



Association of Pathology Chairs, Inc.

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Dates to Remember:

- **APC/PRODS/PDAS/GRIPE**
 July 27-30, 2005
 Mont-Tremblant, Quebec
- **CAP '05**
 September 11-14, 2005
 Chicago, IL
- **ASCP 2005 Annual Meeting**
 March 5-8, 2005
 Chicago, IL
- **USCAP Annual Meeting**
 February 26—March 4, 2005
 San Antonio, TX
- **EB '05**
(ASIP Annual Meeting)
 April 2-6, 2005
 San Diego, CA

Managing Officer's Message Mark E. Sobel, MD, PhD

On October 1, Gretchen Bretsch resigned her position as APC Administrator to pursue other endeavors. APC's new Administrator is Andrea Jackson. Andrea has extensive experience with managing programs for nonprofit organizations, and I am confident that you will find her to be helpful and friendly. She can be reached at 301-634-7880 or by email at ajackson@asip.org or at apc@asip.org. Andrea is currently on a steep learning curve to master APC's complexities, and is occupied with getting membership dues invoices ready for distribution (coming soon to a mailbox near you!). During this transition period, should you have any problems or concerns, please contact me at mesobel@asip.org.

President's Message David S. Wilkinson, MD, PhD

Summer '04 Meeting in Mont Tremblant, Quebec, Canada. The APC returned to beautiful Mont Tremblant for our annual meeting in July. We had an action-packed, content-rich program, with the major theme devoted to Undergraduate Pathology Education. Carole Pillinger, Chair of the APC Undergraduate Medical Education Committee, and I had the pleasure of serving as Program Co-Chairs. There were also companion meetings of the Group for Research in Pathology Education (GRIPE), the Resident Program Directors' Section (PRODS), and the Pathology Department Administrators Section (PDAS). There were 246 registered participants for this year's meeting.

GRIPE got the meeting started on Tuesday, with a great lineup of plenary sessions and workshops. They concluded their meeting on Wednesday morning with a half-day discussion of "A Core Curriculum for Pathology," which has become a major initiative for APC. Vinay Kumar, Chair of Pathology at the University of Chicago, officially opened the APC meeting on Wednesday evening with a wonderful Keynote Address that honored the "Memories of Two Giants in Pathology: Stanley Robbins and Ramzi Cotran and the Evolution of a Textbook." This was followed by the presentation of the APC Distinguished Service Award to Peter Ward, Chair of Pathology at the University of Michigan, for his career achievements in experimental pathology and extensive service to our discipline. Opportunities for fellowship and networking included the Welcome Reception, New Chairs Luncheon, breakfast, lunch and breaks. The venue of the Hotel Fairmont and the adjacent village provided an inviting ambience for informal discussions, making new friends, and catching up with old friends.

Summer '05 Meeting in Mont Tremblant. Keep the dates of July 27-30 open to attend APC 2005. The theme of this meeting will be Graduate Medical Education and the Program Co-Chairs will be Ralph Green, Chair of the APC Graduate Medical Education Committee, and Jim Crawford, APC President-Elect.

Summer '06 Meeting. Although the atmosphere is great once you arrive in Mont Tremblant, some have complained about the expense and time required to get from the airport in Montreal to the resort. Therefore, your Council is considering other options for 2006 and beyond, including resorts in Colorado. Let me hear your thoughts on locations for future meetings.

APC Research in Education Group (REG). Under the leadership of Vinay Kumar, a request for proposals was sent out soon after the summer meeting, seeking innovative and exciting proposals that will enhance pathology education at the undergraduate (medical school) level. Two or more projects will be chosen for funding every two years at about the \$25,000 level each. The Principal Investigators of these projects will be designated APC-REG Medical Scholars to recognize their excellence.

APC Section for Undergraduate Pathology Education Course Directors. The APC Council approved the formation of a Section for Undergraduate Pathology Education Course Directors. This section will be organized in a manner similar to the current PRODS and PDAS and will include each chair's designated undergraduate pathology education course director. This group will meet annually at the APC summer meeting, beginning in 2005. David Wilkinson and Carole Pillinger will oversee the initial organization of this section, with help from members of GRIPE, PRODS and PDAS.

Message from the President (Cont.)

American Board of Pathology Molecular Genetic Pathology Certification. Certification in Molecular Genetic Pathology is currently a joint and equal function of the American Board of Medical Genetics (ABMG) and the American Board of Pathology (ABP). The ACGME program requirements for graduate medical education in Molecular Genetic Pathology have substantial components in both genetics and pathology. Some APC members have expressed concerns that the current ACGME requirements are too restrictive and that the requirement to have joint administration between pathology departments and genetics departments is often difficult to accomplish. At the summer meeting of APC, your Council agreed to explore the possibility of creating a subspecialty certification in Molecular Pathology, independent of other organizations. I have already had discussions with two ABP members on this topic and would appreciate hearing your views on this subject.

Future of Pathology. Your APC leadership is participating in a small group, convened by the CAP, that is trying to identify critical issues facing the specialty of pathology. The current focus is on graduate education, since one of the key issues identified so far is that increasingly there is a perception among practicing pathologists that recent resident graduates are not ready for independent practice, especially in the areas of surgical pathology, informatics and laboratory management.

Winter Council Meeting. The APC Council will hold its annual meeting in January to plan the summer meeting, review the annual budget, update the strategic plan, and finalize the 2005 Action Plan. If you have ideas about any of these topics, please email me at dswilkin@vcu.edu.

News From PDAS Barbara Peterson

The Pathology Department Administrators Section's annual meeting at Mont Tremblant was very successful although we lost a few more attendees this year. Only 36 Administrators were able to attend the meeting. An informal canvassing of PDAS members who did not attend confirmed that finances and remoteness of conference site were the two greatest obstacles to attending. We missed those who couldn't make it and hope that we'll see you in 2005!

Evaluations of the various sessions at Mont Tremblant were in the good to excellent range, and overall satisfaction with the meeting was very high. The Leadership workshop was very successful with most participants rating it excellent. We hope to have the ability to do a similar workshop in 2005. Our combined sessions with the Chairs and PRODS and GRIPE during the Saturday presentations were well attended and beneficial. We appreciate the feedback on the 2004 presentations and will use your comments and suggestions as we prepare for the 2005 meeting. Additional thoughts or ideas for the 2005 meeting are appreciated, please just send me an e-mail!

As usual, the networking that occurs at restaurants, shopping, and our special social events (white water rafting, horseback riding, go-carts, etc) was very productive – it's amazing how much information is shared in these more relaxed settings. It's also

News From PRODS Larry J. Fowler, MD

As the new Chair of PRODS let me first say thank you to our outgoing Chair J. J. Steinberg, M.D (Albert Einstein/Montefiore, NY) and his energetic and wonderful leadership over the past 2 years. Many thanks also to Dr. Pat Buckley (Duke, NC) for his past 2 years input as a Member-at-Large on the PRODS Council. I would also be terribly remiss not to mention the continued support of the Association of Pathology Chairs as well as Dr. Mark Sobel, and Gretchen Bretsch for making the summer APC/PRODS meeting a continuous extremely informative and helpful meeting for us Program Directors who otherwise have to learn all the duties after we are given the title (and often after our mistakes). Besides the usual excellent "update" presentations by The American Board of Pathology (Dr. Betsy Bennett) and the Pathology RRC (Dr. Stephen Nestler), we received much support from many pathology organizations that continue to assist us in the education of our pathology residents and we appreciate their input (ASCP, ASIP, CAP, ICPI, & USCAP). Each year we also get updates from the NRMP/ERAS as well as information on immigration and visa issues post-9/11. The Summer APC/PRODS Meeting has offered CME credit for the past two meetings.

This year I counted 60 PRODS attending of the 151 ACGME approved APCP Programs in the U.S. I expect that we will see more Program Directors in attendance in Mont Tremblant (July 2005) as the meeting will focus on Graduate Medical Education. The ASIP staff and I will be working on emailing all 151 Program Directors of ACGME-approved pathology programs and offering them a six month subscription to the PRODS list server leading up to the 2005 July meeting. Also to be emphasized to Program Directors who are not currently PRODS members is that there is a mechanism that they can be full PRODS members without their Chair being part of the APC and separate membership fees are available (as encouraged by PRODS Long Range Planning and Membership Committees and supported by APC Council at this year's meeting). Next year's APC/PRODS meeting has already begun taking shape through the APC's GME Committee under the capable guidance of Dr. Ralph Green (UC-Davis, CA). I have invited input from all PRODS members (fowler@uthscsa.edu) for topics or areas of residency training that are the current "hot topics" for inclusion into the program through the APC GME Committee.

PRODS Council has elected to send representatives of PRODS to two separate GME meetings this academic year to represent pathology. These include:

Drs. Ken Haines and V.O. Speights to the Organization of Program Directors Association (OPDA), which is an off-shoot of the Council of Medical Specialty Societies (CMSS), Annual Meeting to be held on Friday and Saturday, November 12-13, 2004 at the Doubletree Hotel O'Hare in Rosemont, Illinois. They will be asked to follow this with a report to PRODS Council at the Spring PRODS/USCAP Meeting.

Secretary-Treasurer's Report: Summer Conference

Robert L. Reddick, MD

The Annual meeting of the Association of Pathology Chairs was held in Mont Tremblant, Quebec, Canada on July 20-24, 2004. The meeting was sponsored by the APC, PDAS, PRODS, and GRIPE. The theme for the conference was *Undergraduate Pathology Education*. The total attendance for the Annual meeting was 246. The APC business meeting was chaired by Mary Lipscomb who recognized Jerry Garvin as past president and presented him with a special plaque and gift for his tireless services to APC. Reports were provided by various committee Chairs. Bob Hunter reported on the recent APC survey on practice and management. The focus of this survey was on data collection that would be useful in negotiations with hospitals and other payor groups. James Crawford, Chair of the Research Committee, spoke on the role of the research committee in tracking trends related to the management of research in departments of Pathology. Carole Pillinger, Chair of the Undergraduate Medical Education Committee, spoke briefly about three initiatives developed by the Committee for presentation to the APC Council for consideration. These included copyright protection, graduate medical education as a yearly component at the annual meeting, and the inclusion of GRIPE, pathology course directors, and APCREG members at each APC annual meeting to discuss UME issues. Ralph Green reported on issues important to residents including the determination of resident training costs, competency issues and job prospects for the large number of 2005-2006 residents who will be seeking employment. The APCREG report was provided by Vinay Kumar who discussed the proposal to use REG funds to support research initiatives on undergraduate medical education. Proposals will be solicited every two years and funded at the \$50,000 level. Competitive renewals will also be possible. Changes in the APC bylaws were discussed by Jerry Garvin. A resolution was approved to allow the APC to be reincorporated as a nonprofit corporation in the state of Maryland rather than the District of Columbia. The contributions of Mark Sobel were recognized.

Keynote Address The keynote address was delivered by Vinay Kumar who spoke on the development of the textbook "The Pathologic Basis of Disease" and the relationship that the co-editors had over the years in developing this textbook. Acknowledgement was made to Drs. Stanley Robbins and Ramzi Cotran for their commitment to excellence and high standards in the creation of a textbook designed to be used by students of all ages.

APC Distinguished Service Award This award is given at the annual meeting to an individual who has made significant contributions to academic pathology in research, in education or in advancing the discipline of pathology in the medical community and to the public at large. Peter A. Ward, M.D., Ph.D., Professor and Chair, University of Michigan Health System, received the Distinguished Service Award for 2004. Dr. Ward is a past recipient of the ASIP Gold-Headed Cane Award (2001), the Parke-Davis Award in Experimental Pathology (1972), and the Rous-Whipple Award (1996). He is well regarded as a leader in academic pathology and is known nationally and internationally for his research on molecular mechanisms of the inflammatory response.

Leadership workshop The leadership workshop for this year was led by David W. Young of Boston University School of Management. The theme was *"Financial Management in Departments of Pathology"*. The presentation utilized case studies to illustrate important points in financial management. Two sessions were presented and for the Chairs focused on the financial resources needed for the clinical side of the department. The session for PDAS was designed to provide insights into budgets and the reasons for budget deviations. The sessions were lively and the participants rated this session as excellent.

Hot Topics This session was chaired by Mary Lipscomb. The theme of the session was *"Challenges to the Future of Academic Pathology and Academic Medical Centers"*. Topics included for presentation encompassed the various missions of an academic department of pathology. This session was highly regarded by the attendees and evaluation comments included descriptions such as practical, excellent, and outstanding for the presentations in this plenary session.

Meeting Evaluation

Participant evaluation of the meeting format and topics were overwhelming favorable. High marks were given to the APC/GRIPE/PRODS workshops, the Keynote Address, APC Plenary Session 2, and APC/PDAS Plenary Session 3.

Election Results (See right hand column for members of APC Council effective July 24, 2004)

APC Council 2004-2005

President

David S. Wilkinson, MD, PhD
VCU Medical Center

President Elect

James M. Crawford, MD, PhD
University of Florida College of
Medicine

Past President

Mary F. Lipscomb, MD
New Mexico School of Medicine

Secretary-Treasurer

Robert L. Reddick, MD
University of Texas Health Science
Center at San Antonio

Council Member at Large

Mark Tykocinski, MD
University of Pennsylvania Medical
Center

**Chair, Graduate Medical
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Ralph Green, MD
University of California, Davis
Medical Center

**Chair, Practice and Management
Committee**

Robert L. Hunter, MD, PhD
University of Texas - Houston
Medical School

Chair, Research Committee

Jonathan Braun, MD, PhD
UCLA School of Medicine

**Chair, Undergraduate Medical
Education Committee**

Carole L. Pillinger, MD
University of South Carolina School
of Medicine

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What's New:

- APC Council 2004-2005
- PRODS Council 2004-2005
- PDAS Council 2004-2005

News from PDAS (Cont.)

amazing that Department Administrators never stop talking about work, no matter what is going on around them! Our "unofficial" Social Director is still recovering from her broken wrist, but starting to plan the 2005 networking activities along with our "unofficial" Social Events Coordinator.

The PDAS business meeting focused on the length of terms of office for PDAS Council members. Prior to the 2004 meeting, officers served two-year terms in each position. Chair-elect, Chair, and Immediate Past Chair terms resulted in a six-year commitment for one individual. Although it is felt that the two-year terms are beneficial for continuity, the PDAS members voted to limit the terms of PDAS terms of office to one year, with Regional Representatives serving two years. The By-laws are being changed to reflect this decision. The outcome of this discussion delayed the nomination and election of new officers so we were without a Chair-elect and Secty/Treasurer-elect for a period of time.

PDAS Council elections were finalized in October with the new slate of PDAS officers for FY 2005 being: Immediate Past Chair - Don Highfield (Univ. of Colorado), Chair-elect - Harry Pukay-Martin (OSU), Secty/Treas - Susan McCarthy (UC-Irvine); Sec/Treas-elect - Marjel Hamlin (Creighton). Newly elected Regional Representatives are John Baci (Children's Hospital, Boston) for the North Eastern region and Denise Matthews (USC) for the Western region. Doug Karsch (Univ. Miami) will continue in his second year representing the South Eastern region and Gretchen Harvey (Univ. Wisconsin) will continue to represent the Mid-Western region. Members are encouraged to contact your officers and/or representatives with any issues you may have regarding PDAS.

The PDAS listserv continues to be quite active with many requests for information, and relevant discussions on best practices, coding, billing, and research questions. If you aren't on the listserv, please contact Sandi Jaros (Univ. Kentucky) at sjaros@email.uky.edu to sign up. Management of the APC Department survey will eventually be turned over to the ASIP office with direction from the Survey Committee. In the meantime, Sandi Jaros has graciously agreed to supervise the next survey.

Recent conversation with other PDAS members has made me acutely aware of the pressure we are under. New compliance mandates, technology changes, reimbursement and extra-mural funding concerns, as well as our individual institutional issues are all difficult and time-consuming issues. On behalf of the PDAS Council I want to sincerely thank all of you who gave your time to PDAS and APC and participated in the 2004 meeting, made presentations or co-presented, volunteered to participate on the discussion panels, or helped to arrange the networking activities for PDAS. The high quality of our meetings is a direct result of the enormous support that PDAS members give in their time and sharing of knowledge, experience, and insights... thank you!

**"Promoting Excellence in
Academic Pathology"**

News from PRODS (Cont.)

Drs. J.J. Steinberg, Douglas Miller, and David Lewin to the ACGME Conference (in conjunction with the Institute for Healthcare Improvement) on December 11-12, 2004 in Orlando, FL. The focus will be on Medical Knowledge along with Practice-based Learning and Improvement.

Continuing concerns and/or "hot topics" addressed and expected to resurface at further PRODS Meetings include identifying the reasons for Pathology Residency Director turnover, setting minimum turn-around-times for "routine" specimens in surgical pathology for resident training programs, teaching and assessment of all six general competencies (as well as what documentation is necessary), new pathology resident ACGME Case Log System, new RRC program information forms, potential for credit of post-sophomore fellowship in accredited training programs by the ABP, and the job prospects for the "double" number of completing residents in June 2006 due to ABP certification changes.

New PRODS Council Members and officers for 2004-2005 elected during the PRODS business session at this summer's APC/PRODS/PDA/GRIPE Meeting in Mont Tremblant are:

- Larry J. Fowler, MD **Chair**
UTHSCSA
- Douglas C. Miller, MD, PhD **Vice-Chair**
NYU School of Medicine
- Richard E. Sobonya, MD **Secretary-Treasurer**
Univ of Arizona Health Science Center
- Robert D. Hoffman, MD, PhD **Sec-Treas Elect**
Univ Hosp Cleveland/Case Western
- J.J. Steinberg MD **Immed Past Chair**
Albert Einstein/Montefiore Medical Center, NY
- Stephen Black-Schaffer, MD **Member At Large**
Massachusetts General Hospital
- V.O. Speights, DO **Member At Large**
Scott & White, Temple, TX
- David N. Lewin, MD **Member At Large**
Medical Univ of South Carolina
- Gayle L. Winters, MD **Member At Large**
Brigham & Women's Hospital, Boston

Current Standing Committees Include:

Curriculum Committee: Co-Chairs Drs. Ken Haines & Douglas Miller

Ethics Committee: Dr. J.J. Steinberg, Chair

Long Range Planning & Program Committee: Dr. Bruce Alexander, Chair

Membership Services & Bylaws Committee: Co-Chairs Dr. Margaret Grimes & Dr. Stephen Black-Schaffer

Committee Membership is currently open enrollment for any active PRODS Member. Chairs are selected by the PRODS Council with input from current or former committee Chairs. Dr. Mark Sobel and the PRODS Council will be "reworking" our bylaws now that the APC has redone its bylaws.

The next PRODS Spring Meeting will be held in conjunction with the Spring USCAP Meeting in San Antonio, TX, probably Sunday evening Feb. 27, 2005. I invite PRODS member input for topics for this session.