



## Transformation Now...

*Transformation Now* was the clear, shared message of CAP '11. Banners bearing those words greeted pathologists as they walked to and from the exhibit and conference halls. The video wall displayed images of transformative pathologists interacting with patients and implementing new technologies. CAP staff members from Washington, DC, discussed steps pathologists could take in order to become advocates for the specialty. The CAP Booth offered three toolkits specifically designed to support members in enhancing the pathologist's image, improving practice management, and understanding accountable care.

The Transformation Program Office (TPO) and the CAP Foundation partnered to create pathologist-patient simulations. Spotlight Event speaker Ray Kurzweil provided a message of exponential change in health care and its transformation into an information technology. Numerous educational courses focused on these emerging technologies and their potential to improve patient care. Every area of the College offered guidance in the transformation of the specialty.

The College leaders spoke of the value in transformation and reiterated their devotion to the future of pathologists. CEO Charles Roussel spoke at the joint session of the House of Delegates/Residents' Forum. Charles acknowledged that today's demands are greater and different than those of prior generations of College leadership. He went on to say that "...the College has been strong and wise enough to prosper for 65 years. We have shown that we are flexible enough to face our common challenges and advance a common agenda that has something for everyone. I believe that we must continue to do this. In defending our base *and* advancing a changed role for pathology and pathologists, we continue in the CAP's finest tradition of facing our challenges head-on and coming out stronger because of it."

To cement the College's commitment to *Transformation Now*, CAP President Stanley J. Robboy, MD, FCAP, offered a powerful message at his inauguration, saying, "Tonight, we make a commitment. Not only will we continue to drive the engine of transformation, but tonight my commitment is to generate a level of accelerated momentum that will make us unstoppable.... **Unstoppable!**"

This year's annual meeting served as yet another reminder that pathologists are and will continue to be at the center of health care, no matter how much changes. *Transformation is now*, and the CAP is ready to help.

# Transformation NEXT...

Wondering what you can do **right now** to transform?

This issue of TNN offers five practical options for transformation:

1. **Peer2Peer Practice Roundtables**
2. **Patient-Pathologist Consultations: Face to Face Practice Sessions**
3. **Learning Portal**
4. **Webinars and AP<sup>3</sup>s**
5. **See, Test & Treat**

## 1. Peer2Peer Practice Roundtables:

### JOIN the Conversation

Pathologists across the country are sitting down with their colleagues to talk about the current health of their practice, their outlook moving forward, and what they can be doing now to prosper now and in the years to come.

At CAP '11, the National Member Conversation demonstrated the potential of the Peer2Peer Practice Roundtables. Paul N. Valenstein, MD, FCAP, introduced the program to nearly 300 attendees and offered them an opportunity to conduct a Peer2Peer session right there at the meeting.



Before getting underway, Cary Greene facilitated a discussion with Karim E. Sirgi, MD, FCAP, Joseph P. Leverone, MD, FCAP, and Edward (Ned) P. Fody, MD, FCAP, about their experiences with the Peer2Peer program. The attendees were invited to break into groups for discussion around three topic areas and to use real-time polling technology to quantify some of the issues that pathology practices are facing.

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The Peer2Peer program will continue at practices around the country. Participants at CAP '11 were invited to get in on the conversation. If you're interested, read more and sign up today. Just follow this link: [zoomerang.com/Survey/WEB22D9286X5ZC](http://zoomerang.com/Survey/WEB22D9286X5ZC)

Peer2Peer Practice Roundtables involve a Head of Group or Practice Leader who will host the event, a CAP member and colleague, acting as the Conversation Leader, and a member of the CAP's Executive Leadership Team serving as the CAP Partner. These conversations focus on the challenges and opportunities you face in your practice, how to secure the future of your practice in light of those identified issues, and how your practice is adapting or needs to adapt to move beyond the issues.

The primary goals of the Peer2Peer Practice Roundtables are to further fuel and inform an active, ongoing dialogue among practice colleagues around the challenges you share as a group, and identify specific resources and action steps that are useful to you as you move forward. The Peer2Peer program intends to provide a national peer to peer pathology practice resource and initiate ongoing interactive conversations between practices and the CAP.

### Be a Participant

Visit [zoomerang.com/Survey/WEB22D9286X5ZC](http://zoomerang.com/Survey/WEB22D9286X5ZC)

to join the conversation today. For more information please contact Tina Morton at the CAP: [tmorton@cap.org](mailto:tmorton@cap.org) or 847-832-7332.

## 2. Patient-Pathologist Consultations: Face-to-Face Practice Sessions

To help pathologists meet a growing opportunity for direct patient contact, the CAP Foundation, in collaboration with the CAP Transformation Program Office, hosts unique skill-building exercises designed to simulate a patient-pathologist consultation. These private, one-on-one encounters with trained, standardized patients offer a risk-free environment to enhance patient communication skills and explore potential ways to incorporate patient consults into your practice.

### **Upcoming Patient-Pathologist Consultations: Face-to-Face Practice Sessions:**

California State Society

Hyatt Regency, Embarcadero

San Francisco

Conference Dates: November 29–December 3

PPS Program Dates: November 30 and December 1

Contact Marybethe Kelly in the Transformation Program Office, [mkelly@cap.org](mailto:mkelly@cap.org), for further details.

## 3. The Learning Portal

Monday, October 17, saw the addition of the new Learning Portal on [cap.org](http://cap.org)! The Learning Portal aims to facilitate achievement of your highest career priorities—sustain your competitive edge, drive excellence in patient outcomes, and maintain your board and professional certifications. Take transformation action now by accessing this enhanced, streamlined virtual pathway to quality learning options, features, and tools critical to target and realize your professional learning goals.

Access the Learning Portal today to experience it firsthand. Keep returning to the portal to benefit from its evolution and advancements and as a catalyst for your long-term career success.

[To learn more, click here and embrace the learning opportunities.](#)

## 4. Webinars and CAP Advanced Practical Pathology Programs Offer New Skills

### ***Webinars***

Upcoming webinars include:

**“Who Wants to Eat Your PHC (Personalized Health Care) Lunch?”**

*Presenter:* Jeffrey A. Kant, MD, PhD, FCAP

Strong interest in PHC is evident in large and small reference laboratories, direct-to-consumer firms, and even test-system manufacturers aiming to provide point-of-care waived testing. Genetic-testing benefit-management companies based on successful pharmaceutical models are working in conjunction with health plans and payers who want PHC testing appropriately focused or not reimbursed unless medical necessity and clinical utility can be demonstrated—often no small feat. An array of advisory or educational PHC services for patients and general health care providers is growing. This webinar aims to review these naturally evolving forces that present real competitive challenges for pathologists wishing to claim their legitimate role in the future of PHC.

*Format:* Web conference

*Date:* Tuesday, November 8, 2011

*Time:* 11:00 AM–NOON CST

*Price:* FREE!

Follow this link to enroll: [Who Wants to Eat Your PHC \(Personalized Health Care\) Lunch?](#)

### **“Proficiency Testing: How Can You Optimize It for Your Laboratory?”**

*Presenter:* Linda Palicki (MT)ASCP

Learn about proficiency testing regulatory requirements along with frequent pitfalls and how to avoid typical deficiencies related to PT. Tips on how to recognize when your PT is indicating a problem and steps to resolve the issue will also be included. Learn about the PT Toolbox, an electronic resource with templates, FAQs, troubleshooting guides, and other valuable resources.

*Format:* Web conference

*Date:* Wednesday, November 16, 2011

*Time:* NOON–1:30 PM CST

*Price:* \$299

To enroll in individual courses, either [enroll online](#) or print out the [Enrollment Order Form](#) and submit it to the CAP with your payment.

Questions? Call 800-323-4040 or 847-832-7000 option 1.

### ***AP<sup>3</sup>s and LMD AP<sup>3</sup>***

CAP Advanced Practical Pathology Programs (AP<sup>3</sup>) offer pathologists the opportunity to learn new skills and be recognized in new and emerging areas for which no recognized certificates are currently available, such as gastrointestinal pathology, breast pathology, and laboratory medical director.

### **CAP Laboratory Medical Director Advanced Practical Pathology Program (LMD AP<sup>3</sup>)**

The CAP's LMD AP<sup>3</sup> provides pathologists with the education and practical skills essential to excellent performance as a laboratory medical director. Training covers the latest regulatory and compliance expectations, as well as the leadership and management skills for quality operations and patient care.

After successfully completing this program, you will be able to:

- Interpret and recognize the implications of patterns, trends, and variations in test ordering and results data.
- Identify areas within the lab that are prone to risk, conduct a risk assessment, and establish policies in accordance with existing regulations.
- Explain and implement quality management processes and tools in laboratory improvement projects.
- Plan, organize a team, and execute the tasks necessary to obtain laboratory accreditation.
- Create clear and concise communications and adapt the message to the audience(s).
- Apply team- building and leadership skills for effective, efficient laboratory operations.

[Find more information](#) **and** [register](#).

## 5. See, Test & Treat

Members of the CAP have heard about the transformation of the specialty for quite some time. Whether reviewing the data from the Case for Change, receiving training in the latest technological advancements, or listening to the term reiterated in speeches by the CAP's leaders, it is clear that transformation matters. Having identified the need to transform, many pathologists are wondering how to take action. What can be done right now to enact the kind of change necessary to preserve and promote the role of pathologists? What resources can be used? How do we get there? Can the CAP provide a path and paths will follow or, like in *Field of Dreams*, "Build it and they will come"? The See, Test & Treat program has already been built, and it offers a clear path to transformation.

The College's See, Test & Treat™ program provides free cervical and breast cancer screening for uninsured and underinsured women. The unique aspect of the program is that the women receive screening, their test results, and follow-up care in one visit—removing the barriers that exist, such as a lack of child care and the need to take time off work for a follow-up visit. The event, funded by the CAP Foundation, includes an on-site pathologist, who will make the diagnosis and interpret the results from biopsies taken from follow-up treatment procedures such as a fine-needle aspiration or a colposcopy.

North Point Health and Wellness Center, in Minneapolis, Minnesota, was the site for one of the most recent See, Test & Treat events. According to the Center's website, "North Point is the first federally qualified health care center in Minnesota to become certified by the Minnesota Department of Health as a health care home. Health care homes, also known as "medical homes," offer a team approach to primary care making it easier for patients to communicate and partner with their care team. Care teams can include clinicians, nurses, specialists, pharmacists, care coordinators, community resources, and others."

Bradley M. Linzie, MD, FCAP, a pathologist at Hennepin County Medical Center, and Steven M. Debol, MD, PhD, FCAP, worked with some of North Point's health care team to provide the screenings so many women need. "Unfortunately, disparities in cancer screening exist in Minnesota, especially among African American, Hispanic, and Southeast Asian women," said Dr. Linzie. Women at the Minnesota event were invited to meet, one on one, with Dr. Linzie to view their results. A patient named Paula said, "They asked me if I wanted to see my cells, and I said 'yes.' 'My Pap test came back good. My mammogram was good. I'm having a wonderful day.'"

Multiple Boston pathologists offered a great deal of wonderful news to See, Test & Treat participants at Tufts Medical Center. The doctors present included Nora V. Laver, MD, FCAP, and Barbara J. Weinstein, MD, FCAP, who provided the diagnoses for patients who received Pap tests. Stephen P. Naber, MD, FCAP, and Barbarajean Magnani, PhD, MD, FCAP, offered pathology consultations to interested participants.

Having a pathologist work directly with patients, provide clarification of results, and educate the public on the important role that pathologists play on the patient care team created a relationship that doesn't often exist. Dr. Magnani, chair and pathologist-in-chief at Tufts Medical Center, learned the story of a young woman named ChangBao, a Chinese immigrant, who came to America to care for a sister who eventually died from breast cancer and who now has little money, no insurance, and the added responsibility of raising her sister's child. Dr. Magnani responded to the story by saying, "This is why we host this event. If we can have a positive impact on even one person, it is well worth it."

All of the pathologists involved stepped out from behind the microscope and delivered results directly to many of the women at the See, Test & Treat events. That personal connection eased the fears of many participants, answered difficult questions for others, and highlighted the positive impact of the patient pathologist interaction.

Having more patient contact is one way to take a step toward the transformation of the specialty. And while the event is clearly beneficial for the participants, the positive impact isn't limited to the patients. The pathologists who volunteer can walk away with one more face, one more story to serve as a reminder that every number is a life and that supporting this program matters to everyone involved.

[Host an event, donate, or find out more.](#)

## The Center

### **Cervical Cancer Screening Guidelines—Open Comment Period**

The CAP Pathology and Laboratory Quality Center would like to inform you that the American Cancer Society, the American Society for Colposcopy and Cervical Pathology, and the American Society for Clinical Pathology invite CAP members to comment on their draft recommendations for cervical cancer screening and the role of molecular testing. Their effort is being coordinated with the United States Preventative Health Services Task Force.

Draft Recommendations from both the ACS-ASCCP-ASCP and the USPHSTF [are available as of October 19, 2011](#). To complete the surveys, follow the link and scroll down to the individual DRAFT recommendation statements from the six Working Groups. Review the recommendations, the rationale and supporting evidence behind them, and then provide your feedback. We strongly encourage you to complete the surveys for one or more of the Working Group recommendations.

The ACS-ASCCP-ASCP draft recommendations and survey forms will be available for three weeks, until Wednesday, November 9. The USPHSTF draft recommendations will be available for four weeks. Public comments will be discussed at the "Cervical Cancer Screening and Prevention: The Role of Molecular Testing" symposium to be held at the National Institutes of Health Neurosciences Center in Rockville, Maryland, on November 17–19, 2011.