduction to the APC; discuss program leader needs, challenges, and opportunities; define the value of PPLC.
- September 2021: Further discuss and define needs and values; identify those with T32 programs.
- October 2021: Presentations from the University of Michigan (Dr. Zaneta Nikolovska-Coleska) and Yale University T32 programs (Dr. Themis Kyriakes); discuss APC meeting programming; discuss possible survey.
- December 2021: Discuss survey topics and questions.



## PhD PROGRAM LEADERS COMMITTEE REPORT *continued*

PPLC members described many ways in which the new committee could bring value to themselves, APC, and the field of pathology. The committee confirmed the lack of national organization support for program leaders as a group, their enthusiasm for discussing best practices and shared challenges, and the opportunity to create a network to foster cross-institutional interactions and collaborations. Much attention was paid to the uniqueness of PhD trainees and their pathways to careers in the clinical laboratory. The group was excited to discuss ways to market PhD training in pathology, such as pathology being the only clinical department to offer PhD training, pathology being a magnet for research-oriented joint appointees from other clinical departments, the specific human disease focus, access to human tissues/biomaterials and associated faculty expertise. For the discussions and T32 presentations, identified best practices included program activities focused on R01 competitiveness, paired research and clinical commentors, renaming programs to remove misperceptions that pathology equals autopsy, curricula that provide clinical breadth and broad exposure in addition to depth, and associated certificate programs for the PhD trainees.

A number of common challenges for PhD program directors were also identified. In particular, we discussed challenges in integrating clinical with research training despite pathology being a hybrid basic-clinical department. These included challenges in identifying clinical co-mentors, finding or creating time for the clinical faculty, promoting PhD-MD faculty interactions, and training for breadth in addition to depth. Individualized issues and differences in PhD training programs were also identified, with some experiencing challenges in distinguishing pathology when embedded in multidisciplinary “umbrella” programs, large variances in trainees and training, the need to train mentors, funding, and other unique circumstances. For these and other reasons, the PPLC felt there would be great value in surveying APC members about their PhD training programs and challenges to document and potentially address them.

For 2022, PPLC plans include the following:

- To create and distribute a survey about PhD training programs, as well as post-doctoral programs aimed at PhD graduates (e.g. clinical fellowships and CLS training programs).
- To present the survey results, including a virtual presentation to reach the greatest audience.
- To hear from additional T32 programs (e.g. Wisconsin-Madison).
- To engage with ASIP leadership to define common issues and potential collaborations.
- To consider a PhD training program inventory on the ICPI website to facilitate networking.
- To consider the creation of a promotional video for PhD program recruitment.
- To consider engagement with other APC committees and annual meeting programming, including participation in the Research Readiness Academy.
- To consider the PPLC as a standing APC committee.



## UNDERGRADUATE MEDICAL EDUCATION COMMITTEE REPORT

By Jennifer Baccon, MD, PhD, MHCM – *Undergraduate Medical Education (UME) Committee Chair*



This past year saw continued work from the UME Committee on the execution of our strategic goals. The committee's membership continues to grow, and we have had active and robust participation at our monthly meetings. As a committee, we strive to complement the work of the UMEDS Section, while maintaining independent projects.

The UME Session at the annual meeting was a highlight, with guest speaker Dr. Jason Wasserman, who led us through a fantastic discussion and case scenarios about professionalism in medical education. We focused the conversation on the importance of departmental leadership in setting the standard for professional behavior from our faculty. UMEDS members, Chairs and others took home several tips they can use when addressing professionalism issues in their own institutions.

Most of the work by the UME Committee this past year focused on the importance of teaching laboratory medicine in the UME curriculum. In my 2020 annual report, I remarked that "Many of us in APC wonder if we could have addressed our societal needs [regarding COVID] more fully if laboratory medicine was better understood by health care workers at large." This theme carried us through our work in 2021. Dr. Robert Christian (Kinney Scholar, resident member of the UME Committee), one of the Society of '67's Kinney Scholars, and Dr. Richard Conran (Eastern Virginia Medical School), Vice Chair of the committee, have been spearheading the development of a white paper on this topic. As a companion project, the UME Committee gathered approximately 25 pathology educators from across the country to develop a brief series of online interactive modules that can be used to teach core laboratory medicine concepts. We hope to make this valuable content freely available through the APC later in 2022. Many thanks to all of those actively participating in this important work.

In conjunction with the GME Committee and AAMC, several UME Committee members and UMEDS representatives joined in the inaugural AAMC Virtual Specialty Forum in March 2021. This online event brought together students in their first and second years of U.S. medical school with faculty in eight specialties, including pathology. The students had the opportunity to explore the virtual meeting, collect information, watch videos, and use the online chat function to directly "talk" with our representatives. The pathology booth had heavy traffic,

UNDERGRADUATE MEDICAL EDUCATION COMMITTEE REPORT *continued*

which kept our volunteers busy during the 3-hour event. Our representatives did an outstanding job of conveying excitement about pathology and laboratory medicine, while addressing a range of student questions, and it was a fantastic way to showcase our specialty at the national level.

To expand on the experiences of the AAMC Virtual Specialty Forum, APC organized its first Pathology Open House for Medical Students, which was held in June 2021. Over 300 students registered to attend, from allopathic, osteopathic and foreign medical schools. The program was planned and executed by Dr. Mel Limson (APC staff) and several Kinney Scholars, and was hosted by Dr. Cheryl Hanau (Drexel University), Vice Chair of the GME Committee and devoted mentor to medical students. The event included presentations on careers and training, examples of pathology's value to medicine, and opportunities to meet with representatives from ASCP, CAP, and NAME to take advantage of their free memberships and meetings for medical students. We hope that APC's participation in AAMC Virtual Specialty Forum and our Pathology Open House for Medical Students play some role in increasing USMGs matching to Pathology in 2022.

We look forward to continuing the committee's work on ongoing projects and bringing them to fruition in the coming months. For the 2022 annual meeting, the committee has decided upon the UME Session theme of "Supporting our Educators." We hope to use this theme not only as a springboard for the meeting itself, but for our work in 2022.

I am grateful for our robust committee engagement. Our work could not be accomplished without dedicated volunteers. I encourage you to contact the APC office at [info@apcprods.org](mailto:info@apcprods.org), if you are interested in joining us in our vital mission of serving undergraduate medical education in pathology and laboratory medicine!





## SENIOR FELLOWS GROUP REPORT

By David N. Bailey, MD – *Senior Fellows Group Chair*



### Membership and Meetings

In calendar year 2021, the SFG had 53 members. The SFG Operating Procedures were revised in 2020 to permit individuals who served as interim chair for at least five years continuously or cumulatively to become members. This revision was approved by APC Council. Currently, there is one SFG member in that category.

SFG membership is for three years (no registration fee) and can be renewed for an unlimited number of terms, as long as there is documented participation in at least one activity (e.g., attending SFG meetings, APC annual meetings, APC regional meetings; service on APC committees; service on the Editorial Board of *Academic Pathology*; participation in SFG projects; participation in SFG webinars and publications). To facilitate membership renewal, the APC Office is designing a pull-down menu of activities from which individuals can select. Renewal membership is approved by the SFG Executive Committee and then subsequently approved by APC's Executive Director, who was granted that authority by APC Council in 2021. Whereas, new SFG membership applications must be approved by APC Council, after endorsement by the SFG Executive Committee.

SFG members met three times during 2021, and the SFG Executive Committee met four times.

### New Officers

New SFG officers who assumed their posts at the end of the 2021 APC Annual Meeting were Dr. David Bailey (Chair, to succeed Dr. Fred Sanfilippo, who became Past Chair), Dr. David Wilkinson (Vice Chair, to replace Dr. Deborah Powell, who had served the maximum two terms), Dr. Barbara Ducatman (Councilor, to replace Dr. Wilkinson, who became Vice Chair), and Dr. Tristram Parslow (Interim Secretary, to complete the term of Dr. Bailey, who became Chair).

### Mentoring Activities

Mentoring activities of the SFG were extensive and included a match of SFG members with six new chairs and the participation of 14 SFG members in the Academic Pathology Leadership Fellowship (APLF) Program, accounting for about half of the program's mentors.

### 2021 Webinars

In 2021, the SFG sponsored four webinars that were well-attended by APC members: "Leading through Crisis" (January 29; moderators Dr. Bailey and Dr.



## SENIOR FELLOWS GROUP REPORT *continued*

Powell); “Optimizing the Effectiveness of Your Department” (May 10; moderator Dr. Mark Tykocinski); “Generating Discretionary Income for Your Department” (May 25; moderators Dr. Bailey and Dr. Sanfilippo); and “Enhancing Your Faculty’s Productivity” (June 7; moderator Dr. Powell). The latter three, pre-recorded webinars were the topic of live discussions at the Chairs Boot Camp during the 2021 APC Annual Meeting.

### 2021 Publications

During 2021, the SFG published three manuscripts in *Academic Pathology* (the APC journal): “Women in Academic Pathology: Pathways to the Chair” (authored by Dr. Mary F. Lipscomb et al); “The Relationship between Medical-School Based Pathology Departments and Affiliated Forensic Pathology Training Sites” and “Generating Discretionary Income for Your Department” (both authored by Dr. Bailey).

### SFG Fundraising

In calendar year 2021, an anonymous SFG member created a matching challenge (up to \$2,500/donor) for the period January 1 – February 28, 2021. This resulted in SFG contributions of approximately \$37,000 to the **Society of ’67**. In early 2022, the same matching program will be launched. In addition, the SFG is sponsoring two Kinney Scholars for the APC annual meeting (\$2,500 each) through an anonymous donation by an SFG member.

### Upcoming Webinars

The SFG will sponsor three pre-recorded webinars for the 2022 APC annual meeting: “Maintaining Morale during Stressful Times” (moderator Dr. Ducatman); “Building Successful Partnerships and Business Ventures Both Internally and Externally” (moderator Dr. Peter Jensen); and “Succession Planning for Transitioning: When to Do It, How to Do It, and What to Do Next” (moderator Dr. Bailey). As in 2021, these pre-recorded webinars will be discussed live at the 2022 APC Annual Meeting.

### Current Projects

Current projects undertaken by the SFG include preparation of a biographical directory of SFG members, preparation of a list of frequently asked questions (with answers) by new chairs and mentees, and mining the APC listserv to document the contributions of academic pathology to the pandemic. The latter project will be prepared for publication and may be expanded to include a survey of pathology chairs.

### 2022 Officer Election

The SFG will be electing a Secretary (current Secretary Parslow is filling out the term of Dr. Bailey, who became Chair) and a Councilor (to replace Dr. Rebecca Johnson, who has served the maximum two terms). These newly elected officers will assume their positions at the end of the 2022 APC Annual Meeting. The Nominating Committee for SFG officers consists of the SFG Past Chair, as Committee Chair, and the APC President as Co-Chair, with at least two additional individuals appointed by the Committee Chair.



## PATHOLOGY RESIDENCY PROGRAM DIRECTORS (PRODS) SECTION

By Diane Kowalski, MD – PRODS Council Chair



It is a pleasure to share with you a summary of PRODS and PRODS Council activities during the past academic year.

Changes to PRODS Council included Chair, Dr. Scott Anderson (University of Vermont) stepping down after completing his two years of leadership, and Chair-Elect, Dr. Diane Kowalski (Yale University), stepping up as Chair. Thank you, Scott, for your selfless service to this hard-working group of program directors. Additionally, Dr. Candice Black (Dartmouth-Hitchcock Medical Center) moved into the position of Chair-Elect, while Dr. Cindy McCloskey (University of Oklahoma) and Deb Chute (Cleveland Clinic) became Secretary and Secretary-Elect, respectively. Elected Members-at-Large include Dr. Thomas Cummings (Duke University) and Dr. Sarah Caulkins (University of California, San Francisco). I would like to thank Dr. John Childs (Uniformed Services University of the Health Sciences) and Dr. Michael Esposito (Northwell Health), who retired from their long service as program directors and stepped down as Members-at-Large, for their efforts and support of PRODS Council. We look forward to their continued involvement as PRODS Emeriti.

Our first virtual Spring PRODS Meeting was held separately from the USCAP Annual Meeting in March 2021, instead of during the USCAP Meeting, which was held virtually. The focus of the Spring PRODS Meeting was “unpacking virtual recruitment” and generated a robust discussion on best practices for PRODS to consider for recruitment in 2022. Presentations from the ACGME and the ABP provided timely and useful updates for all PRODS.

The summer virtual APC-PRODS meeting was well attended and began with a Program Directors Boot Camp with perspectives from DIO (Melissa Davidson, UVM) and program administrator (Chelle Cozy, Orlando Health). GME introductions and updates continued with the ACGME (Kate Hatlak) and ABP (Rebecca Johnson), followed by updates from PRODS working groups (EPAs, TRIG, TRIPS, and PIER) and updates from resident representatives for the USCAP (Terrell Ewa Jones), CAP (Sarah Glogowski), ASCP (Hannah Wang), and the AAMC (Kayla Elliott). Jonathan Genzen (University of Utah) updated us on the ASCP Resident In-Service Exam (RISE) which was followed by a presentation on Wellness Curriculum: Mentoring and Professionalism, by Mike Esposito (Northwell Health).

PATHOLOGY RESIDENCY PROGRAM DIRECTORS (PRODS) SECTION *continued*

A highlight of the summer PRODS program included the Bruce Alexander Lecture; **Health Equity Education: An Integral Part of Pathology Residency Training**, given by Jaya Aysola (Univ. PENN), which added a discerning conversation on a timely topic.

To increase awareness of opportunities for pathologists in Global Health and in an effort to help build Global Health curriculum in residency training, a panel of experienced faculty and fellows discussed their personal experiences and perspectives on how to successfully navigate this initiative in training programs. Panelists included Kumarasen Cooper (Univ PENN), Kartik Viswanathan (Mass General), Dana Razzano (Yale) and Rochelle Garcia (Univ of Washington).

A final presentation of the meeting, presented by Scott Anderson, Bronwyn Bryant, Alexandra Kalof, Nicole Mendelson, and Clayton Wilburn (Univ of Vermont), was a shared “lessons learned” from the untimely and destructive cyber-attack at the University of Vermont, entitled; Managing a Cyber-Attack on a Health System; **Remembering Doomsday: Living and “Thriving” in the Midst of a Cyber-Attack**. Thank you for sharing these unfortunate experiences as we all hope to never to face them ourselves.

A final and special highlight of the meeting is the presentation of the *Margaret Grimes Distinguished Teaching Award in Graduate Medical Education*. This year’s recipient was Charles Timmons, previous PRODS Council-Chair and Program Director at the University of Texas, Southwestern Medical School. Charles has made significant contributions to the GME community throughout his career and has given many years of service to PRODS and PRODS-Council. Congratulations, Charles, and thank you for your leadership and many contributions to PRODS and the GME community.

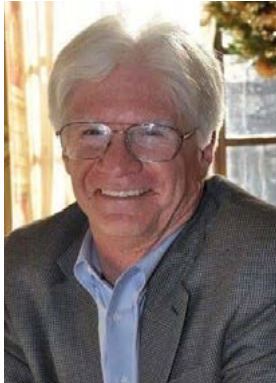
Ongoing projects for PRODS-Council include the ACGME Program Director Patient Safety and Quality (PDPQ) Educators Network with Dr John Childs as our PRODS representative, the EPA Pilot Study, underway since 7/1/21 and led by Dr Bronwyn Bryant and Cindy McCloskey, as well as the APC-GME/PRODS residency core curriculum working group, led by Dr Douglas Miller and Dr Gary Procop.

We look forward to a productive year and hope to see you at our second virtual Spring Meeting in March 2022, when we will address the topic of “Equity in Hybrid Interviews: How Do We Accomplish This?” Although we cannot predict what is ahead, we hope to see many of you (face-to-face), at our hybrid summer meeting in Chicago.



## PATHOLOGY DEPARTMENT ADMINISTRATORS (PDAS) SECTION

By Gary Brown, MA, MBA – PDAS Council Chair



This has been another year of significant challenges for all of us, but it was also a year of continued heroic adaptations and successes as well.

Despite the challenges, the PDAS Section has managed to maintain a healthy level of ongoing activity. Although we missed the collegiality and enjoyment of in-person meetings, the switch to virtual meetings has not been all bad. We have had some fun with it, and have had virtual brown bags, 'happy' hours, and even a virtual Christmas/Holiday party. We share best practices and war stories, assist each other in problems to be solved, as well as giving mutual support in difficult times.

The year's PDAS activities began with the APC 2021 Annual Conference. The very excellent and capable PDAS Chair, Kristen Kolb, stepped down early to take an outstanding new job opportunity, and PDAS Chair-Elect, Gary Brown, stood in for her for this conference. The conference was virtual and PDAS thanks the APC staff for a well-organized virtual meeting. We enjoyed fun networking features and we all learned together. There were a number of excellent presentations and panel discussions led by PDAS members.

During the awards event at the annual conference, Marty Lawlor, our long-time colleague from the University of Michigan, was given the PDAS Distinguished Service Award. He was truly honored by all of us. His Chair, Dr. Charles Parkos, and Dr. Chen Liu, Chair of APC's Practice and Management Committee, as well as Gary Brown, all spoke effusively in conferring this honor on him. Bestowing the award was at least some comfort in the unanticipated passing of Marty, which shocked and saddened us all. Several remembrances were held, which were both intimate and moving. He was an exceptional and talented colleague, and will always live in the memory of this group for his leadership, mentoring, and good humor. Thank you, Marty, for all you have brought to us, individually and collectively!

We had three PDAS (**Society of '67**) fellows this past year, with very positive feedback for the mentoring and networking. One of the fellows in the upcoming year will be designated the Marty Lawlor Fellow. The PDAS Council decided





## PATHOLOGY DEPARTMENT ADMINISTRATORS (PDAS) SECTION *continued*

to name the award after Marty to help us remember the impact he had on the PDAS community. This award will help support young, aspiring PDAS members to attend the APC Annual Meetings, where they will enhance and develop skills needed to excel in the workplace.

In 2022, in conjunction with Dr. Chen Liu, Chair at Yale University and of APC's Practice and Management Committee, the PDAS Council is planning short surveys on workload and management topics. A special thanks to Dr. Michael Talbert, Chair at the University of Oklahoma, and Joann Li, PDAS member at Columbia University, for their extensive assistance and support of these projects. PDAS Council also plans to solicit department incentive plans, which will be collated into a resource that will be available to all members. In addition to these special activities, the PDAS listserv remains very active throughout the year and is a constant source of advice and sharing between PDAS members.

We are also taking the initiative to bring more PDAS members into engagement, to do presentations at meetings and for potential leadership roles. The more active members we have, the more perspectives and ideas are available to the group!

We have also been actively planning for the (hopefully in-person) summer meeting in Chicago. It will be great to see everyone in-person again and to enjoy the collegial environment of the APC Annual Meetings. It seems like a long time since we have had this opportunity. Hopefully, we will reach a new (relative) normal, and we can look at these past two years as character-building successes. With our heartfelt condolences to all who were personally impacted by COVID-19, here is hoping for a much happier year, and for maintaining our sense of humor. Please be safe!



## UNDERGRADUATE MEDICAL EDUCATORS (UMEDS) SECTION

By Robin LeGallo, MD – *UMEDS Council Chair*



The coronavirus pandemic continues to consume the mental energy and efforts of undergraduate medical educators with both challenges and opportunities. The obstacles of delivering a superb education safely have decreased, but we are now observing the effects of the pandemic on student learning, which brings novel barriers to engagement. Sharing experiences with the UMEDS community is consistently met with support and ideas for both our teaching and our wellness. Despite how busy have been at our own institutions, the UMEDS Section has had a very productive year as outlined below.

### UMEDS Council

UMEDS had a very stable Council with the following members elected or appointed in 2021. Congratulations to these members and thank you to the entire UMEDS Council for your contributions.

- Rebecca Wilcox (University of Vermont): Re-elected as Member-at-Large.
- Valerie Fitzhugh (Rutgers New Jersey Medical School and Rutgers Robert Wood Johnson Medical School): Re-elected as Member-at-Large.
- Kamran Mirza MD, PhD (Loyola University): Appointed by UMEDS Council as Special Liaison for Social Media Communications.

### 2021 Annual APC Meeting- UMEDS Section

The success of the virtual meeting results from the hard work of UMEDS Council and its members, but mostly reflects the creativity, organization, and dedication of the entire APC staff. The programming continued the model of pre-recorded content with the time spent together for collaboration and discussion. UMEDS members know the value of doing the pre-work, so “thank you” to our membership for coming prepared. We especially appreciate the participation of other APC members and our guest speakers, Dr. Lisa Howley (AAMC) and Dr. Veronica Catanese (LCME), in the UMEDS program. Listed are just some of the highlights of the informative and engaging program.

- Course Directors Workshop on e-learning best practices highlighted the role of students and pathology residents in the creation and delivery of on-line electives.



## UNDERGRADUATE MEDICAL EDUCATORS (UMEDS) SECTION *continued*

- Ongoing discussion on the wide spectrum of teaching and assessing the skill of histopathology interpretation among medical schools, with attention to any guidance from licensing and credentialing organizations.
- Teaching of laboratory medicine in the medical school curriculum with attention to the LCME standards and best practice including pathology involvement in the EPA.
- “Diverse Voices” co-hosted by Valerie Fitzhugh (Rutgers New Jersey Medical School and Rutgers Robert Wood Johnson Medical School) and Andrea Deyrup (Duke University) shared the experiences of BIPOC learners as the basis for an open forum discussion. This was such an inspiring session; it was continued with a follow up discussion in October 2021 to expand the topics to learning environments, curricular audits and recruitment.

### Working Groups

**PCME:** The Pathology Competencies in Medical Education remain the gold standard in creating learning objectives and materials for undergraduate medical education. The medical education cases based on these competencies, published in *Academic Pathology*, continue to grow in number and are high-quality cases with images that can be used by all educators. Thank you to Barbara Ritschel (Uniformed Services University of the Health Sciences) for her endless work and leadership as Deputy Editor, Educational Cases. Links to the PCME and the complete set of educational cases can be found at <https://journals.sagepub.com/page/apc/pcme>. Please consider submitting a case or acting as a reviewer.

**UMEDS Toolbox:** Under the continued leadership of Margret Magid (New York University), the content presented at the UMEDS annual meetings continues to be catalogued and archived for all APC members to access. The UMEDS Toolbox landing page can be accessed at [www.apcprods.org/ume-toolbox](http://www.apcprods.org/ume-toolbox) or by going to the “Medical Educator Toolbox” tab under “Resources” on the APC homepage.

**UTRIG:** Congratulations to Co-Chairs Dr. Rich Haspel (Beth Israel Deaconess Medical Center) and Dr. Rebecca Wilcox, MD (University of Vermont), and to the entire UTRIG Working Group for the completion of the genomic learning modules and the accompanying instructor manuals and toolkits. These have been created and edited by experts in the field and vetted and endorsed by medical students. Visit <https://www.pathologylearning.org/trig/resources> to learn more and register for these free materials, as well as other genomics education tools.

**Laboratory Testing:** Barbara Ritschel (Uniformed Services University of the Health Sciences) and Andrea Deyrup (Duke University) co-chaired this working group and, with contributions from over 25 UMEDS members, created a resource for undergraduate medical education that links common laboratory tests to the pathophysiology of disease. Congratulations on the completion of this monumental project and submission of the culminating manuscript into *Academic Pathology*. This work will be presented at the 2022 APC Annual Meeting.



## GRADUATE MEDICAL EDUCATION ADMINISTRATORS (GMEAS) SECTION

By Chelle Kozy, C-TAGME – GMEAS Council Chair



The year of 2021 has been a fantastic and successful year for the GMEAS Section. After the changes and adjustments that were made during 2020 due to the pandemic, we seem to have adapted quite nicely to the virtual world. Some of us have continued with full-time remote working, some are working in a hybrid mode, and others returned full-time to the office.

Our 2021 Annual Meeting was held on a virtual platform this year. GMEAS Council prepared an excellent program and the meeting was attended by 68 GMEAS members – a new record for GMEAS! Session topics included, technical perspectives on recruitment, and wellness, motivation and inspiration for program coordinators. Our popular Coordinator Boot Camp featured an overview of resources, an introduction to how clinical competency committees and program evaluation committees work, and an update from the ACGME just for program coordinators. There was also a session on fellowship recruitment that included data collected by GMEAS on fellowship program timelines and other recruitment trends and practices. This data will also be used by APC's GME Committee in the development of an article that will be published on fellowship recruitment in 2022 in *Academic Pathology*.

GMEAS Council elections were held for two Member-at-Large positions. We welcome the participation of GMEAS members in the leadership of the Section. If interested, please contact me or other members of GMEAS Council to let us know. The GMEAS Council for 2021-2022 is as follows:

- Chair - Chelle Kozy, Orlando Health
- Chair-Elect - Ashley Sanders, University of Arkansas for Medical Sciences
- Immediate Past Chair - LeeTanya Marion Murray, Cedars-Sinai Medical Center
- Secretary - Ali Murtha, University of California, San Diego
- Secretary-Elect - Beth Smith (Shultz), Pennsylvania State Milton S. Hershey Medical Center
- Member-at-Large (2020-2022, 1<sup>st</sup> Term) - Kristina Smith, Mayo Clinic
- Member-at-Large - Amy Bourgeois, University of Vermont



## GRADUATE MEDICAL EDUCATORS ADMINISTRATORS (GMEAS) SECTION *continued*

- Member-at-Large - Pamela Adams-Lewis, Virginia Commonwealth University
- Member-at-Large - Kristine Scheel, Medical College of Wisconsin

Congratulations to the two recipients of the GMEAS Distinguished Service Award, Ashley Sanders of University of Arkansas for Medical Sciences, and Cory Freking of NorthShore University Health System.

We look forward to being able to see our colleagues in-person at the Annual meeting in Chicago. GMEAS program planning is currently in progress and is under the direction of Ashley Sanders, Program Chair/Chair-Elect of GMEAS. For those members, who are still unable to travel due to budgetary or health concerns, GMEAS is especially appreciative of the hybrid conference planned for 2022 to participate virtually.





## EQUITY MATTERS INITIATIVE REPORT

By Debra G B Leonard, MD, PhD and Melvin Limson, PhD – *Equity Matters Representatives*



In 2021, APC applied to represent pathology in the **Equity Matters Initiative**, a new program sponsored jointly by the Accreditation Council for Graduate Medical Education (ACGME) and the Council of Medical Specialty Societies (CMSS). APC joins over 30 medical specialty organizations participating in the 18-month long program that meets monthly for large and small group discussions on educational modules, and will culminate in an organizational capstone project to be completed by December 2022. Dr. Debra Leonard (University of Vermont), as past Chair of the APC Advocacy Committee, and Dr. Melvin Limson, APC's Director of Programs and Development, were appointed to serve as APC's Core Team leaders.

Equity Matters provides a framework for continuous learning and process improvement in the areas of diversity, equity, and inclusion (DEI) and anti-racism practices. The purpose of this initiative is to create learning environments that are inclusive and equitable so that all trainees and faculty thrive. The Equity Matters initiative will drive increased understanding of DEI and anti-racism fundamentals using multi-modal educational tools and resources, with a peer advisory approach to create shared learning within learning communities. This unique partnership between ACGME, CMSS and the Organization of Program Director Associations (OPDA) provides access to the full continuum of physicians, including learners, faculty, and practicing physicians, across medical specialties and the institutions they represent.

In consultation with APC Council, the APC Capstone Project under review by the ACGME/CMSS will focus on developing a toolkit of best practices for improving equity across ranks for women in academic pathology departments.



## EQUITY MATTERS INITIATIVE REPORT *continued*

This will be accomplished in three phases: a survey, interviews, and toolkit development. The ultimate goal is to improve gender rank equity in academic pathology. The survey will collect baseline data in mid-2022 to identify departments that have achieved gender equity in faculty rank, leadership roles, and academic tracks or pathways. By interviewing the Chairs of those departments demonstrating gender rank equity, APC will identify the approaches used to achieve equity. The information from the interviews will be developed into a “toolkit” of best practices for achieving gender rank equity. The Gender Rank Equity Toolkit will be disseminated through publication, posting on the APC website, and presentations at national meetings. APC will monitor the impact and utilization of this toolkit on gender rank equity in pathology departments over time. We anticipate an impact on gender rank equity in more departments over a 5- to 10-year timeframe and plan to continue a longitudinal assessment.

More information about the APC’s Equity Matters Capstone Project and resources from the Equity Matters initiative will be made available in 2022 to 2023.



## ENTRUSTABLE PROFESSIONAL ACTIVITIES (EPA) WORKING GROUP UPDATE

By Cindy McCloskey, MD and Bronwyn Bryant, MD – *EPA Working Group Co-Chairs*



The Entrustable Professional Activities (EPA) Working Group began their national pilot in the 2021-2022 academic year, after a 1-year delay due to disruptions in educational programs caused by the pandemic. Faculty development started in April and May 2021 by training EPA “champions” at each intervention institution, who went on to train faculty and residents in June 2021. Practice entrustment ratings will be the basis of a publication validating the entrustment scale of the assessment tool. The preliminary surveys went out to intervention and control programs in July 2021, with mid- and post-surveys planned in 2022. Quarterly town hall meetings with intervention site program directors and EPA champions have provided a wealth of information and experience about the feasibility of EPAs in pathology residency training. Data evaluation and dissemination of results are planned at the conclusion of the study. The EPA Working Group Co-Chairs would like to thank the Working Group members and study participants for their continual input and patience throughout this study.



## PATHOLOGY INFORMATICS ESSENTIALS FOR RESIDENTS (PIER) UPDATE

By Scott Anderson, MD – *Chair, PIER Leadership Committee* and Sue Plath, MA – *PIER Project Lead, CAP*



As in 2020, despite the continuing situation with the pandemic, the PIER Leadership Committee (PLC) had a productive year in 2021. We thank committee members and staff for their dedication and continued enthusiasm for this project. This article will touch on highlights of what was accomplished.

Unlike previous years, we were unable to meet in person, but we leveraged our monthly calls to focus on our goals and keep the work moving forward. One goal was related to communication and making sure key stakeholder audiences received updates on PIER. We targeted two events, 1) the Association for Pathology Informatics (API) Virtual Summit Meeting in May; and 2) the APC Annual Meeting in July. We thank Dr. Michael Esposito (Northwell Health), who represented the PLC at both meetings. He made a live virtual presentation at API and then he recorded a presentation directed at new program directors for APC.

The most significant work of 2021 was the July launch of Release 4. This update was planned for 2020 but was delayed due to the pandemic. Our goal was to streamline and make PIER implementation easier. Some of the key improvements include:

- Updated topics and new outcome statements to better match expectations for residents upon completion of training
- Integrated 3 tools (used for planning, tracking progress, and completion) into 1 tool
- Pared down the 22-page Instructional Resource Guide to an 11-page Getting Started document
- Transitioned the Resource Toolkit containing all 4 Essentials (85 pages) into 4 separate, smaller documents

PATHOLOGY INFORMATICS ESSENTIALS FOR RESIDENTS (PIER) UPDATE *continued*

- Restructured and updated the Practical Exercises
- Reduced the number of Recommended Resources to make it easier for program directors to plan for training
- Streamlined the PIER web page to make it easier and quicker to access information

2021 also marked the start of change for the PLC. We welcomed 2 new residents, Dr. Nalan Yurtsever from Zucker School of Medicine at Hofstra/Northwell and Dr. Jeffrey Kleinberger from University of Pittsburgh Medical Center. In addition, we added staff representation from API. Nova Smith, Executive Director for API, is now a member of the PLC. While welcoming and adding new members is always exciting, we also have some current members who have fulfilled their terms and even graciously agreed to stay on longer to help finish key deliverables, which we really appreciate. We are sad to lose trusted colleagues but thank them for their contributions to help improve informatics education for pathology residents and we look forward to filling open positions in 2022.

After reflection on the last 6+ years of progress and changes in the training environment, the PLC has decided that our plans for 2022 are going to be managed in phases. For the first 6 months or so of 2022, we will focus on two key activities: 1) filling open positions on the PLC; and 2) conducting a survey of program directors to understand the evolving needs related to informatics education. Once this work is accomplished, we will further define our focus, direction, and next set of deliverables for PIER.

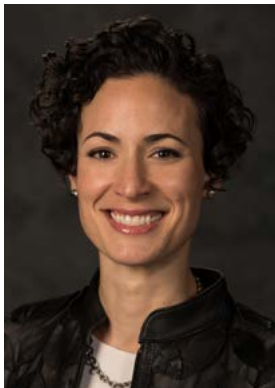
As a reminder, PIER is a *free* curriculum, and it can be found on the APC website at: [www.apcprods.org/pier](http://www.apcprods.org/pier).





## TRAINING RESIDENTS IN PATIENT SAFETY (TRIPS) WORKING GROUP UPDATE

By Yael Heher, MD and Richard Haspel, MD, PhD – *TRIPS Working Group Co-Chairs*



Diagnostic error prevention is a pressing national issue highlighted by the National Academy of Medicine and is a key focus for the ACGME and its Milestone requirements. Given the lack of pathology-specific patient safety educational tools to meet ACGME requirements and NAM goals, the APC PRODS Training Residents in Patient Safety (TRIPS) Working Group was established in November 2018. The goal of TRIPS is to develop consensus-driven and validated patient safety curricular tools for pathology training programs across the United States.

TRIPS membership includes Pathology residency program directors, patient safety leaders from a diverse group of institutions, representatives from national organizations including ABPath, ACLPS, APC, ASCP, CAP, SIDM, and USCAP, and pathology trainee representatives. ASCP also provides important administrative support.

The TRIPS Working Group undertook a needs assessment to determine the current state of patient safety education in pathology residency programs across the country. Distributed to 143 program directors in the Summer of 2019, survey results highlighted significant gaps and confirmed the need for developing a pathology-specific patient safety curriculum. Over 60% of training program leaders indicated they did not have a pathology-specific patient safety curriculum and greater than 90% confirmed that expert-created teaching tools would be helpful for implementing or improving local patient-safety training. Incident reporting, root cause analysis (RCA) and diagnostic error were the topics that over 90% of leaders believed should be included in a national patient-safety curriculum.

Based on this national needs assessment and using feedback from a pilot program at the 2019 APC Annual Meeting, TRIPS began to develop and refined patient safety educational tools. Focused on Root Cause Analysis, a toolkit for learners and another for teachers was developed. In addition, an assessment rubric to determine RCA competency has been developed and refined. Finally, thanks to collaboration with the ASCP and using patient safety related questions developed by TRIPS and included in the RISE (Resident In-Service Examination), baseline data have been collected to assess pathology trainee patient safety knowledge.

Shorter term goals of TRIPS include validating the comprehensive RCA exercise tool package (including the assessment tool) to assist individual residency programs in implementing the exercise locally and expanding pilot sites to other institutions.

TRIPS is possible due to the support of APC, PRODS, ASCP, and the many other cooperating national organizations. We are making progress and are looking forward to providing vetted and evidence-based teaching resources to improve national pathology patient-safety education.

## TRAINING RESIDENTS IN GENOMICS (TRIG) & UNDERGRADUATE TRAINING IN GENOMICS (UTRIG) UPDATES

By Richard Haspel, MD, PhD and Rebecca Wilcox, MD – TRIG/UTRIG Co-Chairs



Since inception in 2010, the PRODS Training Residents in Genomics (TRIG) Working Group has held over 50 genomics workshops at pathology meetings internationally for over 2,000 participants. To allow others to implement training using a team-based learning approach, there have also been train-the-trainer workshops and release of an instructor handbook and toolkit. Online modules have been made available that translate the workshop into a virtual environment using simulation of online genomics tools. These materials have been accessed by over 3,000 registered users from over 70 countries.

All materials are available for *free* on the TRIG website (<https://www.pathologylearning.org/trig>). Current resources include updated versions of the TRIG Instructor Handbook and Toolkit (2019) and TRIG Online Modules (2020). In a 2020 PRODS survey, over 35% of participating residency training program directors responded that their programs use TRIG-related materials. Over 90% of respondents to a 2020 survey of individuals who have downloaded materials from the TRIG website would recommend the materials to others. They have also subsequently used the materials with over 3,500 learners.

While COVID has precluded many in-person workshops, the online modules have provided remote learning opportunities for the 2021 USCAP Annual Meeting and the 2021 Annual Meeting of the Australasian Division of the International Academy of Pathology. An in-person workshop was held at CAP 2021. There was no team-based learning due to social distancing restrictions, but use of an online interactive online platform allowed for collaboration by attendees. The Working Group continues to consider other novel remote learning approaches and also hopes for a return to additional in-person workshops.

In October 2020, the UMEDS Undergraduate Training in Genomics (UTRIG) Working Group released the Medical Student Genomic Instructor Handbook and Toolkit. This resource, also available on the TRIG website, provides the materials and guidance needed to implement a flexible, modular, field-tested introductory genomics curriculum designed for integration into medical school coursework. The curriculum consists of four exercises built on a “flipped classroom” model with both case-based, in-class components and a pre-session preparatory toolkit.



## TRAINING RESIDENTS IN GENOMICS (TRIG) & UNDERGRADUATE TRAINING IN GENOMICS (UTRIG) UPDATES *continued*

The exercises have been successfully tested with 27 medical students at the 2018 and 2019 ASCP Annual Meetings as day-long workshops. Additional feedback was provided by UMEDS members through an interactive workshop at the 2019 annual APC meeting. Over the last 18 months, UTRIG has modified and developed this genomics curriculum into UTRIG Online Modules. These modules serve as standalone educational resources independent of classroom participation or facilitation. They have been recently released on the TRIG website.

In regard to other specialties, workshops based on the TRIG approach but with a non-cancer genomics focus, developed through the Intersociety Coordinating Committee for Practitioner Education in Genomics (ISCC-PEG), have been held at the annual meetings of the American Heart Association, American Academy of Neurology and American Academy of Ophthalmology. More recently, in 2021, the exercises have been adapted to pediatric rare disease diagnosis with a workshop held through the Pediatric Academic Societies. A handbook and toolkit for these plug and play “universal” exercises adaptable to different specialties is available on the TRIG website.

The work of TRIG and UTRIG is supported by a National Cancer Institute R25 grant, totaling approximately \$3 million over 10 years. With these funds, ASCP has provided critical educational design support. The current grant period ends in 2022; however, we have applied for a grant renewal, and we are hoping we can continue to utilize R25 funding for TRIG and UTRIG initiatives.

TRIG and UTRIG thank APC, PRODS, UMEDS and the many cooperating pathology and genetics organizations engaged with the development and use of these resources. Other organizations are welcome to appoint representatives. We are making great progress and are looking forward to a continued positive impact on genomic pathology education.



## THE SOCIETY OF '67: APC'S PHILANTHROPIC ARM

By Melvin Limson, PhD – *Director of Programs and Development, APC*



Programs of the **Society of '67** foster the development of academic pathology and the pipeline of future leaders in academic pathology, education, and research made possible by generous contributions to the **Society of '67**, named for APC's founding year – 1967. The Society provides a vehicle for individuals, families, and corporate partners to invest in the future and legacy of academic pathology to advance and improve health care.

In 2021, more than \$72,000 was received from nearly 50 donors, in addition to a Diamond Level donation of \$50,000 to sustain the Open Access Award program for trainees and junior faculty to publish in *Academic Pathology*. About half of the donors were Senior Fellows, whose donations were generously matched by one of their colleagues (who wishes to remain anonymous), totaling nearly \$50,000. The Senior Fellows maintain their status as the largest group contributor to the **Society of '67**. They, along with Lifetime Members, sustain all programs of the Society of '67: Open Access Awards, Trainee Project Grants, PDAS Fellowship Program, and the Kinney Scholars Program. Highlights from 2021 for each program are described below.

**Open Access Awards** for publications in *Academic Pathology* were provided to 19 authors to cover their article processing fees (APF) totaling nearly \$17,000 for 9 research articles, 4 brief editorials, and 6 educational cases submitted by a student, resident, or early career pathologist.

**Trainee Project Grants** in Health Services Research or Education totaling nearly \$10,000 were awarded to two pathology trainees for projects that are designed to innovate or address a healthcare quality, cost, or access issue. Recipients were:

**Jhun Iny, MD, ScD** (and Vivek Charu, MD, PhD), Stanford University, *Long-term trends and geographic variation in the utilization of liver biopsies in pediatric inpatients in the United States, 2007-2017*

**Cullen Lilley, MS** (and Kamran Mirza, MD, PhD), Loyola University Chicago, Stritch School of Medicine, *PathElective as Curricular Adjunct*

The **Scholars Program**, the inaugural program of the **Society of '67** in 2017, was formally renamed by the Board to the "**Thomas D. Kinney Scholars Program**" in honor of Dr. Thomas D. Kinney, who was especially committed to education and training, one of the founders of APC, and a legendary pathologist mentor to many. In 2021, 7 medical students and 9 pathology residents were selected as Kinney Scholars who virtually participated in the APC 2021 Annual Meeting



## THE SOCIETY OF '67: APC'S PHILANTHROPIC ARM *continued*

to experience the future of academic leadership. The Kinney Scholars kicked off their conference week with an orientation to the **Society of '67** Board members, who served as mentors and provided advisement for keeping engaged with sessions of interest. Throughout the virtual sessions and gatherings over the next four days, the Kinney Scholars were present and thoughtfully asked relevant questions from the trainee perspective and concluded their experience by debriefing with the **Society of '67** Board.

### Society of '67 2021 Kinney Scholars

| Medical Students  |  |  | Pathology Residents  |  |  |
|---|--|--|--|--|--|
|  Ashley Barlev<br>        |  Evelyn Ilori, PhD<br>   |  Samreen Fathima, MD<br>                     |  Nicole Mendelson, MD<br>    |  |  |
|  Diana Fang<br>        |  Cullen Lilley<br>    |  Ashley Hein, MD<br>                       |  Kenechukwu Ojukwu, MD<br> |  |  |
|  Adriana Garrison<br> |  Margarita Loxas<br> |  Timothy Helland, MD<br>                 |  Jason Rostedt, MD<br>   |  |  |
|   |  Wesley Wang<br>     |  Maria Cristina Magallanes Hoyos, MD<br> |  Brandon Zelman, DO<br>  |  |  |
|   |  |  Janina Markidan, MD<br>                 |  |  |  |

#### Comments from Kinney Scholars on attending APC 2021:

- It was great to see so many different people come together who have a shared vision, power, and drive to elevate the field of Academic Pathology. Seeing how Academic Pathology is filled with people who are full of humanity, receptiveness to trainees, and open to investing in trainees like me, I look forward to the day of joining their ranks.
- I also appreciate the kindness and sense of welcome APC had for the Kinney Scholars. Although we are still early in our training, I felt like the members of APC valued our feedback and wanted to make us feel like part of the family.
- I appreciated the openness from the members of the APC in discussing racial equity and diversity issues from the workforce to the laboratory. This is the kind of discourse and action that makes patient care better!



**THE SOCIETY OF '67: APC'S PHILANTHROPIC ARM** *continued*

Additionally, several Kinney Scholars continue to voluntarily engage with the APC by attending monthly APC Committee conference calls, providing trainee perspectives, and/or contributing to specific projects of the committees.

| APC COMMITTEE             | 2021 KINNEY SCHOLARS (2020 Class in italics)  |
|---------------------------|---|
| <b>GME Committee</b>      | <ul style="list-style-type: none"><li>■ Evelyn Ilori, MD, PhD - PGY1 (UTSW)</li><li>■ Adriana Garrison - MS3 (WVU)</li><li>■ Samreen Fathima, MD - PGY3 (Baylor)</li><li>■ Nicole Mendelson, MD - PGY4 (UVM)</li><li>■ Kenechukwu Ojukwu, MD - Fellow (Cedars-Sinai)</li><li>■ <i>Amanda Herrmann, MD, PhD - PGY3 (UT Houston/McGovern)</i></li><li>■ <i>Maryknoll Palisoc (Penn State)</i></li></ul> |
| <b>UME Committee</b>      | <ul style="list-style-type: none"><li>■ Ashley Barlev - 7<sup>th</sup> Year MD/PhD Student (Northwell)</li><li>■ Diana Fang - MS4 (MUSC)</li><li>■ Margarita Loxas - MS4 (Creighton)</li><li>■ <i>Robert Christian, MD - PGY3 (OHSU)</i></li><li>■ <i>Alexander Craig, MD - PGY1 (UCSF)</i></li><li>■ <i>Marie Smithgall, MD - PGY5 (Columbia)</i></li></ul>  |
| <b>Research Committee</b> | <ul style="list-style-type: none"><li>■ Cullen Lilley - MS3 (Loyola/Chicago)</li><li>■ Wesley Wang - 4<sup>th</sup> Year MSTP (Ohio State)</li><li>■ <i>Maryknoll Palisoc - 5<sup>th</sup> Year MSTP (Penn State)</i></li><li>■ <i>Andrew Rech, MD, PhD - PGY3 (U Penn)</i></li></ul>   |
| <b>LD&amp;D Committee</b> | <ul style="list-style-type: none"><li>■ Maria Cristina Magallanes Hoyos, MD - PGY 3 (OHSU)</li><li>■ <i>Amandeep Kaur, MD - PGY5 (U Chicago/NorthShore)</i></li></ul>   |

The **PDAS Fellowship Program** was launched in 2021 with thanks to a corporate donor, Physician Data Management (PDM), a Coronis Health Company, whose funding accelerated the program that was conceptualized in 2019. At the time, senior PDAS members recognized that pathology departments would be undergoing transitions in departmental administrators due to an upcoming generational retirement of current PDAS members. In identifying this need to support the career development of emerging pathology department administrators, an "Associate" member category in the PDAS Section.

In 2021, the **Society of '67** PDAS Fellowship Program provided an opportunity for three Associate PDAS Members to attend the APC Annual Meeting by covering the cost of a meeting registration and engaging with PDAS Council members and mentors.



## THE SOCIETY OF '67: APC'S PHILANTHROPIC ARM *continued*



Comments from PDAS Fellows on attending APC 2021:

- My overall thoughts of my introduction to the PDAS section and the larger APC organization are that even within Pathology and Laboratory Medicine, institutions are structured differently across the country. Yet, members from these institutions are able to come together and share their ideas with one another so freely in a safe, respected environment.
- Although the topics and content of the presentations were informative, the most valuable aspect of the conference again was the connections established with experienced pathology administrators, who were very willing share their experiences. Open and honest discussions among professionals with shared goals and woes, who believe in sharing their experiences to support career advancements of those following in their paths, were most impressionable from the conference.

Finally, thank you to the **Society of '67** Board Members in 2021 for their generosity, time in reviewing and selecting recipients, advisement on the governance and oversight of the **Society of '67**, and encouragement for others to donate and invest in the academic pathology pipeline.

- Lydia Howell, MD (APC President - S'67 Chair) - Chair, University of California Davis
- David Bailey, MD - Senior Fellow, University of California San Diego
- L. Maximilian Buja, MD - Senior Fellow, University of Texas Health Science Center at Houston
- James Crawford, MD, PhD - Chair, Northwell Health
- Cheryl Hanau, MD - Chair, Drexel University
- Robert Hoffman, MD, PhD - Program Director, Vanderbilt University
- Harry Pukay-Martin (Secretary) - Retired PDAS, formerly at the Ohio State University
- David Roth, MD, PhD (APC Secretary-Treasurer - S'67 Treasurer) - Chair, University of Pennsylvania
- Fred Sanfilippo, MD, PhD - Senior Fellow, Emory University
- Charles Timmons, MD, PhD - Program Director, University of Texas Southwestern/Texas Children's Hospital



## THANK YOU TO THE GENEROUS 2021 DONORS AND LIFETIME MEMBERS OF THE SOCIETY OF '67!

|  |   |
|--|---|
| <b>BENEFACTORS</b><br>(\$100,000-\$249,999)  | <ul style="list-style-type: none"><li>■ Dr. &amp; Mrs. James M. Crawford</li><li>■ Fred P. Sanfilippo, MD, PhD, <i>in honor of Dr. Thomas D. Kinney</i></li></ul>   |
| <b>DIAMOND LEVEL</b><br>(\$50,000-\$99,999)  | <ul style="list-style-type: none"><li>■ David N. Bailey, MD</li></ul>   |
| <b>SAPPHIRE LEVEL</b><br>(\$25,000-\$49,999) | <ul style="list-style-type: none"><li>■ Barbara S. Ducatman, MD</li></ul>   |
| <b>PEARL LEVEL</b><br>(\$10,000-\$24,999)    | <ul style="list-style-type: none"><li>■ Anonymous Donor (Senior Fellow)</li><li>■ Cheryl Hanau, MD, <i>in memory of Dr. Michele Raible</i></li><li>■ Robert D. Hoffman, MD, PhD</li><li>■ Tristram Parslow, MD, PhD</li><li>■ Harry E. Pukay-Martin, MBA, CPA, FHFMA</li></ul>  |
| <b>GOLD LEVEL</b><br>(\$5,000-\$9,999)       | <ul style="list-style-type: none"><li>■ Anonymous Donor (Senior Fellow)</li><li>■ L. Maximilian Buja, MD</li><li>■ Lydia P. Howell, MD</li><li>■ David B. Roth, MD, PhD</li></ul>   |
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