Having recently entered the work force, I field numerous questions and one that residents often ask me about is, “What is it like practicing pathology in the real world?” Well, it is definitely much different than the sheltered existence we have during our training. After the initial shock of sudden responsibility comes the development of practicality and immersion into all of those little things that they never taught you during your residency. During this time period, I became responsible for our lab’s CAP inspection (which we passed with zero deficiencies), management of our employees, coordination with our billing agents, and marketing for our private lab. The knowledge I gained taking CAP education courses and young leadership training has proven extremely valuable. Yet one of the most important realizations is recognizing how much organized medicine impacts our livelihood. The importance of becoming involved has never been greater as pathologists face new layers of regulation with proficiency testing and recertification examinations, higher performance expectations with decreasing turnaround times and potential decreasing reimbursements as managed health care companies seek to restrict professional component billing. Therefore, my advice to you is to become involved with the CAP. (continued on page 2)

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J. Thomas Molina, MD, PhD
Chair, CAP Residents Forum

SPRING REVIEW 2005

Residents Forum Report

NEWS FROM THE CAP RESIDENTS FORUM

Did You Become a Diplomate of Pathology in 2004 but Still Remain a CAP Junior Member?

The College values your membership and strongly encourages you to apply for Fellow membership today.

Fellow dues for diplomates of pathology who join the College within one year of completing residency are $100 for the first year (a 63% discount off the annual Fellow dues of $270).

Fellow dues for diplomates of pathology who are performing fellowship training are only $50 (an 81% discount off the annual Fellow dues of $270).

Eventually, the College hopes you will consider applying for Life Fellow. Life Fellow dues are $4,000.

As a new Fellow of the College of American Pathologists, you are able to register for CAP ’05 – The Pathologists’ Meeting for only $50, the same fee that a Junior Member pays (a 93.5% discount off the global meeting registration fee of $775). Wow!

For your convenience, a Fellow/Life Fellow application can be obtained via the CAP Web site: www.cap.org/apps/docs/cap/membership/pdf/capmember_fellow.pdf.

Should you have any questions regarding the application process, please contact the CAP Membership Department at 800-323-4040 ext. 7309.

VMC Open to All for Fixed Fee

Plan to “listen in” to the April, May, and June Virtual Management College (VMC) sessions scheduled from NOON–1:00 PM on the second Tuesday of each month. The sessions provide residents with information needed for professional success. The registration fee of $180 per session allows everyone in your residency program to participate!

April 12 Practical Finance for the Laboratory
May 10 Optimize Your Professional Life: The Power of Strategic Planning
June 14 Marketing for Pathologists—Your Action Plan for Success

To learn more or register, visit www.cap.org, click on Education, select View Course Catalog, and then choose Virtual Management College.
College and learn as much as you can so you’re prepared to hit the ground running.

An excellent way to start is to attend a Residents Forum meeting. All residents are welcome. This will give you the opportunity to learn about important issues facing the practice of pathology and to discuss issues that affect your training.

At our most recent meeting at the 2005 USCAP conference in San Antonio, we had the pleasure of having Dr. Mary Kass, President of the CAP, Dr. Betsy Bennett from the American Board of Pathology, Dr. Larry Fowler from the Association of Pathology Chairs- Program Directors Section, Dr. Dina Mody, Chair of the CAP Cytopathology Committee, and Dr. Henry Appelman, Vice President of the United States and Canadian Academy of Pathology, as participants. Issues of concern to residents included the effect of cytology proficiency testing on resident training, upcoming changes in the ABP board exams, and standardization of fellowship applications. The meeting was a complete success, and it was a pleasure to see so many residents taking an active interest discussing issues facing residency training and their future.

The next meeting will be at CAP ’05 in Chicago on September 10. Resident registration to attend all education courses has been set at $50. I would encourage you to register early to prevent disappointment because numerous courses sold out last year. Many courses are excellent review for those preparing for boards and, at $50, you can’t beat the cost.

Make the trip a family vacation! There are many activities specifically for your spouse and kids that are planned through the CAP Partners program. My kids had so much fun at the last meeting that they are already asking about what they can do in Chicago.

Elections for the Residents Forum Executive Committee (FEC) will be held during the RF meeting. Potential candidates should contact members of the FEC if you are interested in running for office. Seize this opportunity to lead.

This newsletter also includes details about the many CAP Foundation grants and awards that are available to Junior Members. (See page 5.)

The Residents Forum Executive Committee is here as your elected representatives. We want to hear from you. Please let us know what it is that you see as the future of pathology. I look forward to seeing you in Chicago!

RF Elections

Set for September

The CAP RF elections will be held at the Fall 2005 Residents Forum meeting on Saturday, September 10, 2005, in Chicago, Illinois. Open positions will be chair, vice chair, secretary, alternate delegate to the CAP House, and alternate delegate to the AMA Resident and Fellow Section.

If you’re a Junior Member in good standing and interested in running for office, submit your curriculum vitae and statement of interest to Jan Glas, CAP, 325 Waukegan Road, Northfield, IL 60093. This information must be received no later than June 7, 2005. The RF Nominating Committee’s slate will be mailed to all Junior Members by July 12, 2005.

According to Residents Forum bylaws, any Junior Member who has not been slated by the Nominating Committee but who wishes to run for an office may do so by submitting a CV and statement of interest, along with a petition signed by at least 15 CAP Junior Members in good standing. This information must be received by August 11, 2005.

CAP-RF Executive Committee Responsibilities

All time commitments listed are approximate and include, but not limited to, weekend days.

Chair
Responsibilities: presides at RF meetings, serves as liaison to Council on Membership and Public Affairs, and is a voting member of the Board of Governors. Time commitment: 35 days.

Vice Chair
Responsibilities: acts in chair’s stead if needed, chairs RF Education Programming Committee. Time commitment: 11 days.

Secretary
Responsibilities: prepares minutes of RF meetings, chairs RF Credentials Committee. Time commitment: 11 days.

Alternate Delegate to AMA Resident and Fellow Section
Responsibilities: two-year term, first year as alternate delegate, second as delegate. This position represents the CAP-RF at two AMA meetings annually, and updates the RF on AMA-RFS activities. Time commitment: 22 days in two years.

Alternate Delegate to CAP House of Delegates
Responsibilities: two-year term, first year as alternate delegate, second as delegate. This position presents all RF-adopted resolutions to the House for action, attends House reference committee hearings and general sessions of the House, and may be asked to serve on a House reference committee. Time commitment: 22 days in two years.
The meeting was called to order at 8:00 AM by Residents Forum (RF) Chair J. Thomas Molina, MD, PhD. Vice Chair Teresa M. Cox, MD, was appointed parliamentarian.

The minutes from the September 18, 2004, RF meeting in Phoenix, Arizona, were approved.

Charles L. Abbott, MD, FCAP, Immediate Past Chair of the RF, provided a brief orientation, including the steps in presenting a resolution.

Mary E. Kass, MD, FCAP, CAP President, addressed the RF and stressed that the practice of pathology is a dynamic field. Dr. Kass encouraged pathologists-in-training to expand their scope of expertise to include molecular pathology, point-of-care testing, and pathology informatics.

Henry D. Appelman, MD, Vice President of the United States and Canadian Academy of Pathology, addressed the RF and welcomed all of those in attendance. He briefly summarized what the USCAP was offering for residents at this year’s meeting, including a fellowship fair and resident hospitality room.

Dr. Molina presented the State of the Residents Forum, highlighting some of the forum’s recent accomplishments.

Members of the RF Executive Committee facilitated small group breakout sessions. A volunteer from each group acted as a scribe and later presented the topics of discussion to the forum. Areas of concern that were addressed in these sessions included:

- Standardizing pathology fellowship applications and timelines for application
- Protection of clinical pathology time with no concurrent anatomic pathology responsibilities
- Effect of cytopathology proficiency testing on pathology resident education
- Resident interest in being allowed to pursue rotations outside home institution
- Need for study materials to prepare for the pathology board examination
- Concern over the high cost of the American Board of Pathology examinations
- Disparities in pathology residency curriculum
- Implications of two graduating residency classes in 2006

Submit Resolutions for Fall Meeting

Mark your calendar for the Fall Residents Forum meeting, which will be held in Chicago, Illinois, on Saturday, September 10, in conjunction with the CAP ‘05 — The Pathologists’ Meeting™.

Plan now to attend by writing and submitting a resolution for the September 10 meeting. The deadline for submitting a resolution is Friday, July 15, 2005. Talk to your colleagues and find out what things are important to them. Information on how to write a resolution is on the Residents’ Resources page at www.cap.org.

RF-S2005-1 Junior Member Name Change
Resolution proposed changing the name of Junior Member to Future Fellow to recognize prospective members of the CAP with previous training. This resolution was DEFEATED.

RF-S2005-2 American Board of Pathology Examination Scheduling
Resolution proposed changing the scheduling of the American Board of Pathology examinations from the current June and October dates to June and December each year to accommodate international medical graduates with visa restrictions. This resolution was DEFEATED.

RF-S2005-3 Medical Student Membership Category
Resolution proposed the creation of a designated medical student membership within the CAP. This resolution was ADOPTED and referred to the CAP House of Delegates.

RF-S2005-4 Standardization of Senior Resident Interview Leave
Resolution proposed standardization of pathology training program approach to handling professional leave without jeopardizing a resident’s allocated vacation time. This resolution was DEFEATED.

RF-S2005-5 Effect of Cytopathology Proficiency Testing on Pathology Residents
Resolution proposed that the CAP investigate the impact that the changes in required cytopathology proficiency testing will have on resident training and transition of residents into their first years of practice. This resolution was amended, ADOPTED, and referred to the CAP House of Delegates.

Rebecca L. Johnson, MD, FCAP, CAP Foundation Vice President, presented information concerning available Foundation grants and encouraged residents to apply. In 2005, more than $300,000 of grant money will be
available from the Foundation. Two Young Leader Awards were granted to Andrew N. Hoofnagle, MD, PhD, of the University of Washington and Sean M. Hussey, MD, of the University of Texas Southwestern-Dallas. Dr. Johnson also noted that a resident position has been approved for appointment to the CAP Foundation Board.

CAP RF Delegate Reports were presented. Edyta Kedzierski, MD, Delegate to the AMA Resident and Fellow Section, summarized the December 2004 AMA RFS meeting. Daniel M. Jondle, MD, Delegate to the CAP House of Delegates, updated the RF on issues confronting the House of Delegates. Teresa M. Cox, MD, Representative to the American Medical Association International Conference on Physicians’ Health, presented a summary of this meeting. The Residents Forum Town Hall featured Betsy Bennett, MD, PhD, Executive Vice President of the American Board of Pathology; Larry J. Fowler, MD, Chair of the Association of Pathology Chairs Inc. Program Directors Section; and Dina R. Mody, MD, Chair of the CAP Cytopathology Committee. Drs. Bennett, Fowler, and Mody answered questions from those in attendance. A transcript of this town hall meeting will be made available online.

Dr. Molina reminded all RF attendees of the joint luncheon with the CAP House of Delegates, the CAP afternoon education course, the CAP reception, and the evening CAP Companion Meeting following the RF meeting. Dr. Molina adjourned the meeting at NOON.

Respectfully Submitted,
Noel A. Brownlee, MD, PhD, CAP RF Secretary

Peer Recruitment Program Pilot Kudos
by Dennis G. O’Neill, MD, FCAP, and Chair, CAP Membership Committee

In September 2004, the College of American Pathologists enthusiastically launched Phase I of the CAP Peer Recruitment Program (PRP)—a pilot initiative designed to promote College membership among pathology residents and fellowship trainees.

I would like to take this opportunity to share with you the key outcomes of the initial phase of this very successful pilot program.

◆ 70% (28/40) of the invited pathology residency training programs agreed to participate in the CAP PRP.
◆ At the onset of the pilot program, 549 residents were training in those 28 residency programs—46% (255/549) were CAP nonmembers and 54% already were CAP Junior Members.
◆ In the three months (October-December 2004) that the pilot program was in place, 42% (107/255) of those nonmember pathologists-in-training applied for CAP Junior Membership.
◆ As of December 31, 2004, 10.7% (3/28) of the pathology residency training programs participating in the CAP PRP, had 100% CAP Junior Membership: Virginia Commonwealth University Medical Center, University of Pittsburgh, and Wake Forest University Baptist Medical Center.

The College owes a debt of gratitude to all pathology residency programs and especially those that participated in its Peer Recruitment Program pilot. Without you, we could not have achieved these phenomenal results.

In July 2005, the College will expand the CAP Peer Recruitment Program. If you would like to participate in the expanded pilot program as a Junior Member recruiter, please contact Julia Rankenburg in the CAP Membership Department at 1-800-323-4040 ext. 7931. As a recruiter, you will receive CAP membership recruitment materials for distribution to all Junior Member candidates as well as a PowerPoint presentation to introduce your colleagues to the many benefits of membership in the College of American Pathologists, the world’s largest association of pathologists.

College Offers Benefits to Advance Your Career

The Online Career Center (OCC) is a new CAP resource for both employers and individuals in the job market. OCC allows you to conduct a targeted job search by specialty or location. It is simple to post your resume, search by location or discipline, and receive e-mail notifications when a position (meeting your specific criteria) is registered. If necessary, your resume can be confidentially posted.

OCC is easy to use and connects CAP members with pathology opportunities across the country. Start your job search today by visiting the Online Career Center at www.cap.org.
Money Available for Research, Training, Travel

$20,000 in Training Grants
APPLICATION DEADLINE: June 10, 2005
Working with Abbott and Vysis, the CAP Foundation will fund more than $20,000 for Training in Technology Grants.

Grants are given to residents to support one or two months of advanced training in areas such as FISH, molecular or genetic pathology, immunohistochemistry, informatics, and laboratory management. Training time is flexible and based upon the resident’s schedule.

Young Leader Award
APPLICATION DEADLINE: June 1, 2005
This $750 award allows residents to attend the Fall 2005 Residents Forum meeting held in conjunction with CAP ’05 in Chicago and the following Spring 2006 meeting held with USCAP.

New Informatics Conference
APPLICATION DEADLINE for APIII: June 8, 2005
The CAP Foundation Fall Conference Travel Award for Informatics to attend the 11th National Conference on Advancing Practice, Instruction, and Innovation through Informatics will provide $1,000 travel stipends to attend the conference in Lake Tahoe, California, August 24-26, 2005.

APPLICATION DEADLINE for Cerner:
July 8, 2005
The CAP Foundation Fall Conference Travel Awards for Informatics are $1,500. The Cerner Health Conference is October 9-12, 2005, in Gaylord Palms Resort, Orlando, Florida.

QA Grant Gets More Funding
APPLICATION DEADLINE: August 12, 2005
The CAP Foundation will award up to $10,000 for its Rippey Grant for Quality Assurance. The program supports innovative projects related to quality assurance, quality improvement in pathology, or patient safety, which result in improved patient care.

New Award Added
APPLICATION DEADLINE: June 1, 2005
The CAP Foundation, Association of Pathology Informatics, and IMPAC are collaboratively offering a Medical Informatics Scholarship. The award is $5,000 to support training of a pathology resident or fellow in pathology informatics through two (2) three-week rotations: one at IMPAC’s headquarters and one elective rotation at a facility specializing in pathology informatics. For more details, visit the www.cap.org Web site.

Now is the time to apply. More than $300,000 of grant money will be awarded this year.
Rebecca L. Johnson, MD, FCAP
CAP Foundation Vice President

Young Leaders...
Andrew N. Hoofnagle, MD, PhD
2005 CAP Foundation Young Leader Award Recipient
"I would recommend the Residents Forum to anyone interested in designing policy and effecting change locally or nationally. The Young Leader Award is a terrific way to have the opportunity to attend the Forum."

Sean M. Hussey, MD
2005 CAP Foundation Young Leader Award Recipient
Attending "the Residents Forum allowed me to feel like I was being proactive toward shaping my future. Being able to sit and talk with the CAP President, members of the American Board of Pathology, and program directors is an opportunity every resident should have."

You can attend CAP ’05 for $50 as a Junior or a New CAP Fellow Member. Register today at www.cap2005.org or call 800-758-5590.
The Top 10 Reasons Why You Should Apply for a CAP Foundation Grant

TECHNOLOGY:

10. Exposure to new and different areas of pathology.

9. Creates opportunities and encourages residents to pursue dreams that may not otherwise be possible.

8. Extends your training experiences in ways not necessarily available at your home residency program.

7. An opportunity to learn in-depth about an important subspecialty of pathology—be it molecular pathology or informatics.

6. “The knowledge I gained from the grant opportunity helped me change my residency program and see the value of informatics in pathology.”

RESEARCH:

3. Helps provide an important source of funding for pathologists-in-training that is otherwise difficult to get from other sources and encourages pathologists-in-training to pursue a career in research.

2. “The support was critical for me to be trained at NIH. I would not have made it without it.”

TOP REASON!

1. “The CAP Foundation grant was not only a fantastic opportunity but also a recognition of my goals.”

All applications and grant guidelines are available on the College’s Web site at www.cap.org. Click on the CAP Foundation icon and then select Grants and Awards.
Call for CAP '05 Abstracts/Case Studies

The May 1 deadline for submitting your abstracts/case studies for CAP '05 is quickly approaching. Don't miss this opportunity to share your abstract/case study with your peers at The Pathologists’ Meeting. All abstracts/case studies accepted for the meeting will also be considered for publication in the journal Archives of Pathology & Laboratory Medicine. Abstracts/case studies that are subsequently accepted by Archives will be published after the meeting.

Five abstracts received from CAP Junior Members will be selected for oral presentations at CAP '05. These Junior Members are also eligible for cash awards. The first place winner will receive $1,000. Second place receives $600 and third place $400. The top case study will receive a cash award of $250.

To create an online submission account and submit your abstract/case study, visit the CAP '05 Web site at www.cap2005.org.

Apply for a CAP Committee

The College of American Pathologists (CAP) is seeking pathology residents to apply to serve on available CAP committees for 2006. This is a great opportunity for you to network with leading pathologists from around the country and to learn more about a specific topic area of pathology.

According to CAP policy, Junior Member committee appointments will be for one year, January 1 through December 31, and may not exceed two years. Most committees meet two to three times a year, often on weekends.

In order to be considered for committee appointment, you must be a CAP Junior Member and submit:
1. a statement of interest;
2. a current curriculum vitae; and
3. a letter of recommendation from your program director or chair.

In your statement of interest, list in order of preference no more than three committees on which you wish to be placed. Please send all information together in one envelope to Attn: Jan Glas, College of American Pathologists, 325 Waukegan Road, Northfield IL 60093. Applications must be received on or before May 10, 2005.

Complete information and a list of committees are available online at www.cap.org, on the Residents’ Resources pages under the Pathologists tab. If you have any questions, please contact at 800-323-4040 ext. 7499 or jglas@cap.org
One More Thing—Please Help Us to Stay in Touch with You!

Update your contact information—mailing address, e-mail address, telephone numbers—online at www.cap.org. Log in, click “My CAP,” choose “Profile Update,” or contact the CAP Membership Department by telephone (800-323-4040 ext. 7309), fax (847-832-8517), or e-mail (membership@cap.org).