College of American Pathologists

MINUTES

COLLEGE OF AMERICAN PATHOLOGISTS HOUSE OF DELEGATES

February 26, 2011 San Antonio TX

JOINT SESSION WITH RESIDENTS FORUM

WELCOME

House of Delegates Speaker, David A. Novis, MD, FCAP, welcomed House of Delegates members, Residents Forum members and CAP Leadership and Staff to the third House of Delegates/Residents Forum Joint Session at 8:00 am, Saturday, February 26, 2011, at the Grand Hyatt San Antonio in San Antonio TX. Dr. Novis highlighted that these meetings are designed for CAP Residents, Delegates, Leadership and Staff. The House Steering Committee members and HOD Staff were recognized.

INTRODUCTION OF CAP OFFICERS, GOVERNORS, AND OFFICIAL GUESTS

Jerad M. Gardner, MD, Residents Forum Chair, introduced the Residents Forum Executive Committee and recognized the current and past CAP officers and governors.

UPDATE FROM THE CAP PRESIDENT

CAP President, Stephen N. Bauer, MD, FCAP, updated the members on the progress of College initiatives.
Update from the Chief Executive Officer

Charles Roussel, Chief Executive Officer of the College, reviewed the state of the CAP and the opportunities and challenges ahead.

STATE OF THE HOUSE OF DELEGATES

David A. Novis, MD, FCAP, Speaker of the House, provided an update on the state of the House of Delegates. Dr. Novis reported that this is the best attended Spring Meeting for the House with nearly 100 House members registered. He spoke to the House mantra “Just One College” describing our vision to better integrate the House of Delegates into rest of College (Board of Governors, CAP Councils/Committees, CAP Executive Leadership, etc.). He highlighted the HOD Strategy: Be the customer, monitor the effectiveness with which the College meets the needs of the membership as articulated by the HOD. Our HOD Dashboard is our measure of success. The following operational changes are required to implement this strategy:

- Revise HOD Rules and Procedures.
- Create HOD job descriptions.
- Develop leadership tracts for Delegates.
- Revise methods of internal and external HOD communication.
- Assemble action groups.

He also highlighted the significance of resident involvement both in the College and the House and challenged all House delegates to meet at least one Resident
STATE OF THE RESIDENTS FORUM

Dr. Gardner announced Residents Forum representation significantly increased for the CAP ‘10 meeting both as an increase in the number of programs involvement at Residents Forum and an increase in new programs at Residents Forum. He also thanked everyone for the success of the first ever Residents Forum Lounge. Residents found it to be a comfortable meeting place and plan to repeat the lounge at CAP ’11. The Residents are emulating the House by forming their own Action Groups to address issues that are important to them including: Training program issues, graduated responsibilities, external rotations, autopsy requirements and Board prep resources which all tie into the Pathology Wiki. Dr. Gardner highlighted some of the data that is available on the wiki and how to get involved. Dr. Gardner also shared that during the Residents meeting they will have a breakout session with the Transformation Program Office and a panel discussion on how and why it’s important to get involved in State Pathology Societies. He ended by asking the House members to come to the Networking event and meet Residents.

TRANSFORMATION UPDATE

Thomas P. Malone, Senior Vice President of Transformation, provided an update to the CAP and Its Members our Multi-year, Multifaceted Transformation Initiative.
Transformation refers to our efforts to foster:

- New and enhanced pathologist roles
- Greater recognition of pathologists as MDs critical to the patient care team
- Appropriate compensation

These initiatives are founded upon a research-driven Case for Change and supported by a circle of CAP services prompted by new economic realities, health care reform, emerging technologies, and changing market demands.

**ACCOUNTABLE CARE ORGANIZATIONS (ACOs)**

John Scott, Vice President of Advocacy, provided a status report ACOs, the pending federal regulatory rule, outlined some of the key regulatory issues and updated the House and Residents on what the College is doing to prepare its members for Accountable Care Organizations (ACOs).

**JOB SURVEY RESULTS FOR THOSE NEWLY BOARDED**

Michael Talbert, MD, FCAP, provided an overview of a survey conducted by the APC/CAP working group to assess the current job market for newly trained pathologists. Survey results showed that overall although it seems slightly more difficult to find a job, all first time job seekers who responded were able to find a position. The job market for first time job seekers is stable, among respondents. The most recent year’s first job seekers rated their difficulty in finding a position higher than those in the prior year. Overall satisfaction with the positions.

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accepted was good with 85% of first time job seekers reporting being satisfied or very satisfied with their new positions.

FORECASTING FUTURE NEEDS FOR PATHOLOGISTS

Sally Weintraub, Director CAP Human Resources, and Stanley J. Robboy, MD, FCAP, CAP President-Elect provided an overview of the supply and demand models for pathologists.

NEWSPATH UPDATE

Leilani Valdes, MD, FCAP, provided an update on NewsPath.

HOUSE OF DELEGATES SESSION

CALL TO ORDER

Speaker of the House, David A. Novis, MD, FCAP, called to order the regular session of the College of American Pathologists House of Delegates at 10:45 AM, Saturday, February 26, 2011.

SUSPENSION OF PARLIAMENTARY PROCEDURE

It was moved, seconded, and CARRIED to SUSPEND parliamentary procedure.

REVIEW OF AGENDA

Dr. Novis reviewed the Agenda for the meeting noting that this is the best

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attended Spring meeting for House members with nearly 100 delegates registered and recognizing newly appointed delegates and alternates in the audience.

**APPROVAL OF THE FALL 2010 MINUTES**

It was moved, seconded, and CARRIED to APPROVE the minutes of the September 25, 2010, House of Delegates meeting in Chicago, IL.

**HOUSE OF DELEGATES STRATEGIC OVERVIEW**

David A. Novis, MD, FCAP, House Speaker, provided more details around the House of Delegates strategic overview he discussed in the Joint Session.

**HOUSE OF DELEGATES ACTION GROUP UPDATES**

House of Delegates Steering Committee members introduced each Action Group Chairs to provide an update on the group’s work.

**HOD METRIC UPDATE**

Dr. Novis highlighted the baseline survey results from the December 2010 survey sent to House members, CAP Board of Governors and CAP Executive Leadership. This survey will be sent to House members, CAP Board of Governors and CAP Executive Leadership annually. Post meeting surveys will be sent to House members after each HOD meeting. The HOD Dashboard is our metric of success.

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2011 HOUSE OF DELEGATES ELECTION UPDATE

Marci Zerante, Senior Manager, Member Engagement provided an update on the 2011 House of Delegates election.

CAP CANDIDATE SPEECHES

Candidate Speeches were heard from the following candidates seeking CAP offices: Bharati Jhaveri, MD, FCAP, Elizabeth Wagar, MD, FCAP, William Hickey, MD, FCAP and Gene N. Herbek, MD, FCAP.

Audio speeches were heard for the following candidates who were not in attendance: Stephen Sarewitz, MD, FCAP and Stephen Cina, MD, FCAP.

EMERGING ROLES AND SERVICES PRESENTATION

Thomas Malone, Senior Vice President Transformation provided an overview of work that is being done by the Transformation Program Office’s (TPO) Module 2 Integration Team which includes identifying over 40 different roles and services in the following categories:

- Service to Patients
- Services to Providers
- Services to Institutions
- New business models
SURVIVING THE CHANGING LANDSCAPE PANEL DISCUSSION

Dr. Novis, House of Delegates Speaker moderated a panel discussion on what the College is doing for you and what you can do to adapt to changes in market conditions. The following panelists provided responses from a legal, advocacy, transformation and practical approach to dealing with in-office labs:

- Richard Raskin, JD, CAP Council, Sidley Austin, LLP
- Richard Friedberg, MD, PhD, FCAP
  Vice-Chair, CAP Council on Government and Professional Affairs
- John Scott, Vice President, Advocacy
- Joe Plandowski, Consultant
- Karim Sirgi, MD, FCAP

The panel discussion was followed by an open question and answer session.

NEW BUSINESS/UNFINISHED BUSINESS

Dr. Novis asked for any new or unfinished business. There was no additional business raised.

ANNOUNCEMENTS

Dr. Novis reminded House members of the new HOD Webpage highlighting this is our conduit of information and how we communicate. He also reminded members of the next House of Delegates meeting on Saturday, September 10, 2011, in Grapevine, Texas. Lastly, he encouraged House members to attend the House of Delegates and Residents Forum Networking Event immediately following this meeting and the CAP PathPAC Reception tonight at Casa Rio at 9:00pm; minimum $50 donation.

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ADJOURNMENT

Having no further business, it was moved, seconded, and CARRIED to ADJOURN the meeting at 4:00 PM on February 26, 2011.