SES045 Specialty Update: Pathology

Cindy McCloskey, MD
Chair, Review Committee for Pathology
March 8, 2024 | 3:15-4:30 p.m.
Conflict of Interest Disclosure

Speaker: Cindy McCloskey, MD – Chair, Review Committee for Pathology

Disclosure

The speaker for this educational activity does not have relevant financial relationships to disclose with ineligible companies whose primary business is producing, marketing, selling, re-selling, or distributing health care products used by or on patients.
Session Objectives

1. Review Committee Statistics
2. Annual Program Review
3. Frequently Asked Questions
4. ACGME/Review Committee Updates
Review Committee Statistics
<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Institution/Location</th>
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<tbody>
<tr>
<td>Cindy McCloskey, MD</td>
<td>Chair</td>
<td>University of Oklahoma</td>
</tr>
<tr>
<td>Scott Anderson, MD</td>
<td>Vice Chair</td>
<td>University of Vermont Medical Center</td>
</tr>
<tr>
<td>Eric Glassy, MD</td>
<td></td>
<td>Affiliated Pathologists Medical Group</td>
</tr>
<tr>
<td>Jeffery Goldstein, MD</td>
<td></td>
<td>David Geffen School of Medicine at UCLA</td>
</tr>
<tr>
<td>Jennifer Hammers, DO</td>
<td></td>
<td>Cyril H. Wecht &amp; Pathology Associates</td>
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<tr>
<td>Matthew Kuhar, MD</td>
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<td>Indiana University School of Medicine</td>
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<tr>
<td>Wendy Love, MBA</td>
<td>Public Member</td>
<td>Retired</td>
</tr>
<tr>
<td>Maria Martinez-Lage Alvarez, MD</td>
<td></td>
<td>Massachusetts General Hospital</td>
</tr>
<tr>
<td>Ritu Nayar, MD</td>
<td></td>
<td>Northwestern University</td>
</tr>
<tr>
<td>Henry Rinder, MD</td>
<td></td>
<td>Yale University School of Medicine</td>
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<tr>
<td>Haneen Salah, MD</td>
<td>Resident Member</td>
<td>Howard University</td>
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Ex-Officio

Gary Procop, MD, MS

• American Board of Pathology
Welcome Incoming Members!

Term begins July 1, 2024

Ritu Bhalla, MD

• Louisiana State University Health Sciences Center

Jennifer Laudadio, MD

• University of Arkansas for Medical Sciences
Review Committee Staff

Cindy Riyad, PhD
Executive Director
criyad@acgme.org | 312.755.7416

Rebecca Fessler
Associate Executive Director
rfessler@acgme.org | 312.755.7056

Rebecca Houston, MA
Accreditation Administrator
Start date: March 19, 2024
Pathology Program Trends

<table>
<thead>
<tr>
<th>Academic Year</th>
<th># Residents</th>
<th># Core Programs</th>
<th># Fellows</th>
<th># Sub Programs</th>
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<td>2019-2020</td>
<td>2348</td>
<td>142</td>
<td>788</td>
<td>554</td>
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<tr>
<td>2020-2021</td>
<td>2379</td>
<td>142</td>
<td>779</td>
<td>580</td>
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<tr>
<td>2021-2022</td>
<td>2370</td>
<td>144</td>
<td>790</td>
<td>582</td>
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<tr>
<td>2022-2023</td>
<td>2422</td>
<td>145</td>
<td>797</td>
<td>597</td>
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<tr>
<td>2023-2024</td>
<td>2390</td>
<td>142</td>
<td>736</td>
<td>501</td>
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<tr>
<td>Subspecialty</td>
<td># Programs</td>
<td># Fellows</td>
<td>% Filled</td>
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<tr>
<td>---------------------------------------</td>
<td>------------</td>
<td>-----------</td>
<td>----------</td>
<td></td>
</tr>
<tr>
<td>Blood Banking/Transfusion Medicine</td>
<td>53</td>
<td>49</td>
<td>56%</td>
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<tr>
<td>Clinical Informatics</td>
<td>10</td>
<td>23</td>
<td>66%</td>
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<tr>
<td>Chemical Pathology</td>
<td>4</td>
<td>2</td>
<td>40%</td>
<td></td>
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<tr>
<td>Cytopathology</td>
<td>92</td>
<td>108</td>
<td>63%</td>
<td></td>
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<tr>
<td>Dermatopathology</td>
<td>56</td>
<td>70</td>
<td>64%</td>
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<tr>
<td>Forensic Pathology</td>
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<td>63</td>
<td>59%</td>
<td></td>
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<tr>
<td>Hematopathology</td>
<td>86</td>
<td>128</td>
<td>74%</td>
<td></td>
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<tr>
<td>Medical Microbiology</td>
<td>16</td>
<td>9</td>
<td>41%</td>
<td></td>
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<tr>
<td>Molecular Genetic Pathology</td>
<td>42</td>
<td>60</td>
<td>79%</td>
<td></td>
</tr>
<tr>
<td>Neuropathology</td>
<td>40</td>
<td>60</td>
<td>68%</td>
<td></td>
</tr>
<tr>
<td>Pediatric Pathology</td>
<td>27</td>
<td>17</td>
<td>40%</td>
<td></td>
</tr>
<tr>
<td>Selective Pathology</td>
<td>125</td>
<td>182</td>
<td>67%</td>
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Annual Program Review
January 2024 Accreditation Decisions

<table>
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<tr>
<th>Anatomic and Clinical Pathology Programs</th>
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<tr>
<td>Continued Accreditation</td>
<td>133</td>
</tr>
<tr>
<td>Continued Accreditation with Warning</td>
<td>1</td>
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<td>Accreditation Withdrawn</td>
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<td>Initial Accreditation</td>
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<tr>
<td>Initial Accreditation with Warning</td>
<td>1</td>
</tr>
<tr>
<td>Complement Increase Requests Approved</td>
<td>3</td>
</tr>
</tbody>
</table>
# January 2024 Accreditation Decisions

<table>
<thead>
<tr>
<th>Subspecialty Programs</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continued Accreditation</td>
<td>527</td>
</tr>
<tr>
<td>Continued Accreditation without Outcomes</td>
<td>3</td>
</tr>
<tr>
<td>Initial Accreditation</td>
<td>2</td>
</tr>
<tr>
<td>Complement Increase Requests Approved</td>
<td>8</td>
</tr>
</tbody>
</table>
Common Citations

• Responsibilities of Faculty
  • Faculty Development
  • Educational Environment
  • Sufficient Time
  • Interest in Resident Education
  • Professionalism

• Responsibilities of Program Director
  • Resident Ability to Raise Concerns
  • Accurate and Complete Information

• Culture of Professional Responsibilities
  • Process for Reporting Concerns
Common Citations

• Board Pass Rate
• Service to Education Imbalance
  • Appropriate Blend of Supervised Activities
  • Non-Physician Service Obligations
• Evaluation of Residents/Fellows
  • Frequent Faculty Feedback
  • Final Evaluation
• Progressive Resident Responsibility
  • Appropriate Faculty Member Supervision
Common Areas for Improvement

- Faculty Supervision and Teaching
- Patient Safety
- Professionalism
- Educational Content
- Evaluations
- Resources
- Teamwork
- Learning and Working Environment
- Faculty Scholarly Activity
- Diversity and Inclusion
- Board Pass Rate
What Is a Citation?

• Area of noncompliance with a program requirement
• Something the program doesn’t have, doesn’t do, or didn’t clearly describe
• Citations must be responded to in the Accreditation Data System (ADS)
• Reviewed by the Review Committee each year until determined that issue is resolved
What Is an Area for Improvement?

- Often referred to as “AFI”
- Areas of concern or repeat trends/issues
- May or may not be tied to program requirement
- “Heads up” to the program before it becomes serious
- Do not have to respond to in ADS
  - Can provide updates to Review Committee via “Major Changes” section
- Repeat areas may become citations
Block Diagram

- Must have:
  - Legend
  - Rotation name (specific)
  - Electives listed/identified (if applicable)

- Should not be actual resident/fellow schedule, just representation of typical experience

- Read and follow all instructions and recommended format!
  - See FAQ on Pathology section of ACGME website
Clinical Experience-Autopsies

• All autopsies must be logged no later than end of July for graduating residents (prior to archival in ADS)
• Ensure resident’s specialty track in ADS is correct before archiving
• Required number of autopsies is at least 30
  • Revised program requirement went into effect July 1, 2022
  • Programs can require more autopsies than what is in program requirements; cannot require less
Faculty Certification Status

Information in ADS is now auto-populated from American Board of Medical Specialties (ABMS) and American Osteopathic Association (AOA)

If certification information is incorrect, faculty members can manually add corrections
Resident/Fellow and Faculty Survey

- Programs receive results if:
  - There are at least four respondents
  - The response rate is at least 70%
- Programs that do not receive annual results will receive multi-year results once enough data is collected
- Important to preserve anonymity
How to Use Survey Results

• Review results with Program Evaluation Committee
  • Program should still do “internal” survey

• Review areas of concern with residents
  • Try to identify source of problem
  • Solicit specific improvement suggestions

• Use the “Major Changes” section of ADS to proactively communicate how you are addressing poor survey results

• Poor Resident/Fellow Survey results alone will not cause the Review Committee to withdraw accreditation
### Residents' overall evaluation of the program

<table>
<thead>
<tr>
<th>Evaluation</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very negative</td>
<td>0%</td>
</tr>
<tr>
<td>Somewhat negative</td>
<td>0%</td>
</tr>
<tr>
<td>Neutral</td>
<td>0%</td>
</tr>
<tr>
<td>Somewhat positive</td>
<td>0%</td>
</tr>
<tr>
<td>Very positive</td>
<td>100%</td>
</tr>
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</table>

### Residents' overall opinion of the program

<table>
<thead>
<tr>
<th>Opinion</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Definitely not choose again</td>
<td>0%</td>
</tr>
<tr>
<td>Probably not choose again</td>
<td>0%</td>
</tr>
<tr>
<td>Might or might not choose again</td>
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<tr>
<td>Probably choose again</td>
<td>0%</td>
</tr>
<tr>
<td>Definitely choose again</td>
<td>100%</td>
</tr>
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</table>

### Resources

- **Education compromised by non-physician obligations**
- Impact of other learners on education
- Appropriate balance between education (e.g., clinical teaching, conferences, lectures) and patient care
- Faculty members discuss cost awareness in patient care decisions
- Time to interact with patients
- Protected time to participate in structured learning activities
- Able to attend personal appointments
- Able to access confidential mental health counseling or treatment
- Satisfied with safety and health conditions

### Total Percentage of Compliance by Category

- **Resources**: 100.0%
- **Professionalism**: 100.0%
- **Patient Safety and Teamwork**: 100.0%
- **Faculty Teaching and Supervision**: 100.0%
- **Evaluation**: 99.0%
- **Educational Content**: 100.0%
- **Diversity and Inclusion**: 100.0%
- **Clinical Experience and Education**: 100.0%

### Program Percentage at-a-glance

<table>
<thead>
<tr>
<th>Category</th>
<th>Program Percentage</th>
<th>National Means</th>
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<tbody>
<tr>
<td>Resources</td>
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<td>4.3</td>
</tr>
<tr>
<td>Professionalism</td>
<td>4.9</td>
<td>4.5</td>
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<tr>
<td>Patient Safety and Teamwork</td>
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<tr>
<td>Faculty Teaching and Supervision</td>
<td>4.6</td>
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<tr>
<td>Evaluation</td>
<td>4.7</td>
<td>4.3</td>
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<tr>
<td>Educational Content</td>
<td>4.6</td>
<td>4.3</td>
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<tr>
<td>Diversity and Inclusion</td>
<td>4.8</td>
<td>4.3</td>
</tr>
<tr>
<td>Clinical Experience and Education</td>
<td>4.9</td>
<td>4.7</td>
</tr>
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</table>

**Survey taken: February 2021 - April 2021**

- Residents surveyed: 11
- Residents responded: 11
- Response rate: 100%

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Board Pass Rate

- No longer a flat percentage; now bottom fifth percentile of all takers for that exam
  - Three-year lookback
- Fifth percentile is a moving target, as it is recalculated with each set of exam results
- Review Committee is being consistent with citations
- If your program falls below the bottom fifth percentile, you will be cited
  - Even if one-year performance is good
<table>
<thead>
<tr>
<th>Program</th>
<th>Specialty</th>
<th>Board Name</th>
<th>Exam Type</th>
<th>3-Year Aggregate Pass Rate</th>
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<tr>
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<td>Written</td>
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<tr>
<td>T</td>
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<td>ABMS Board</td>
<td>Written</td>
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</tr>
</tbody>
</table>

**Board Pass Rate Calculation**

Bottom 5% of the distribution defines the fifth percentile.

2 programs have a pass rate below the fifth percentile.

18 of 20 programs have a pass rate above the fifth percentile.
Core Faculty Members

• Anatomical Pathology/Clinical Pathology must have at least five core faculty members (including program director)

• Subspecialties must have at least two core faculty members (including program director)
  • One must be certified by American Board of Pathology (ABPath) in the subspecialty

• Must have a significant role in the education and supervision of residents/fellows
  • Faculty hours listed in ADS should reflect this

• Must be designated by the program director in ADS
Faculty Supervision

- Resident/fellow experiences must be designed to allow appropriate faculty member supervision such that residents progress to the performance of assigned clinical responsibilities under oversight in order to demonstrate their ability to enter the autonomous practice of [specialty/subspecialty] prior to completion of the program (see IV.C.3.).
- This does not mean residents/fellows have to do independent sign-out when in the program.
  - Must have the capability and confidence to do so prior to completion of the program so they are prepared for autonomous practice.
Frequently Asked Questions
Subspecialty Programs: Program Leadership and Faculty Time

• Program Requirement II.B.2.h) refers to faculty members devoting at least 20 hours per week in aggregate to fellowship-related work
  • Related to clinical work with fellows and teaching

• Program leadership dedicated time (program director and associate program director(s), if applicable) does not count toward these 20 hours per week
  • However, program leadership time spent in clinical work with fellows and teaching does count
ACGME / Review Committee Updates
Selective Pathology Tracks

- Surgical Pathology (Track A)
  - Anatomic pathology fellowship broad in scope
  - Programs cover a broad range of specimen types
- Focused Anatomic Pathology (Track B)
  - Singular area of focus in anatomic pathology
  - Programs cannot have more than one focus area under one program number (e.g., liver pathology and breast pathology)
Subspecialty Program: Requirement Major Revisions

- New subspecialty Program Requirements have been approved and will be effective July 1, 2024
  - Clinical informatics, dermatopathology, molecular genetic pathology were not part of this revision period
Site Visits for Programs on Continued Accreditation Statuses

- Traditional 10-year Accreditation Site Visits have ended since COVID-19 paused all site visits
- Self-Studies will continue to be a requirement (V.C.2) but will no longer be linked or reviewed during site visits
- Starting in 2024, the ACGME will conduct site visits for 1-2% of programs on Continued Accreditation that have not had a site visit in approximately 10 years
Program Self-Studies

• The ACGME encourages programs to incorporate a Self-Study into the Annual Program Evaluation process and track ongoing progress and improvements as outlined in program requirement V.C.2.

• For questions regarding Graduate Medical Education Committee (GMEC) oversight related to the program Self-Study, contact the Institutional Review Committee (IRC@acgme.org)

• Questions regarding site visits and Self-Studies: accreditation@acgme.org
Back to Bedside empowers residents and fellows to create projects that foster meaning and joy in work

- Funding opportunity for resident-/fellow-led teams
- Builds deeper connections with patients

Scan the QR code for more information and to download the Request for Proposals.

DEADLINE: APRIL 22, 2024
2025 ACGME Awards Nominations

The ACGME is now accepting nominations for the 2025 ACGME Awards.

Deadline: Wednesday, March 27, 2024

For additional information and to download nomination materials:

https://www.acgme.org/initiatives/awards/
The ACGME’s Online Learning Portal

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Designing a Centralized Remediation Program

Karen M. Warburton, MD, FACP, FASN
Associate Professor of Medicine
Director, Clinician Wellness Program
Director, CME Advancement
University of Virginia School of Medicine

The ACGME designates this enduring material for a maximum of 5.25 AMA PRA Category 1 Credits™
Applying for Program Accreditation Course

- Three-part course and step-by-step guide
- For those new to the process, as well as a refresher for experienced users
- Explanation of key steps, timeline, and the review process after submission
Faculty Development Toolkit: Improving Assessment Using Direct Observation

- Faculty development materials around direct observation and feedback
- Evidence-based video prompts
- Answer keys and facilitator guides
- Microlearning lessons with associated slides and guides
Program Coordinator Course

- For **new and seasoned** coordinators
- Covers a **wide range of topics** important to program coordinators
- **Videos** from working coordinators
- **Summer 2024**
Virtual Workshop
Self-Empowerment for Program Coordinators

- Seven-day workshop for new and experienced program coordinators
- Interactive activities and virtual synchronous workshop
  - Leadership strategies
  - Networking opportunities
  - Asserting your professionalism
- April 15-21, 2024
- Registration required
Questions?
Thank You