

College of American Pathologists

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The College of American Pathologists Residents Forum (RF) Chair, Amanda E. Wehler, DO, called the meeting to order on Saturday March 7, 2009 promptly at 8:00 am and introduced the Residents Forum Executive Committee. RF Vice Chair John Cangelosi, MD, gave the delegate orientation with an overview of the Residents Forum meeting agenda, including breakout sessions, reports, action items, and the town hall meeting.

Douglas Knapman, CAP Practice Management Director, and Tony Stadjuhar from HEALTHeCAREERS.com, both gave an excellent talk on Practice Management 101. Mr. Knapman's presentation covered a vast range of practice management issues including the role of laboratory medical directors, business development and marketing issues, coding and bill collections, information technology, and financial aspects of business operations. Mr. Stadjuhar spoke during the second half of the presentation about Recruitment 101 and his talk included, but was not limited to, information about job availability, interviewing skills, and compensation. He provided many interesting statistics during his presentation including the following: there are 22,511 board certified Pathologists in the US, almost 80% of residents pursue fellowship training, applicants for jobs in 2007 received an average of 2.3 job offers, 1800 pathologists move annually, and the average pathologist's salary was \$267,199 in 2007 (based on average of several large survey groups). Based on his presentation, the following subspecialties are in highest demand: 1) dermatopathology, 2) hematopathology, 3) GI pathology, 4) cytopathology, and 5) GU pathology. He concluded by saying that the bottom line is groups are looking to hire someone with good training who will be a good fit for the group.

Practice Management 101 was followed by a presentation and town hall-style forum with three practicing pathologists in different practice settings. Edward Catalano, MD, FCAP, shared his experience with his private group of 20 pathologists who cover six hospitals. His group still has the partner-track system, and they look for subspecialty training to add variety to the group. He agreed that finding a good fit and right personality is important for both the group and job applicant. Jeremy Ditelberg, MD, FCAP, is a pathologist who has moved around quite a bit during his career and is currently exclusively doing GI Pathology for a large reference lab. He personally signs out about 70 cases per day of GI, which adds up to about 13,000 cases per year. Dr. Ditelberg stresses personality is important during job interviews. Kevin Dole, MD, FCAP, is a pathologist in a small private "do-it-all" group of three pathologists. He also is involved in many leadership roles both at his hospital and the CAP. He stressed the concept that salary is not important, but instead it's the cost of living that you really have to consider.

Following the break, RF Chair Amanda Wehler, DO, gave the State of the Residents Forum and Verification of Credentials; there was a quorum with 121 attendees, all of whom were seated to vote, representing 31 states and 61 pathology programs. She introduced the CAP mission statement and vision of pathologists and the CAP. She explained the role of the RF in the College and reviewed the bylaws. Dr. Wehler recapped some recent accomplishments of the CAP RF including: promoting attendance to under-represented residency programs, aggressive recruitment of junior members (90% of all residents are CAP members), and the CAP Standardized Pathology Fellowship Application.

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Dr. John Cangelosi gave a presentation on Practice Readiness and how it relates to the Transformation that the CAP and field of Pathology is undergoing. He discussed how the CAP Institute plays a role in transformation by targeting new technologies that will impact our field. Some educational programs hosted by the CAP were also covered including a new Certificate Program to begin June 2009, CAP Self Assessment Modules (SAMs), and Practicums. Dr. Cangelosi then introduced the questions of “How can residents be a part of this transformation of the specialty”, “What is our role in the transformation initiatives”, and “What can the College do for residents as we prepare for practice in the context of future change.” These questions were used to generate discussion for the breakout session that followed.

Following the breakout session, Christine Nelson, MD, CAP Foundation Junior Member, presented information about the CAP Foundation. She also congratulated the recipients of the CAP Foundation Advanced Training Grant (Dr. Sadek Almiski), Informatics Training Grant (Dr. Julia Braza), and Research Scholar Grants (Drs. Lara Harik, Eldad Hod, and Jacqueline Payton). Her presentation also pictured award recipients for the Lab Information Technology Conference, Leadership Development Award, Futurescape Conference, and Humanitarian Grants. Kyle Eskue, MD, Secretary of the RF, openly thanked the CAP Foundation for their generosity on providing book grants for residents affected by Hurricane Ike at The University of Texas Medical Branch in Galveston.

Jerad Gardner, MD, RF Alternate Delegate to the CAP House of Delegates, gave a short presentation and demonstration of the Residents Online Community, aka “The ROC.”

Kyle Perry, MD, from the NewsPath Editorial Board, spoke about NewsPath. He explained the submission process and gave an example of how quickly Jennifer Pryor, MD, was able to get her NewsPath article published. She heard about NewsPath at the fall 2008 Residents Forum meeting in San Diego and had her article published by January 1, 2009. The Web site for NewsPath received over 100,000 hits last year alone. Residents interested in NewsPath can email at NewsPath@cap.org.

Sharon Bihlmeyer, MD, RF Member-at-Large, gave a presentation for the New in Practice Committee, whose committee members are CAP Fellows 0-5 years in practice. There are 3,209 Pathologists in 0-5 years of practice, with 2,420 of these being CAP Fellow members. The growth of median income for this group has declined by an annual average rate of 0.9% since 2003. The median income of the 0-5 years in practice Pathologists in 2006 was \$185,000 less than 40 years of age and \$275,000 for those between 40 to 49 years of age. This group felt that reimbursement, advancing technology, and being under-valued by other hospital staff were the three most important issues facing our field today. The first meeting of the New in Practice Committee recommended the CAP provide an annual meeting for this demographic focusing on coding, billing, marketing, and other practice management issues.

Keagan Lee, MD, RF Delegate to the AMA Resident and Fellow Section, and Michelle Powers, MD, MBA, RF Alternate to the AMA-RFS, gave their respective presentations on the AMA-RFS, Institute of Medicine Report, and the CAP Practice Characteristics Survey. Dr. Lee reviewed the resolutions considered at the November AMA-RFS meeting. Dr. Powers concentrated her discussion on the resident duty hours issue, including recommendations given at the AMA

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meeting. Dr. Powers urged all residents to take a few moments to complete the ACGME survey on resident duty hours at <http://www.acgme.org/adspublic/iomrfc/>.

Susan Askew, CAP Manager-Advocacy, spoke after lunch about the CAP's political action committee (PathPAC). She gave an introduction to how PathPAC works to support pathology interests in Washington, DC. In 2008, PathPAC gave \$1,065,250 in direct campaign contributions, with 93% of the candidates who PathPAC supported winning their elections. There were 2,130 CAP members who contributed to PathPAC last year, raising a total of \$670,755. Out of 2,130 contributions last year, only 23 were from residents. In efforts to increase resident support of PathPAC, the "Give a Latte to PathPAC" campaign was started. This program allows residents to donate the equivalent of a latte (~\$4.50) each month that is deducted from his or her bank account, instead of a single lump sum of \$50. This new campaign showed serious promise with more residents donating at the Spring USCAP Residents Forum meeting in Boston than in entire year of 2008.

Dr. Bihlmeyer introduced the top three topics from the Fall 2008 Residents Forum Meeting including Practice Readiness, off-site training and supplemental education (especially in CP), and RISE exam issues.

Nicole DeMers, MD presented her action item S2009-1 to promote and encourage external elective and increase grant funding. There was mixed response to the action item's wording and it was referred to the Residents Forum Executive Committee (RFEC) to consider and possibly reintroduce a revised version at the fall 2009 Residents Forum in Washington, DC.

Dr. Bihlmeyer promoted CAP '09—The Pathologists' Meeting in Washington, DC. She introduced the RFEC member positions that residents could run for during the fall meeting, and presented information about CAP HER2 Surveys. Dr. Bihlmeyer stressed the CAP's need for donation of breast tissue for Her2 testing due to material shortage for tissue microarray.

During the afternoon breakout session and summary time, the top three voted issues were: 1) concern for supply and demand forces within the field of pathology, 2) additional CAP resources for residency programs via CAP Web site, and 3) interest in how different programs handle graduated responsibility.

Charles Roussel, the new CAP Executive Vice President, introduced himself and how he became associated with the College. He then presented the topic of transformation in the field of pathology and how the CAP will lead this transformation. He introduced a mantra "We need to get our act together; Together we need to act" when referring to the mission that all pathologists face with the changing world. He stressed the importance of pathologists redefining their role in medicine and making our role indispensable. The change in our specialty is referred to as "transformation" while the College staff's change is called "The PATH Forward." Three leadership themes the College will focus on are the market, becoming more operationally disciplined, and catalyzing transformation. He outlined how the College plans on implementing transformation.

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Charles Jennette, MD, FCAP, Association of Pathology Chairs, Inc. President, gave an update on the state of the CAP-sponsored Standardized Pathology Fellowship Application. This discussion included a summary of the suggested fellowship application timeline for programs, with receipt of the standardized application 19 months before matriculation, interviews to be completed by February 28th, and offers for fellowship positions made by programs starting on March 1st. Currently, these timelines are only recommendations for programs.

The RF Town Hall discussion included the following invited participants: Stephen N. Bauer, MD, FCAP (CAP President-Elect), Betsy D. Bennett, MD, PhD, FCAP (American Board of Pathology EVP), W. Stephen Black-Schaffer, MD, FCAP (APC Program Directors Section Chair), J. Charles Jennette, MD, PhD, FCAP (Assoc. of Pathology Chairs Inc. President), Suzanne Z. Powell, MD, FCAP (Accreditation Council for GME Residency Review Committee for Pathology Vice Chair), and Henry M. Rinder, MD, FCAP (ASCP Resident In-Service Examination Committee Chair). Residents Forum Delegates asked questions for the panel to answer.

Future Residents Forum meeting dates are to be held in the following locations: CAP '09 on October 10, 2009 in Washington, DC, and in association with USCAP on March 20, 2010, in Washington, DC.

Dr. Wehler adjourned the meeting at 5:00 pm.

Respectfully submitted by Kyle Eskue, MD, Residents Forum Secretary