



COLLEGE of AMERICAN
PATHOLOGISTS

Virtual Meeting | March 2021

Residents Forum

Agenda Book

CONFIDENTIAL

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OUR MISSION

The College of American Pathologists, the leading organization of board-certified pathologists, serves patients, pathologists, and the public by fostering and advocating excellence in the practice of pathology and laboratory medicine worldwide.

OUR VISION

People are healthier because of excellence in the practice of pathology and laboratory medicine.

OUR PRIDE PRINCIPLES

How I behave is critical to what I accomplish. I commit to the following PRIDE Principles to guide my success on a journey of significant change in the life of the College of American Pathologists. They reflect and build on my pride in being a part of the CAP.

Partnership

- I commit to common goals and share responsibility for organization-wide initiatives
- I believe collaboration is essential for our success; I proactively help my coworkers.
- I bring positive energy and optimism to my work with others, fostering a "can do" attitude.

Respect for Others

- I value a diversity of attitudes, perspectives, experience, backgrounds and style that enables us all to benefit from our differences.
- I value informed and respectful debate.
- I give the benefit of the doubt to people's motives and actions.

Individual Accountability

- I deliver on my promises.
- I take initiative to solve problems and offer alternative solutions.
- I value informed and balanced risk taking and learn from my mistakes.
- I avoid blaming others.
- I take responsibility for my own success.

Direct Communication

- I value communication that is honest, constructive, direct, and timely.
- I am transparent about my motives with no hidden agendas. My words are consistent with my actions.
- I listen to others and am receptive to others' points of view.
- I commit to have difficult conversations in a direct and timely way.

Excellence

- I commit to delivering value to our members and customers through quality products and services; I am an owner of member and customer satisfaction
- I value continuous learning as a strategy for organizational and personal improvement.
- I am open to change and continually seek a better way to do things, incorporating new ideas, methods, and technologies.

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2021 Spring Residents Forum Meeting Agenda
Saturday, March 13, 2021
Virtual

Time (CDT)	Topic	Moderator/Presenter	Duration
10:00 – 10:10 AM	Welcome – Call to Order & State of the RF	Speaker(s): Sarah Glogowski, DO Chair, CAP Residents Forum Executive Committee	10 min
10:10 – 10:30 AM	Fast-track Your Career with Networking	Speaker(s): Brian Cox, MD, MS, Digital Liaison, CAP Residents Forum Executive Committee	20 min
10:30 – 11:30 AM	Building a Compelling CV: Curriculum Vitae Do's and Don'ts Live Q&A KEEP CALM—Demystifying the Fellowship Application Process: Fellowship Application Advising Session Live Q&A	Speaker(s): Emily E. Volk, MD, MBA, FCAP, CAP President-elect Moderator(s): Brian Cox, MD, Digital Liaison, CAP Residents Forum Executive Committee Speaker(s): Kruti Maniar, MD, FCAP, Associate Professor, Northwestern University Luis Blanco Jr., MD, FCAP, Associate Professor Northwestern University Moderator(s): Janira Navarro-Sanchez, MD, Alternate Delegate to CAP HOD, CAP Residents Forum Executive Committee	60 min
11:30 – 11:45 AM	BREAK		15 min
11:45 AM– 12:45 PM	Straight Talk: Pathology Leadership Live Town Hall Q&A	Speaker(s): Patrick Godbey, MD, FACOG, FCAP, CAP President Emily E. Volk, MD, MBA, FCAP, CAP President – elect Carey August, MD, FCAP, CAP Foundation President Stephen Myers, CEO Moderator(s): Adam Booth, MD, Immediate Past Chair, CAP Residents Forum Executive Committee Simon Lamothe, MD, Delegate to CAP HOD, CAP Residents Forum Executive Committee	60 min
12:45 – 1:10 PM	Advocacy Update: How State and Federal Policy Impacts Pathologists' Future and What You Can Do About It.	Speaker(s): Jonathan Myles, MD, FCAP, Chair, CAP Council on Government and Professional Affairs Moderator(s): Dana Martin, MD, Alternate to AMA RFS, CAP Residents Forum Executive Committee	25 min



2021 Spring Residents Forum Meeting Agenda
Saturday, March 13, 2021
Virtual

Time (CDT)	Topic	Moderator/Presenter	Duration
1:10 – 1:25 PM	Building Your Brand—Next Step: Leadership: Engagement Opportunities within CAP	Speaker(s): Abdul Abid, MD, MBBS, Vice Chair, CAP Residents Forum Executive Committee Moderator(s): Lianna Goetz, MD, Member-at-Large, CAP Residents Forum Executive Committee	15 min
1:25 – 1:55 PM	Avoiding Early Practice Pitfalls	Speaker(s): Patrick Godbey, MD, FACOG, FCAP, CAP President Moderator(s): Tayler van dan Akker, MD, Secretary, CAP Residents Forum Executive Committee	30 min
1:55 – 2:10 PM	Closing Remarks/Prizes	Speaker(s): Sarah Glogowski, DO, Chair, CAP Residents Forum Executive Committee Lianna Goetz, MD, Member-at-Large, CAP Residents Forum Executive Committee	15 min



Minutes of the Residents Forum (RF) October 10, 2020, Virtual

Respectfully submitted by Tayler van den Akker, MD, RF Secretary 2019 – 2020

The College of American Pathologists (CAP) Residents Forum Chair, Adam L. Booth, MD called the meeting to order on Saturday, October 10, 2020 at 8:00AM. Dr. Booth welcomed the Delegates to the meeting and then introduced the Residents Forum Executive Committee (RFEC):

- Adam Booth, MD, Chair, Clinical Fellow, Beth Israel Deaconess Medical Center, Harvard Medical School, Boston, MA
- Mariam Molani, DO, MBA, Vice Chair, Resident, UT Southwestern, Dallas, TX
- Tayler van den Akker, MD, Resident, Secretary, Mount Sinai Health System, New York, NY
- G. Eli Morey, MD, MPH, Immediate Past Chair, Fellow, H. Lee Moffit Cancer Center, Tampa, FL
- Sarah Glogowski, DO, Alternate Delegate to CAP House of Delegates, Resident, Baylor University Medical Center, Dallas, TX
- Gregory Goldgof, MD, PhD, MS, RF Delegate to the AMA-RFS, University of California Medical Center, San Francisco, CA
- Frederic Jewett, DO, Alternate Delegate to AMA RFS, Resident, US Navy, Naval Medical Center, San Diego, CA
- Abdul Abid, MD, MBBS, Digital Strategy Liaison, Resident, University of Texas Medical Branch, Galveston, TX
- Hasan Samra, MD, Member-at-Large, Resident, Iowa City VA Health Care System, Iowa City, IA

Dr. Booth gave the delegates a brief orientation and introduction to the CAP.

The White Coat Investor, Dr. James Dahle, MD, provided an informative presentation entitled, Finding Financial Success as a Young Physician, followed by a live Q&A.

Attendees explored the virtual format by breaking out into small groups to network on “What is your guilty pleasure?”

Breakout sessions provided interactivity with subject matter experts employed in practice settings including private, academic, industry, and private/community. The residents were able to interact directly with these experts to learn what employment in these areas is really about.

Guest PathPAC speaker, Stuart Rothenberg, Editor, Publisher, Political Analyst shared his insight on the 2020 presidential election during the joint session with the House of Delegates. Followed by the Meeting of the Membership with Patrick Godbey, MD, FCAP, CAP President, Richard R. Gomez, MD, FCAP, Secretary-Treasurer and Stephen Meyers, CAP Chief Executive Officer.

The Residents Forum Executive Committee candidates gave their speeches with voting taking place at the close of the speeches.



Resident Forum Executive Committee Elections Results:

- Sarah Glogowski, DO - Chair
- Abdul M. Abid, MD, MBBS - Vice Chair
- Tayler van den Akker, MD - Secretary
- Simon Lamothe, MD - Delegate to CAP HOD
- Janira M. Navarro-Sanchez, MD – Alternate Delegate to CAP HOD
- Frederic C. Jewett, DO - Delegate to AMA RFS
- Dana Martin, MD - Alternate Delegate to AMA RFS
- Lianna Goetz, MD - Member-at-Large
- Brian Cox, MD, MS - Digital Strategy Liaison

Attendees participated in subspecialty breakout sessions for members with similar interest to collaborate and discuss their specific field.

Subspecialties Included:

- General Surgical Pathology
- Genitourinary Pathology
- Breast Pathology & Gynecologic Pathology
- Gastrointestinal & Liver Pathology
- Cytopathology
- Clinical Pathology & Informatics
- Hematopathology
- Dermatopathology
- Forensic & Neuropathology
- Transfusion/Microbiology

Dr. Iris Martin, MD, MPH, Junior Member Director, CAP Foundation, shared leadership opportunities for Junior members, educated attendees on the See, Test, & Treat Program, and honored Dr. Gregory Dickinson, MD, the 2020 Herbek Humanitarian Award recipient.

The Residents Forum conducted the photo contest where residents were invited to submit photos from the microscope and the world at large to be judged by CAP20 RF attendees. Top three vote getters:

- 1st Place: Floating Off Colloid, David Escobar, MD, PhD
- 2nd Place: Microscopic Claw (of Hydatid), Sudipta Naskar, MD
- 3rd Place: Fetal Endochondral Bone Formation – Trichrome, Charles Rohrer, MD

Dr. Booth adjourned the Residents Forum meeting at 3:30 PM.

The networking reception, Inspiration and Dreams, sponsored by the House of Delegates and Residents Forum Action Group follow the RF meeting.

On-demand presentations and live Q&A sessions were available from:

- Rebecca Johnson, MD, FCAP – ABPath Behind the Scenes: Insights for Board Success
- Cindy McCloskey, MD, FCAP – Update on the Job Market for Newly Trained Pathologists



Residents Forum Delegate Guide

Hello Delegates,

Welcome to the CAP Residents Forum! The Residents Forum (RF) meeting is a great venue where pathology residents from across the country come together to learn about, discuss and take action on important issues that affect us.

Plan to attend each of the Residents Forum meetings. The meetings are held twice per year in an engaging all-day Saturday session. For first time attendees (and even those who have attended RF meetings in the past), understanding the proceedings at an RF meeting can be a little confusing at times. To help prepare you for what to expect, the Residents Forum Executive Committee (RFEC) has created the following guide in order to enhance your experience and participation at the meeting.

There are four main goals of the RF meeting – networking, education, discussion, and action. Most aspects of the meeting fall under one of these categories.

NETWORKING

Probably the most fun part of the RF is meeting and getting to know your colleagues from around the country.

- In addition to the RF meeting itself, there are two receptions – one the evening before and one the evening after the RF meeting. The CAP provides the refreshments...you provide the company!
- The meetings include opportunities to meet CAP Fellows and engage in career networking.

INFORMATION

One of the main benefits of the RF is learning about all the issues, happenings, and opportunities pertinent to practicing pathologists and resident pathologists.

- *Informational presentations* – Each RF meeting has at least one informative session concerning topics such as job market, academics vs. private practice, and the future of pathology. Sometimes the RF simply invites a speaker to share his or her experiences with the residents.
- *Updates* – Throughout the meeting, there will be updates on a variety of activities, both within the CAP and outside the CAP (e.g., the AMA). These updates are meant to expose you to and keep you informed about the broad range of issues and happenings in pathology and medicine.

DISCUSSION

Perhaps the most important part of the RF is the opportunity to discuss issues important to you. You'll find out you're not the only one who may have challenges in your residency program, fellowship application, studying for the boards, and finding a job.

- *Breakout sessions/Open forum*– This is your chance to talk with your fellow residents about anything and everything that affects you as a resident in pathology. The forum breaks up into



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small groups to discuss problems and brainstorm solutions. Most Delegates find the breakout sessions both productive and therapeutic!

- *Town Hall Panel Discussion* – We bring in a panel of representatives from the CAP, Association of Pathology Chairs, Accreditation Council for Graduate Medical Education, American Board of Pathology, and other organizations. You can ask the leaders questions about residency training, pathology boards, fellowships, etc. Often, some of the questions brought up during breakout sessions can also be asked here.

ACTION

The Residents Forum is a chance to talk about issues and is also an opportunity to make things happen! Residents Forum—through involvement of Delegates like you—has been directly responsible for things such as the establishment of a standardized application for pathology fellowships, the placement of Junior Members on every Committee within the CAP, and myriad targeted networking opportunities.

- You will learn much more about the CAP and the RF during the meeting. Also, click on the “Get Involved” section of the CAP website and www.cap.org/residents for great resources on CAP offerings for you as a Junior member.
- We encourage you to bring the meeting back to your colleagues by telling them about the speakers, discussions and decisions made during Residents Forum. The Residents Forum Executive Committee provides you with a short PowerPoint presentation that walks you through the meeting highlights and makes it easy to share the information.
- Enjoy the meeting! If you have any questions, just ask! The Residents Forum Executive Committee and CAP staff are always available and happy to answer your questions (send to cwells@cap.org).

The Residents Forum Executive Committee and CAP Staff
www.cap.org/residents



BYLAWS OF THE COLLEGE OF AMERICAN PATHOLOGISTS RESIDENTS FORUM (CAP-RF)

ADOPTED: 10/22/88 AMENDED: RF-F93, BOG-2/20/94; RF-F95; BOG-8/16/96; RF-S98, BOG-5/15/98; RF-F2001, BOG-11/16/2001; RF-F2005, BOG-3/2/2006 [F:RESFORUM/Bylaws 2010], AMENDED 2015

ARTICLE I – PURPOSE

The College of American Pathologists Residents Forum (CAP-RF) provides representation of the Junior membership of the College to the CAP House of Delegates, CAP Board of Governors, and the American Medical Association Resident and Fellow Section (AMA-RFS) through its duly appointed resident delegates. The College of American Pathologists Residents Forum provides pathology residents with a voice in organized pathology, promotes involvement of young leaders in College activities early in their careers, and establishes a network for pathology residents in the College.

The CAP-RF addresses issues that reflect the needs and interests of CAP Junior Members. The Residents Forum considers reports of its officers and of any committees as deemed necessary. It refers its action to the Council that is designated to receive CAP-RF actions by the CAP Board of Governors and/or to the CAP House of Delegates.

ARTICLE II - MEMBERSHIP

Section 1: Requirement for Membership

- (a) The Residents Forum will be composed of Delegates elected or appointed from the Junior Members of the College. Each Delegate must be a CAP Junior Member in good standing in the state which the Delegate represents. As used in these Bylaws, the terms "state" or "eligible state" shall mean state, district, U.S. military services, province, commonwealth or territory.
- (b) The terms of all Delegates selected from any eligible state will be two years. Delegates will be eligible for re-election or re-appointment. If a Delegate moves from the state which he or she represents, that seat will become vacant.
- (c) Upon vacancy due to a Delegate's death, change to another specialty, resignation from the College, or transfer to a residency training program outside the state represented, the Residents Forum Chair will appoint a successor from that state to complete the unexpired term. Such appointed Delegate(s) will serve only the remaining portion of that term, but will be eligible for re-election or re-appointment.

Section 2: Selection of Delegates

- (a) The selection of Delegates will be made by the appropriate pathology society of each eligible state subject to the rules of apportionment given in Section 3.
- (b) If there is no formally organized or functioning pathology society in a state, the Residents Forum Chair will select, or cause to be selected, the appropriate number of Delegates from that state.
- (c) Twenty (20) CAP Junior Members in good standing in a state or a majority of CAP Junior Members in a state, whichever is less, may nominate Delegates from their state by submitting a petition bearing their signatures.

Section 3: Apportionment

- (a) In January of each calendar year, the Executive Vice President of the CAP or designee will conduct a census of the number of Junior Members in each pathology training program that is accredited by the Accreditation Council for Graduate Medical Education (ACGME). The results of this census will be reported to the Residents Forum.

(b) Based on the annual census, each state will be represented by Delegates from each of its ACGME-accredited pathology training programs containing Junior Members. Each such training program will be represented by one (1) Delegate for each ten (10) Junior Members or fraction thereof in the program (1-10 Junior Members = 1 Delegate, 11-20 Junior Members = 2 Delegates, 21-30 Junior Members = 3 Delegates, etc.).

Section 4: Reapportionment

Reapportionment of the Delegates will reflect the outcome of the annual census. Reapportionment of membership will not deny to any Delegate, elected or appointed to a term of office, the right to complete that term.

Section 5: Credentialing of Delegates

(a) Credentialing of Delegates shall be the responsibility of the Secretary of the Residents Forum. The Secretary will resolve any disputes regarding the seating of Delegates. Decisions of the Secretary will be final unless reversed by a two-thirds (2/3) vote of the full Residents Forum.

(b) The Secretary will report the list of credentialed Delegates to the Chair as early as possible the day of the Residents Forum meeting.

(c) If there are Delegate seats unfilled from any state at the time of the Residents Forum meeting, CAP Junior Members in good standing from that state may be credentialed as Delegates by the Secretary, subject to approval by the Residents Forum Executive Committee (FEC).

(d) Only credentialed Delegates may vote on matters brought before the Residents Forum.

ARTICLE III - OFFICERS

Section 1: The Officers of the Residents Forum will be the Chair, Vice Chair, Secretary, and Immediate Past Chair.

Section 2: Chair

The principal officer of the Residents Forum will be the Chair, who will preside at meetings, maintain order and decorum, and appoint committees of the Residents Forum as set forth in these Bylaws and inform CAP Junior Members of the activities of the Residents Forum.

The Chair will keep CAP Junior Members, the CAP Membership Committee, the Council that is designated by the CAP Board of Governors, and the CAP Board of Governors informed of the activities of the Residents Forum. The Chair will issue the official call for meetings.

The Chair will be responsible to see that all resolutions and actions of the Residents Forum are transmitted to the House of Delegates through the duly elected Resident Delegate.

The Chair will have the right to vote only in the case of a tie.

Section 3: Vice Chair

The Vice Chair will act as the principal officer of the Residents Forum in the absence of the Chair. The Vice Chair will assist in the duties of the Chair.

Section 4: Secretary

The Secretary of the Residents Forum will record the minutes of Residents Forum meetings and maintain lists of Delegates and members of Residents Forum committees. The Secretary will maintain the file of meeting minutes and carry out other appropriate duties. Subject to provisions within these Bylaws, the Secretary will credential Delegates to the Residents Forum meeting. The Secretary will be responsible for directing the activities of the Residents Forum Credentials Committee.

ARTICLE IV - RESIDENTS FORUM EXECUTIVE COMMITTEE

Section 1: Residents Forum Executive Committee

(a) The Residents Forum Executive Committee will be composed of the officers of the Residents Forum, the Delegate and Alternate Delegate to the CAP House of Delegates, the Delegate and Alternate Delegate to the AMA-RFS, the Member-at-Large and the Digital Strategy Liaison.

(b) The Residents Forum Chair will serve as Chair of this committee.

(c) The Residents Forum Executive Committee will assist in preparing the agenda and in carrying out the activities of the Residents Forum. It will meet prior to the general meeting of the Residents Forum and may meet at any other time to conduct Residents Forum business at the call of the Chair.

Section 2: Delegate and Alternate Delegate to the CAP House of Delegates

The Delegate and Alternate Delegate will attend all national meetings of the CAP House of Delegates. The Delegate will communicate and present resolutions adopted by the Residents Forum to the CAP House of Delegates when appropriate. The Delegate will inform the CAP House of Delegates about activities of the Residents Forum. The Delegate is limited to submitting resolutions adopted by the Residents Forum.

The Alternate Delegate will assume these responsibilities and duties if the Delegate is unable to do so.

Section 3: Delegate and Alternate Delegate to the American Medical Association Resident and Fellow Section

The Delegate and Alternate Delegate will attend the annual and interim meetings of the American Medical Association Resident and Fellow Section (AMA-RFS) and will present any resolutions initiated by the CAP Residents Forum which have been approved by the CAP Board of Governors for transmission to the AMA-RFS. The Delegate will keep the CAP informed of any AMA-RFS activities through the appropriate channels.

The Alternate Delegate will assume these responsibilities and duties if the Delegate is unable to do so.

Section 4: Member-at-Large

The Member-at-Large will be responsible for assisting in recruitment of Junior Members, will assist in communicating the activities of the Residents Forum to the Delegates, will facilitate communication between the College of American Pathologists and its Junior Members, and will carry out other such duties as are assigned by the Chair and the RFEC.

Section 5: Digital Strategy Liaison

The Digital Strategy Liaison (DSL), in partnership with the CAP Digital Strategy team, will support the RF's use of digital and social media as a means of interfacing with residents. The DSL will assist in the improvement and management of resident digital engagement and will carry out other such duties as are assigned by the Chair and the RFEC.

Section 6: Advisor(s)

The Residents Forum Executive Committee will have at least one advisor who will be a CAP Fellow, holding no vote. The Residents Forum Chair will recommend potential advisors for appointment by the CAP President.

ARTICLE V - TERM OF OFFICE

Section 1: Term of Office

- (a)** Only CAP Junior Members in good standing may be elected or appointed as Residents Forum Executive Committee members.
- (b)** The Residents Forum Chair, Vice Chair, Secretary, and Member-at-Large will be elected for a term of one year at the fall meeting of the Residents Forum and in the manner provided for in these Bylaws. An officer of the Residents Forum will be eligible for re-election to one (1) additional term for the office he or she holds. Appointment to a partial term of office will not be considered part of the two-year limit.
- (c)** At the fall Residents Forum meeting, a CAP Junior Member shall be elected to serve a two-year term as Residents Forum Delegate to the House of Delegates—the first year as Alternate Delegate and the second year as Delegate.
- (d)** At the fall Residents Forum meeting, a CAP Junior Member shall be elected to serve a two-year term as Residents Forum Delegate to the AMA-RFS—the first year as Alternate Delegate and the second year as Delegate. No Junior Member elected as Residents Forum Delegate or Alternate Delegate to the AMA-RFS may serve until approved by the CAP Board of Governors.
- (e)** At the fall Residents Forum meeting, a CAP Junior Member shall be elected to serve a two year term as Digital Strategy Liaison. Appointment to a partial term of office will not be considered part of the two-year limit.

Section 2: Succession and Vacancies

- (a)** If the Residents Forum Chair is unable to serve, the Vice Chair will assume the office, responsibilities, and duties of the Chair and serve for the remainder of the unexpired term. If any other officer of the Residents Forum is unable to serve, a Residents Forum member will be appointed by the Residents Forum Chair to serve for the remainder of the unexpired term. Vacancies occurring in the offices of the Delegate and/or Alternate Delegate to the CAP House of Delegates, the AMA-RFS, and the Digital Strategy Liaison will be filled by appointment of the Residents Forum Chair for the remainder of the unexpired term.
- (b)** If the offices of the Residents Forum Chair and Vice Chair are simultaneously vacant, the Secretary of the Residents Forum will assume the office, duties, and responsibilities of the Chair. At the next meeting of the Residents Forum, the unexpired terms of the Chair and the Vice Chair will be filled by election.
- (c)** In the event of the simultaneous vacancies of the offices of Chair, Vice Chair, and Secretary, the CAP President will appoint a temporary presiding officer from the remaining members of the Residents Forum Executive Committee to conduct the business of the Residents Forum until such vacancies are filled by election or special election as appropriate.

ARTICLE VI - ELECTIONS

Section 1: Method of Election

- (a)** Only CAP Junior Members in good standing may be elected or appointed as Residents Forum Executive Committee members.
- (b)** During the spring meeting of the Residents Forum, the Chair will appoint a Nominating Committee to serve until the following spring meeting, at which time a new Residents Forum Nominating Committee will be appointed. The Residents Forum Nominating Committee will be composed of the Residents Forum Chair and three or more CAP Junior Members in good standing (non-Residents Forum Executive Committee members) from different geographic areas. If there is no Residents Forum Chair, or the Residents Forum Chair will be running for a Residents Forum office at the upcoming

election, the Immediate Past Chair will serve as chair of the Nominating Committee. If the Immediate Past Chair of the Residents Forum is unavailable, any Past Chair may serve in his or her stead. The Past Chair will be selected by the chair of the Council that is designated by the CAP Board of Governors.

(c) The Residents Forum Nominating Committee will nominate a candidate or candidates for each elected position of the Residents Forum Executive Committee.

(d) At least sixty (60) days prior to the fall meeting, the Residents Forum Nominating Committee will send a list of nominees to the CAP Junior Membership.

(e) Any CAP Junior Member in good standing who has not been nominated by the Residents Forum Nominating Committee may run for any available position by submitting to the Secretary of the Residents Forum, at least thirty (30) days prior to the fall meeting, a petition containing the signatures of at least fifteen (15) CAP Junior Members in good standing.

(f) When there is more than one nominee for a position, voting will be by secret ballot and will be conducted at meetings of the Residents Forum. To be elected, a candidate for any position must receive a majority of votes cast by those members of the Residents Forum voting. There shall be no voting by proxy.

Section 2: Installation

(a) The term of office of those elected will begin at the adjournment of that CAP national meeting at which they were elected.

(b) In the event of a special election, the terms of office of those elected will begin upon election and continue until the next regularly scheduled election.

Section 3: Special Elections

(a) A special election to elect a Residents Forum Chair or Vice Chair will be held at the next regularly scheduled Residents Forum meeting if both offices become vacant and if no regular election is scheduled before or at that meeting. The nominees for each office will be named by the Residents Forum Nominating Committee.

(b) Should vacancies in the offices of the Residents Forum Chair or Vice Chair occur between regularly scheduled meetings of the Residents Forum, notification of such special election will be in conformity with the provisions of these Bylaws. If such a vacancy should occur within sixty (60) days of the next regularly scheduled Residents Forum meeting, the requirement for sixty (60) days advance notice by the Forum Nominating Committee will be waived.

ARTICLE VII - PROCEDURE OF MEETINGS

Section 1: Meetings

(a) The Residents Forum will meet twice annually, once in conjunction with the College of American Pathologists Annual Meeting (the fall Residents Forum meeting) and once as determined by the Residents Forum Executive Committee (the spring Residents Forum meeting). Meetings of the Residents Forum will be open sessions.

(b) The Chair may call special meetings of the Residents Forum contingent upon funding.

Section 2: Registration

(a) Before being registered at any session, each Delegate will present identification and be recognized by the Secretary or a duly appointed Credentials Committee member.

(b) When a Delegate is unable to attend a specified session, another Junior Member in good standing from the Delegate's state may be appointed by the Residents Forum Chair, subject to approval by the FEC, to substitute for that Delegate.

(c) If any position is not filled by a Delegate for two consecutive meetings, the Residents Forum Secretary or duly appointed representative will declare the position vacant. The Residents Forum Chair will fill the vacancy by appointing a

CAP Junior Member in good standing from the same state.

Section 3: Order of Business

The official order of business and the rules of order of the Residents Forum will be published in the Residents Forum agenda book.

Section 4: Quorum

A quorum will consist of fifteen (15) credentialed Delegates present.

Section 5: Vote

Unless otherwise specified in these Bylaws or the rules of order of the Residents Forum, all motions proposed for consideration by the Residents Forum will be determined by majority vote of those Delegates voting. Proxy voting will not be permitted.

Section 6: Disposition of Action

All resolutions, actions, and reports of the Residents Forum will be 1. Considered internal resolutions; 2. Presented to the Council designated by the CAP Board of Governors at the Council's next regularly scheduled meeting; or 3. Presented to the CAP House of Delegates at its next regularly scheduled meeting.

Section 7: Rules of Order

- (a) The Residents Forum will be bound in its actions by these Bylaws of the CAP Residents Forum.
- (b) The standard for parliamentary procedure accepted by the College of American Pathologists will govern the conduct of the meetings of the Residents Forum.

ARTICLE VIII - BUSINESS OF RESIDENTS FORUM MEETINGS

Section 1: Resolutions

Resolutions may be submitted by any CAP Junior Member in good standing and must be submitted by a date to be specified by the Residents Forum Chair. Resolutions received after this date will be designated as late resolutions. In order to be considered, late resolutions will require a two-thirds (2/3) majority vote of Delegates voting.

Section 2: Reference Committees

- (a) At each meeting of the Residents Forum, the Chair, upon review and recommendation by the Residents Forum Executive Committee, may appoint Reference Committees composed of a Chair and at least two Residents Forum members.
- (b) The number of committees appointed will be sufficient to consider carefully all matters before the Residents Forum.
- (c) Reference Committee reports will be in writing and made available to all Delegates of the Residents Forum.
- (d) Reference Committees will hold open hearings, but they also will have the right to hold closed meetings in order to reach decisions on all matters under consideration. Recommendations will be based on a majority vote of the Reference Committee.
- (e) Reference Committees may request officers, governors, or staff members of the College of American Pathologists to appear and present such information as may be needed to formulate Reference Committee recommendations and reports.

(f) Minority Reference Committee reports may be submitted by a Reference Committee member to the Residents Forum, following the presentation of the majority report.

Section 3: Other Committees

The Chair may appoint any special committees as may be needed from time to time to conduct the business of the Residents Forum.

ARTICLE IX - AMENDMENTS

These Bylaws may be amended by a two-thirds (2/3) vote of Residents Forum Delegates voting. Proxy voting shall not be permitted. Proposed changes shall be sent to each Residents Forum Delegate at least thirty (30) days prior to the Residents Forum meeting at which they will be considered.

All Bylaws amendments passed by the Residents Forum must be ratified by the College of American Pathologists Board of Governors.



Welcome – Call to Order & State of the Residents Forum
Speaker: Sarah Glogowski, DO

Chair
CAP Residents Forum Executive Committee
College of American Pathologists
Northfield, Illinois



Dr. Glogowski is a 3rd year anatomic and clinical pathology resident at Baylor University Medical Center in Dallas, TX. She will transition into a hematopathology fellowship at UT Southwestern in Dallas, TX beginning 2022. Within the CAP, she currently serves as the Chair of the Residents Forum Executive Committee, an ex-officio member of the CAP Board of Governors, a member of the Council on Membership and Professional Development, as well as a member of the Pathologist Pipeline Ad Hoc Committee. Previously she served on the RFEC as the Alternate Delegate to the House of Delegates. Outside of the CAP, she is an Ambassador for the United States and Canadian Academy of Pathology, provides cases on Twitter for the Texas Society of Pathologists, and advises multiple medical students and pathology interest groups.



**Fast-track Your Career with Networking
Speaker: Brian Cox, MD, MS**

Digital Strategy Liaison
CAP Residents Forum Executive Committee
College of American Pathologists
Northfield, Illinois



Brian Cox, MD, MS is the Chief Resident and a PGY-4 at Cedars-Sinai Medical Center in Los Angeles, CA. He will be the future GI/Liver Pathology fellow at Cedars. Dr. Cox is an alumnus of Queen's University Belfast in Northern Ireland and received a Masters of Advanced Studies in clinical research at University of California San Diego (UCSD). He has served as an RFEC delegate for two years and is the current Digital Strategy Liaison.



Building a Compelling CV: Curriculum Vitae Do's and Don'ts Live Q&A
Speaker: Emily E. Volk, MD, MBA, FCAP

President-elect
College of American Pathologists
Northfield, Illinois

Chief Medical Officer – April 2021
Baptist Health Floy Hospital
New Albany, Indiana



Emily E. Volk, MD, MBA, FCAP joins the Baptist Health Floyd Hospital team in New Albany, Indiana, as the Chief Medical Officer in April 2021. She is transitioning from her role as Senior Vice President, Clinical Services for University Health System and Assistant Professor of Pathology at the University of Texas-Health where she practiced cytopathology and surgical pathology. Dr. Volk, board-certified in anatomic pathology and clinical pathology with subspecialty certification in cytopathology, received her medical degree from the University of Missouri-Kansas City in 1993. She completed her pathology residency training with a certification year in Surgical Pathology with an emphasis in Gastrointestinal Pathology at the Cleveland Clinic Foundation in Cleveland, Ohio in 1998. Dr. Volk completed her fellowship in cytopathology at William Beaumont Hospital, Royal Oak, MI. Dr. Volk serves on the Executive Board of the Texas Society of Pathologists and is past president of the Michigan Society of Pathologists. She is the President-elect of the College of American Pathologists.



KEEP CALM—Demystifying the Fellowship Application Process

Speaker: Kruti P. Maniar, MD, FCAP

Associate Professor
Department of Pathology
Northwestern University Fienberg School of Medicine
Chicago, Illinois

Pathology Residency Program Director
Northwestern University Fienberg School of Medicine
Chicago, Illinois

Associate Program Director
Gynecologic Pathology Fellowship
Northwestern University Fienberg School of Medicine
Chicago, Illinois



Dr. Maniar completed her MD and anatomic & clinical pathology residency at Icahn School of Medicine/Mount Sinai Hospital in New York, followed by a gynecologic pathology fellowship at Johns Hopkins University, prior to joining the Northwestern faculty in 2013. Dr. Maniar has been involved in numerous local and national committees and endeavors, with a particular focus on education. She currently serves as a delegate to the College of American Pathologists House of Delegates as well as an active member of the Chicago Pathology Society Board of Directors, United States and Canadian Academy of Pathology Abstract Review Board, and the Residency Program Directors' section of the Association of Pathology Chairs. Her previous service included a complete term on the Resident In-Service Exam Committee for the American Society for Clinical Pathology. Dr. Maniar is an active member of the busy gynecologic and perinatal pathology services at Northwestern Memorial Hospital and engages in gynecologic pathology research with a focus on HPV-related lesions. She is passionate about graduate medical education and has been gratified to be able to present collaborative educational work at local and national conferences.



KEEP CALM—Demystifying the Fellowship Application Process
Speaker: Luis Z. Blanco Jr., MD, FCAP

Associate Professor
Department of Pathology
Northwestern University Feinberg School of Medicine
Chicago, Illinois

Pathology Residency Associate Program Director
Northwestern University Feinberg School of Medicine
Chicago, Illinois

Associate Program Director
Breast Pathology Fellowship
Northwestern University Feinberg School of Medicine
Chicago, Illinois

Director of the Medical Student Pathology Clerkship
Northwestern University Feinberg School of Medicine
Chicago, Illinois



Dr. Blanco completed his residency in anatomic pathology and clinical pathology at Rush University in Chicago, IL, followed by a fellowship in breast pathology at Northwestern University in Chicago, IL and a fellowship in gynecologic pathology at Johns Hopkins University in Baltimore, MD, prior to joining Northwestern as faculty in 2014. The majority of Dr. Blanco's clinical work is focused on breast and gynecologic pathology. His research interests include investigation of the tumor microenvironment in pregnancy associated breast cancer and its potential roles in tumor progression, treatment, and prognosis. In addition, Dr. Blanco is passionate about pathology education at all levels, seeking to continuously improve pathology education with the use of various technologies and techniques. He is an active member of the Undergraduate Medical Educators (UMEDS) and Residency Program Directors Section (PRODS) of the Association of Pathology Chairs (APC), as well as the Group for Research in Pathology Education (GRPE), in which he has presented workshops on innovation in pathology education. Dr. Blanco also serves on the United States and Canadian Academy of Pathology (USCAP) Abstract Review Board and the American Board of Pathology (AbPath) CertLink Test Development and Advisory Committee for Anatomic Pathology.



Straight Talk: Pathology Leadership Live Town Hall Q&A
Speaker: Carey August, MD, FCAP

President
The CAP Foundation
Northfield, Illinois

Chairman of Pathology
Advocate Illinois Masonic Medical Center
Chicago, Illinois

Clinical Associate Professor of Pathology
Rosalind Franklin University
North Chicago, Illinois



Dr. Carey August currently serves as chairman of pathology at Advocate Illinois Masonic Medical Center. Having served as medical staff president of her hospital, she continues to be active on numerous hospital committees. Long dedicated to teaching, Dr. August is a clinical associate professor of pathology at Rosalind Franklin University in the Chicagoland area. As an active member of the CAP, Dr. August serves on the Professional and Community Engagement committee, which she chaired for four years. She has served in the Engaged Leaders Network and the Council on Membership and Professional Development. To promote the “voice” of pathologists, Dr. August serves as faculty of the annual Engaged Leadership Academy, has answered numerous calls for interviews and video participation, and received the Outstanding Communicator Award at CAP16.

Dr. August has served as a member of the Gilda’s Club Chicago Associate Board of Directors since 2008, where she focuses her efforts on obtaining corporate sponsorships and donations for this charity, which provides free psychosocial services to people touched by cancer. She speaks to Gilda’s Club members about the role of the pathologist in cancer diagnosis and treatment on an annual basis.

A native of Connecticut transplanted to Chicago, Dr. August received her BS in Biology from Yale University, followed by her MD from Northwestern University Feinberg School of Medicine. She completed her AP/CP training at Northwestern as well, where, upon completion of her residency, she served as attending pathologist and clinical assistant professor of pathology before joining the medical staff of Advocate Illinois Masonic Medical Center. Dr. August serves on the Board of Yale Women Chicago and is a governing member of the Chicago Symphony Orchestra.



Straight Talk: Pathology Leadership Live Town Hall Q&A
Speaker: Patrick Godbey, MD, FACOG, FCAP, CAP President

President
College of American Pathologists
Northfield, Illinois

Founder, CEO, and Laboratory Director
Southeastern Pathology Associates
Brunswick, Georgia

Chair, Board of Directors
Camden Healthcare Network
Brunswick, Georgia

Laboratory Director
Southeast Georgia Regional Medical Center
Brunswick, Georgia

Clinical Faculty
College of Coastal Georgia, Brunswick
Medical College of Georgia, Augusta



Dr. Godbey has been an active CAP member for more than 20 years and has led numerous CAP committees and councils, including as chair and/or vice chair of the Council on Government and Professional Affairs, Council on Accreditation, Council on Membership and Professional Development, Investment Committee, and Finance Committee. He continues to serve as a CAP inspector for the Laboratory Accreditation Program. In 2011 and again in 2014, the CAP membership elected Dr. Godbey to serve on its Board of Governors; and in 2017, he was elected as CAP president-elect. Dr. Godbey was sworn in as the CAP's president in 2019.

At Southeastern Pathology Associates in Brunswick, Georgia, Dr. Godbey is the founder, CEO, and laboratory director. He is also chair of the board of directors of Camden Healthcare Network, a 350-member multispecialty group in Brunswick. Dr. Godbey serves as the laboratory director at Southeast Georgia Regional Medical Center in Brunswick. He also holds a clinical faculty position at the College of Coastal Georgia, also located in Brunswick, and the Medical College of Georgia in Augusta.

Dr. Godbey received his MD from the Medical College of Georgia where he also completed an internship and residency in obstetrics/gynecology and later trained in anatomic and clinical pathology. He is a member of the Alpha Omega Alpha Honor Medical Society. In addition to the CAP, Dr. Godbey is also a member of the American College of Obstetricians and Gynecologists, American Medical Association, American Society for Clinical Pathology, Association for Pathology Informatics, United States and Canadian Academy of Pathology, Chinese American Pathologists Association, and state pathology societies in Florida and Georgia.



Straight Talk: Pathology Leadership Live Town Hall Q&A
Speaker: Stephen Myers

Chief Executive Officer
College of American Pathologists
Northfield, Illinois



Stephen Myers became CEO of the CAP in 2017. Following a career of public accounting and technology innovation, Mr. Myers joined the CAP in 2003 as vice president of finance. He became chief administrative and financial officer in 2011 and then, chief financial and operating officer in 2013. Mr. Myers holds an MBA from the Kellogg School of Management at Northwestern University and a BBA in accounting from The University of Texas at Austin.

Speaker: Emily E. Volk, MD, MBA, FCAP

President-elect
College of American Pathologists
Northfield, Illinois

Chief Medical Officer – April 2021
Baptist Health Floy Hospital
New Albany, Indiana



Emily E. Volk, MD, MBA, FCAP joins the Baptist Health Floyd Hospital team in New Albany, Indiana, as the Chief Medical Officer in April 2021. She is transitioning from her role as Senior Vice President, Clinical Services for University Health System and Assistant Professor of Pathology at the University of Texas-Health where she practiced cytopathology and surgical pathology. Dr. Volk, board-certified in anatomic pathology and clinical pathology with subspecialty certification in cytopathology, received her medical degree from the University of Missouri-Kansas City in 1993. She completed her pathology residency training with a certification year in Surgical Pathology with an emphasis in Gastrointestinal Pathology at the Cleveland Clinic Foundation in Cleveland, Ohio in 1998. Dr. Volk completed her fellowship in cytopathology at William Beaumont Hospital, Royal Oak, MI. Dr. Volk serves on the Executive Board of the Texas Society of Pathologists and is past president of the Michigan Society of Pathologists. She is the President-Elect of the College of American Pathologists.



How State and Federal Policy Impacts Pathologists' Future and What You Can Do
Speaker: Jonathan Myles, MD, FCAP

Board of Governors
College of American Pathologists
Northfield, Illinois

Chair, Council on Government and Professional Affairs
College of American Pathologists
Northfield, Illinois

Chair, Investment Committee
College of American Pathologists
Northfield, Illinois

Board Member, PathPAC
College of American Pathologists
Washington, DC

Member, Compensation and Finance Committees
College of American Pathologists
Northfield, Illinois



Dr. Myles previously served for 11 years as the Pathology Advisor to the AMA-RUC (Relative Value Update Committee) and 7 years as Chair of the Economic Affairs Committee at the CAP. Dr. Myles is a member of the Spokespersons Network and Engaged Leadership Academy of the CAP. Dr. Myles has served on the Board of Directors of the Academy of Medicine of Cleveland and as president of the Ohio Society of Pathologists. Dr. Myles has received the CAP's Outstanding Service Award as well as the Public Service Award, the College's highest honor related to public service. Dr. Myles graduated from the Medical College of Ohio in 1983. After completing combined residencies in anatomic and clinical pathology at the Cleveland Clinic in 1987, Dr. Myles joined the faculty of the Medical College of Ohio, where he achieved the rank of associate professor before being recruited back to the Cleveland Clinic in 1993. Dr. Myles has served in a variety of roles at Cleveland Clinic, including AP education coordinator, director of the autopsy service, director of histology and the surgical pathology desk, and most recently as the Quality Institute Officer for the Robert J. Tomsich Pathology and Laboratory Medicine Institute at Cleveland Clinic. Dr. Myles has practiced both anatomic and clinical pathology and currently serves as a subspecialty pathologist in GU, cardiovascular and medical kidney pathology.



Building Your Brand—Next Stop: Leadership

Speaker: Abdul M. Abid, MD, MBBS

Vice Chair
CAP Residents Forum Executive Committee
College of American Pathologists
Northfield, Illinois



Dr. Abid is a PGY-3 resident at UTMB Galveston, interested in surgical pathology, cytopathology, and advocacy. Dr. Abid serves the Texas Society of Pathology (TSP) as chair of the digital content committee, the Texas Medical Association Foundation as a member of the board, and the CAP as the vice chair of RFEC. He continues to mentor medical students, some of whom are now in residency programs in the US. Additionally, Dr. Abid is a member of the CAP Engaged Leadership Network (ELN).



Avoiding Early Practice Pitfalls

Speaker: Patrick Godbey, MD, FACOG, FCAP, CAP President

President
College of American Pathologists
Northfield, Illinois

Founder, CEO, and Laboratory Director
Southeastern Pathology Associates
Brunswick, Georgia

Chair, Board of Directors
Camden Healthcare Network
Brunswick, Georgia

Laboratory Director
Southeast Georgia Regional Medical Center
Brunswick, Georgia

Clinical Faculty
College of Coastal Georgia, Brunswick
Medical College of Georgia, Augusta



Dr. Godbey has been an active CAP member for more than 20 years and has led numerous CAP committees and councils, including as chair and/or vice chair of the Council on Government and Professional Affairs, Council on Accreditation, Council on Membership and Professional Development, Investment Committee, and Finance Committee. He continues to serve as a CAP inspector for the Laboratory Accreditation Program. In 2011 and again in 2014, the CAP membership elected Dr. Godbey to serve on its Board of Governors; and in 2017, he was elected as CAP president-elect. Dr. Godbey was sworn in as the CAP's president in 2019.

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Dr. Godbey received his MD from the Medical College of Georgia where he also completed an internship and residency in obstetrics/gynecology and later trained in anatomic and clinical pathology. He is a member of the Alpha Omega Alpha Honor Medical Society. In addition to the CAP, Dr. Godbey is also a member of the American College of Obstetricians and Gynecologists, American Medical Association, American Society for Clinical Pathology, Association for Pathology Informatics, United States and Canadian Academy of Pathology, Chinese American Pathologists Association, and state pathology societies in Florida and Georgia.



Closing Remarks and Raffle Prizes
Speaker: Sarah Glogowski, DO

Chair
CAP Residents Forum Executive Committee
College of American Pathologists
Northfield, Illinois



Dr. Glogowski is a 3rd year anatomic and clinical pathology resident at Baylor University Medical Center in Dallas, TX. She will transition into a hematopathology fellowship at UT Southwestern in Dallas, TX beginning 2022. Within the CAP, she currently serves as the Chair of the Residents Forum Executive Committee, an ex-officio member of the CAP Board of Governors, a member of the Council on Membership and Professional Development, as well as a member of the Pathologist Pipeline Ad Hoc Committee. Previously she served on the RFEC as the Alternate Delegate to the House of Delegates. Outside of the CAP, she is an Ambassador for the United States and Canadian Academy of Pathology, provides cases on Twitter for the Texas Society of Pathologists, and advises multiple medical students and pathology interest groups.

Speaker: Lianna Goetz, MD

Member-at-Large
CAP Residents Forum Executive Committee
College of American Pathologists
Northfield, Illinois



Dr. Goetz is a PGY-3 resident at Penn State Hershey Medical Center and serves as an appointed Resident Representative for Pathology on the Organization of Resident Representatives (ORR) with the AAMC. She is a team lead for the Group on Diversity and Inclusion within the ORR. At Penn State Hershey Medical Center she is the GME Wellness Champion for the Department of Anatomic and Clinical Pathology, was selected for the Hippocrates Medical Education Training program, and has initiated a Resident's-As-Teachers program for her department. Her work on global health has been published in the Archives of Pathology and Laboratory Medicine. Her collaborative research on COVID-19 testing was recently published to the Western Journal of Emergency Medicine and was the most read article on Medscape by EM physicians in January, 2021. She will be one of the future Surgical Pathology Fellows at Houston Methodist in 2022 and is the current Member-at-Large on the CAP Resident Forum Executive Committee.



Ways to Get Involved

1. **Participate in a CAP Laboratory Inspection**

- Ask your program director or other lab directors if you can participate in a CAP lab inspection.
- This is a valuable learning experience and may even help you on your board exams.
- Put this on your CV. Not all residents get the chance to do this.

2. **Attend the CAP's Engaged Leadership Academy (ELA)**

The CAP's Engaged Leadership Academy (ELA) is a strategic communications and leadership program provided by the CAP to foster pathology leaders. These leaders possess the skills, tools, and confidence to be front and center in their health care settings and to engage their clinical colleagues, administrators, government agencies, and advocacy groups for the benefit of pathology, the patient and your career. For example, six ELA graduates were included on THE Pathologist magazine's 2016 Power List

As an ELA participant you will:

- Learn critical communications skills.
- Strengthen your ability to demonstrate the value of the work you do to colleagues, legislators, and the public.
- Enjoy your learning experience with other CAP member pathologists from around the country.
- For additional information, [visit the webpage](#).

3. **Attend the Pathologists Leadership Summit**

- May 1 – 4, 2021
- Virtual Event
- Learn about issues facing the profession, collaborate with colleagues, and advocate on Capitol Hill.
- [Learn more and register](#).

4. **2021 Fall Residents Forum Meeting - Chicago, IL**

- In conjunction with the CAP Annual Meeting September 25 - 28, 2021
- Attend the Resident Forum on **September 25, 2021**
- Residents Forum Executive Committee Elections will occur at this meeting
- You do NOT have to be a Resident Forum Delegate to attend. All residents can attend.

5. **2022 Spring Residents Forum Meeting – Los Angeles, CA**

- In conjunction with the USCAP Meeting March 19 – 24, 2022
- Attend the Resident Forum on **March 19, 2022**
- You do NOT have to be a Resident Forum Delegate to attend. All residents can attend.



COLLEGE of AMERICAN
PATHOLOGISTS

.....
FOUNDATION

Opportunities for 2021

Grants and Awards Eligibility

Open to all CAP Members. All applicants will be considered regardless of age, race, gender, national origin, or religion. Applicants must have authorization from their institution to attend CAP meetings as indicated below. Awardees and/or their institutions should expect to cover any travel costs that exceed the amount awarded.

The CAP Foundation continues to assess the impact of COVID-19 on our grants, awards, and general operations. Due to the fluctuating nature of this pandemic, 2021 award and grant offerings are subject to change. Thank you for your support and dedication to patient care during these uncertain and trying times.

Informatics Award

This travel award is open to CAP Junior Members and funds travel (up to \$1,200) to CAP21 (Sept 25-28, 2021), supporting attendance at informatics-based educational sessions. The field of pathology has experienced dramatic growth in the area of informatics, clinical applications, standardized reporting and laboratory test utilization, electronic health records, workflow, and patient safety. This award offers an opportunity to advance these skills and meet with industry leaders in the field of informatics.

[Apply by April 6, 2021](#)

Leadership Development Award – Fall Cycle

The Leadership Development Award – Fall Cycle, introduces pathology residents to the specialty's issues and leadership opportunities. The award enhances each recipient's education, strategic communications and experience on issues challenging the pathology specialty.

Funding is available for one of the following:

- Travel expenses up to \$1,200 for pathology residents to attend the CAP Residents Forum (Sept 25, 2021, Chicago, IL)
- Registration fee of \$300 for pathology residents to attend the Engaged Leadership Academy, (a professional development and leadership course), taking place November 5-7, 2021 in Rosemont, IL. Hotel and travel expenses are covered by the CAP for ELA registrants as ELA awardees are expected to attend the academy in its entirety. **[Apply by May 5, 2021](#)**

Translational Diagnostics: Advanced Training Grant

CAP Junior Members (pathology residents pgy 2+) explore how promising molecular pathology and oncology discoveries are translated into companion diagnostic assays as they gain understanding of the pathologist's role in industry. This grant provides funding (up to \$5,000) to support travel and living expenses during the training period. Awardees and/or their institutions should expect to cover any travel costs that exceed the amount awarded. **[Apply by September 14, 2021 for training in 2022](#)**

Visit foundation.cap.org

Select **[“What We Fund”](#)** to learn more and apply



COLLEGE of AMERICAN
PATHOLOGISTS

Protect the future of pathology

Join the CAP and your state
pathology society to enhance
advocacy efforts and
strengthen your profession.



Strengthen your profession

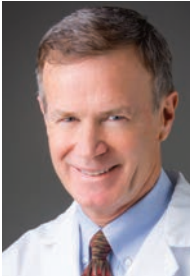
In order to strengthen the profession of pathology nationwide, the CAP partners with state pathology societies to bolster advocacy efforts at the state and federal levels.

We actively work together on state and federal issues, such as:

- Insurance network adequacy
- Billing for pathology services
- Protecting the pathologist's scope of practice
- Medicare, Medicaid, and private sector payment

When working with elected officials, the number of members in an organization helps determine its influence. Joining the CAP and your state pathology society is the best way to enhance pathology's influence.

How We Work Together for Success



“New Mexico had a law on the books that required the laboratory to confirm that the patient had consented prior to drawing or running an HIV test. This put the laboratory in an untenable situation trying to operate between regulatory compliance and proper patient care. With help from the CAP, I testified in front of the New Mexico House subcommittee and convinced them to amend the law to exempt clinical laboratories. The Governor signed the change into law several weeks later.”

Michael J. Crossey MD, PhD, FCAP
CMO, TriCore Reference Laboratories
New Mexico State Pathology Society President



“After almost a decade of advocacy effort, the CAP— working with our state pathology society and numerous other stakeholders—secured New York State recognition of the CAP proficiency testing program. This is a huge regulatory relief for our multihospital laboratory system, which will no longer be required to take the state program as well. Advocacy efforts can take years to bring about change, but this accomplishment eliminated a duplicative requirement, saving us time and resources that can be better used in other quality efforts.”

James M Crawford, MD, PhD, FCAP
Professor and Chair, Dept. of Pathology and
Laboratory Medicine
Hofstra North Shore-LIJ School of Medicine
Executive Director and Senior Vice President,
Laboratory Services
North Shore-LIJ Health System



“CAP and the Tennessee Society of Pathologists closed the laboratory anti-kickback loophole that afforded an unfair and unethical competitive advantage to out-of-state labs. Within a year of my email and call to CAP the legislation was passed, even though it was opposed by some who wanted to continue the unfair practice. Closing this loophole helps protect Tennessee labs and Tennessee patients.”

Ben W. Davis, MD, FCAP
Chairman, President, & CEO
PathGroup

Join the CAP and your state pathology society.



Add your voice to strengthen state and federal advocacy efforts. Visit cap.org for information on your state pathology society with links and contact information.

For more information, contact statepathsoc@cap.org.



2021 Meritorious Service Awards Program Overview

2021 Award Nominations Due on or before March 15, 2021

Program Overview: Award Nominee → Award Candidate → Award Honoree (Recipient)

The College of American Pathologists (CAP) Meritorious Service Award Program acknowledges outstanding achievement and contributions to the specialty of pathology, to pathologists, to laboratory medicine, to patient care, to public service and to the CAP.

The CAP annually accepts award nominations through an “OPEN” solicitation process and a “CLOSED” solicitation process for its CAP Meritorious Service Awards.

“CLOSED” and “OPEN” nominations are reviewed and evaluated by the CAP Ad Hoc Meritorious Service Award Nomination Review Panel - consisting of representatives from each CAP council and the CAP Member Engagement Committee - in order to **recommend** a “slate of candidates” for review and approval by the Board of Governors (BOG).

The CAP reserves the right to consider a nominee for an award other than the one designated on the nomination form. Further, the CAP reserves the right to NOT confer an award in any given year.

Closed Nominations

CLOSED nominations, for the following awards, are solicited annually from the member groups as indicated below:

- **CAP Advocate of the Year Award** – nominee solicited from the Council on Government and Professional Affairs
- **CAP Outstanding Educator Award** – nominee solicited from the Council on Education
- **CAP Laboratory Accreditation Program (LAP) Award** – nominee solicited from the Council on Accreditation
- **CAP Laboratory Improvement Program (LIP) Award** – nominee solicited from the Council on Scientific Affairs
- **CAP Outstanding Service Award** – nominee solicited from the CAP Executive Staff
- **CAP Pathologist of the Year Award** – nominee solicited from the Council on Membership and Professional Development
- **CAP Resident Advocate Award** – nominee solicited from the Residents Forum Executive Committee
- **CAP Staff Outstanding Achievement Award** - nominee vetted, reviewed, and submitted by the CAP Executive Staff

Open Nominations

OPEN nominations may be submitted annually by CAP members and/or non-members for the following awards

- *CAP Distinguished Patient Care Award*
- *CAP Distinguished Service Award*
- *CAP Lifetime Achievement Award*
- *CAP Outstanding Communicator Award*
- *CAP Pathology Advancement Award*
- *CAP Public Service Award*
- *CAP Resident of the Year Award (nominations only may be submitted by CAP members)*
- *CAP Staff Outstanding Achievement Award*



COLLEGE of AMERICAN
PATHOLOGISTS

2021 CAP Meritorious Service Award Nomination Form Instructions

***To Acknowledge Outstanding
Achievements and Accomplishments
of CAP Members, Non-Members, and
Staff***

Open Call for Nominations Deadline

March 15, 2021

Submit a nomination by emailing this
completed form to:

Barbara J. Barrett, MPA, CAE, MT(ASCP)
Manager, Membership Programs and Services
Email: bbarret@cap.org

2021 CAP Meritorious Service Award Nomination Form Instructions About the Awards

- **CAP Distinguished Patient Care Award**

This award, established in 2006, recognizes and honors a member of the College who has made an outstanding contribution to patient care. It recognizes behavior that when emulated enhances the practice of pathology. *Nominees must be CAP members.*

- **CAP Distinguished Service Award**

This award, established in 1965 (and amended in 2006), recognizes episodic, sustained, or cumulative contributions to the practice of pathology and to the College of American Pathologists that are sufficiently notable and extraordinary as to set the nominee apart from his or her peers. *Nominees must be CAP members.*

- **CAP Lifetime Achievement Award**

This award, established in 2006, recognizes and honors members of the College who have made a broad and positive impact on the pathology profession through contributions to one or more area(s) of the College over an extended period of time, but who have never received a CAP Meritorious Service Award. This award may be presented to more than one College member in a particular year. *Nominees must be CAP members.*

- **CAP Outstanding Communicator Award**

This award, established in 1991, recognizes outstanding contributions in the area of communications resulting in the strengthening of the image of pathology. It recognizes efforts to present a positive portrayal of the pathologist and the specialty of pathology through various communication channels. *Nominees may be CAP members, non-members, or staff.*

- **CAP Pathology Advancement Award**

This award, established in 2013, recognizes innovation and perseverance resulting in the advancement of pathology and laboratory medicine through foresight, resolve and untiring commitment to both evolutionary and revolutionary undertakings that advance the positioning of the pathologist in the House of Medicine and delivery of safer patient care. It recognizes efforts that are neither easy nor obvious; a nominee often will be a “change agent.” Nominees may be CAP members, staff, or non-members.

- **CAP Public Service Award**

This award, established in 1989, recognizes accomplishments and dedication to political and civic life and to public service in the United States. *Nominees must be CAP Fellows.*

- **CAP Resident of the Year Award**

This award was established in 2010 to recognize outstanding contributions by a CAP Junior Member in non-academic areas such as service to the CAP, to patients, and/or to the general public. Deserving CAP Junior Members who are in a pathology residency or fellowship training program at any point during the calendar year in which the award will be conferred, may be nominated by a CAP member.

- **CAP Staff Outstanding Achievement Award –**

This award, established in 2014, recognizes CAP staff who have made a significant and positive impact in support of the College and its members, either through one or more noteworthy programs/projects, or a sustained history of going above and beyond in support of the College and its members. Nominations only may be made by CAP members or senior CAP staff (VP and above) and are limited to current staff employed by the CAP at the time of receipt.

2021 CAP Meritorious Service Award Nomination Form Instructions How to Submit a Nomination

Eligibility

1. Nominations for the CAP Meritorious Service Awards listed below should be submitted using a *2021 CAP Meritorious Service Awards Program Nomination Form*.
 - o *CAP Distinguished Patient Care Award*
 - o *CAP Distinguished Service Award*
 - o *CAP Lifetime Achievement Award*
 - o *CAP Outstanding Communicator Award*
 - o *CAP Pathology Advancement Award*
 - o *CAP Public Service Award*
 - o *CAP Resident of the Year Award*
 - o *CAP Staff Outstanding Achievement Award*
2. For most awards, an individual or a group of individuals such as a team may be nominated. An individual or a group of individuals may be nominated for more than one award but **ONLY** recommend one individual or group of individuals per form.
3. Currently serving CAP officers, board members, or candidates for any elected CAP office **are not eligible** for an award nomination.
4. On or before **March 15, 2021** please complete and submit via email a *2020 CAP Meritorious Service Award Nomination Form* along with the nominee's curriculum vitae (CV) or the nominees' curricula vitae (CVs) to:
 - Barbara J. Barrett, MPA, CAE, MT(ASCP)
 - Manager, Membership Programs and Services
 - Email: bbarret@cap.orgAll materials become the property of the CAP and will not be returned.

Evaluation

5. Self-nominations or incomplete nominations will not be considered. The CAP reserves the right to consider an individual or group of individuals for an award other than the one designated on the nomination form. Further, the CAP reserves the right to NOT confer an award in any given year.
6. Representatives from each CAP council and the Member Engagement Committee (MEC) will evaluate all nominations and recommend a slate of award candidates to the Board of Governors for its approval in May 2021. The decisions of the Board are final.
7. Information about the nomination evaluation process and/or the nominees is confidential and can not be shared.



COLLEGE of AMERICAN PATHOLOGISTS

2021 CAP Meritorious Service Award *Nomination Form*

Today's Date _____

Please read the *2021 CAP Meritorious Service Awards Program Nomination Form Instructions* before completing this form. On or before **March 15, 2021**, please complete and submit this nomination form along with the nominee's curriculum vitae (CV) or the nominees' curricula vitae (CVs) via e-mail to:

Barbara J. Barrett, MPA, CAE, MT(ASCP)
Manager, Membership Programs and Services
Email: bbarret@cap.org

► **Nominator (Name & Email Address)**

► **Nominee's Contact Information**

Name (If nominating a team - list each member of the team)	
Mailing Address	
City/State/Zip Code	
Telephone	
E-mail Address	
Nominee is a CAP Member?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> I don't know

Nominee(s) is (are) aware of this nomination. Yes No



COLLEGE of AMERICAN PATHOLOGISTS

I nominate the above individual or group of individuals for the following award(s): **Check no more than two awards.**

<input checked="" type="checkbox"/>	Award Name
<input type="checkbox"/>	<i>CAP Distinguished Patient Care Award</i>
<input type="checkbox"/>	<i>CAP Distinguished Service Award</i>
<input type="checkbox"/>	<i>CAP Lifetime Achievement Award</i>
<input type="checkbox"/>	<i>CAP Outstanding Communicator Award</i>
<input type="checkbox"/>	<i>CAP Pathology Advancement Award</i>
<input type="checkbox"/>	<i>CAP Public Service Award</i>
<input type="checkbox"/>	<i>CAP Resident of the Year Award</i>
<input type="checkbox"/>	<i>CAP Staff Outstanding Achievement Award</i>

Nominator's Narrative Statement

Using not less than 200 but no more than 1500 words in the space below, please describe the accomplishments and contributions exhibited by the nominee or the nominees (e.g. team) and explain why/how the nominee or nominees meet and/or exceed the specific criteria for this award published in the accompanying *Nomination Form Instructions*. Attach the nominee's curriculum vitae (CV) or the nominees' curricula vitae (CVs) to your submission. Use additional pages if necessary.



20 MEMBERSHIP BENEFITS NOT TO MISS IN 2021

GROW as a leader

CAP membership provides you opportunities like these to help you grow as leader:

- 1 Engaged Leadership Academy**
Set yourself apart from your colleagues—learn to craft your message and tell your story. 9.25 CME credits upon successful completion. Offered annually | Chicago
- 2 Pathologists Leadership Summit**
Why deal with change, when you can effect change? The choice is yours—commit to making a bigger difference. May 2021 | Washington, DC
- 3 Pathology Business Fundamentals**
Learn what medical schools won't teach you—and business schools don't teach you. Offered annually | Chicago
- 4 CAP 21**
Advancing Medicine Today and Tomorrow
September 25-28 | Hyatt Regency, Chicago
- 5 Foundation See, Test & Treat®**
Lead a free cancer screening/health education program—bring diagnostic medicine to the underserved in your community.
- 6 House of Delegates and Residents Forum**
Hear the latest issues, share your voice, gain knowledge on important topics.
- 7 Membership and Scientific Councils and Committees**
Contribute to the profession, build your credibility, connect with other pathologists.
- 8 Submit an Article or Publication**
Serve on an editorial board, write an article, pitch a book idea.

EXCEL in my practice

CAP membership brings you valuable resources like these to help you excel in your practice:

- 9 Ultrasound-Guided Fine-Needle Aspiration Workshop**
Fine-tune your skills to meet the demand for USFNA. Offered annually | Location TBD
- 10 Laboratory Medical Direction Workshop**
Learn how to be a better and more effective director. Offered annually | Location TBA
- 11 Pathology in the Islands**
Education, recreation, and inspiration in a tropical setting. June 28 - July 1, 2021 | The Atlantis Resort Bahamas
- 12 Multidisciplinary Breast Pathology Workshop**
Advance your skills in multidisciplinary breast pathology. Offered annually | Location TBA
- 13 Publications**
High-quality publications written and edited by recognized experts in pathology and laboratory medicine.
- 14 Clinical Pathology Improvement Program**
Online, hands-on, interactive CME courses using real case studies.
- 15 Online Patient Safety Course**
ABP-approved. Developed by pathologists for pathologists. Recently updated and now better than ever.
- 16 Test Ordering Program**
Guidelines that enable you to engage clinician colleagues and hospital administrators by identifying the right test at the right time to provide an accurate diagnosis.

PROTECT my future

CAP membership equips you with vehicles like these to protect your future:

- 17 Advocacy Update**
The latest federal and state legislative news sent weekly to CAP members.
- 18 PathNET**
By joining PathNET, you can be a voice for pathologists and influence legislators' decisions on issues that impact you and your practice.
- 19 Pathologists Quality Registry**
Improve practice performance in MIPS through benchmarking against other pathology practices.
- 20 PathPAC**
PathPAC is the CAP's political action committee, amplifying the voices of all pathologists on Capitol Hill through political analysis, education, and relationships with members of Congress.



COLLEGE of AMERICAN
PATHOLOGISTS

Advocacy

2021 Pathologists Leadership Summit

May 1-4



INSPIRE.
INFLUENCE.
IMPACT.

SET THE PATH

Your inspiration sets the course for change, and your action drives the future health of our specialty.

Learn to better manage change within your practice, achieve greater influence, and establish and maintain relationships with legislators affecting your specialty.

SAVE THE DATE **MAY 1-4, 2021!**

* This meeting is exclusively available to
CAP members including CME.



Conflicts of Interest

A. COVERED PERSONS

This policy covers members of the Board of Governors (which includes the officers); members of councils, commissions, committees, and project teams, including the International Venture Steering Committee, House of Delegates Steering Committee and Residents Forum Executive Committee; members of all editorial boards; directors of PathPAC; advisors or consultants appointed to any of the above; liaisons from other organizations; executive staff; and all other individuals who may be in a position to influence College policy or other action.

This policy also covers candidates for the Board of Governors, House of Delegates Steering Committee, Residents Forum Executive Committee or other elected positions; prospective appointees to CAP councils, commissions, committees, and working groups; and CAP-appointed liaisons to other organizations.

Each individual covered by this policy is referred to as a “covered person.” Councils, commissions, committees, and all other institutions within the College are referred to as “subdivisions.”

B. DUTIES OF COVERED PERSONS

Each covered person has legal and ethical duties to the College while acting on behalf of the College or any of its subdivisions. These include:

1. **Duty of Loyalty.** To make decisions based exclusively on what the person reasonably believes to be in the best interests of the College. No covered person should vote or take a position on a College issue based on personal interests or on the interests of another organization. Additionally, no person should accept any service, discount, concession, fee for advice or service, or thing of value from any person or organization that would suggest an obligation on the part of the person to exert any influence on the decisions of the CAP or any of its subdivisions.

This duty does not apply to liaisons from other organizations. However, such individuals will be asked to disclose any material financial interests or benefits received that could influence the individual’s participation in the activities of the CAP or any of its subdivisions.

2. **Duty to Respect Confidentiality.** To refrain from disclosing any confidential information, strategies, or plans of the College to any other individual or entity without appropriate authorization from the College, and to not use any confidential information for any purpose whatsoever except directly in connection with his or her service to the College.
3. **Duty to Disclose Actual and Potential Conflicts.** To execute annually such Conflicts of Interest Disclosure Statement as may from time to time be adopted by the Board of Governors, and, in addition, to make clear disclosure of any actual or potential conflict of interest that might be relevant, or might reasonably be regarded as relevant, to consideration of any specific issue prior to the time that the issue is considered.



Candidates for CAP elective offices as well as prospective appointees to CAP councils, commissions, and committees, and CAP-appointed liaisons to other organizations must disclose actual and potential conflicts of interest prior to or at the time of nomination or appointment by the president.

Any relationship that may appear to call into question whether a covered person is acting solely in the best interest of the College must be disclosed before the covered person participates in any decision-making on behalf of the College which might be implicated by the relationship. Disclosure of a potential conflict of interest does not necessarily disqualify the covered person from participating in a decision. Rather, it enables the chair or other presiding official to determine the appropriate response. In some cases, it will turn out that there is no conflict at all. In others, disclosure of the conflict may suffice, and the covered person may remain eligible to participate in the decisions. In still others, the covered person may be asked not to vote on an issue or not to play any role at all in the discussion or decision.

C. PROCEDURES

1. **Generally.** Each covered person must sign the College's Conflicts of Interest Disclosure Statement each year before participating in any meeting of the College or any of its subdivisions for that year. All signed Disclosure Statements shall be filed with the chief executive officer (CEO) or the CEO's designee. Information provided in a Disclosure Statement shall be shared with other members of the CAP subdivision(s) in which the covered person participates.

Prior to conducting any business for the year, the Board of Governors, each council, commission, or committee, and every other subdivision of the College shall discuss this Conflicts of Interest Policy. Such discussion shall stress (a) the importance of the three duties set forth above and (b) the necessity of signing and returning a Conflicts of Interest Disclosure Statement. It shall be the responsibility of the chair (or other presiding official), assisted by staff, to ensure that such discussion takes place in a timely fashion. Any covered person who does not sign a Conflicts of Interest Disclosure Statement shall not be permitted to participate in the relevant College subdivision.

Prior to the start of business at each CAP Board of Governors, council, commission, committee or any other meeting, the chair (or other presiding official) may choose to read the CAP Conflicts of Interest Reminder Statement or provide a reminder to similar effect. Alternatively, prior to each CAP Board of Governors, council, commission, committee or any other meeting, the chair (or other presiding official) may review the agenda with staff to determine whether a reading of the CAP Conflicts of Interest Reminder Statement, or a reminder to similar effect, is warranted.

2. **Conflict on a Specific Matter.** If a specific matter arises as to which a covered person has (or may reasonably be thought to have) a conflict of interest, such person shall make clear disclosure of the conflict to the relevant subdivision of the College. If the covered person fails to make disclosure and the chair (or other presiding official) is or becomes aware of the conflict, the chair (or other official) shall make appropriate disclosure.

A covered person with a disclosed conflict may be counted in determining whether a quorum is present.



In some instances, a covered person with a disclosed conflict may participate in discussion of the relevant matter.

The chair (or other presiding official), shall make a determination of whether the covered person may participate in any vote on the matter on which there is a conflict.

If the chair (or other appropriate official) determines that the conflict is sufficiently great, the covered person may be disqualified from any participation at all in the matter. If the disqualification is contested, the matter will be brought to the full Board, committee, council, or commission for a vote.

The Conflicts of Interest Review Committee has the ultimate authority over any disputes that arise regarding conflicts of interest.

- 3. **Duty to Respect Confidentiality.** Confidential information, strategies, or plans of the College should never be disclosed to a third party. From time to time, a covered person may be unsure whether particular information or a particular document to which the person gained access by virtue of the person’s connection with the College is in fact confidential. In these situations, the covered person should seek clarification from the chair (or other appropriate official) or College staff regarding whether the information or document is confidential. Unless otherwise advised, the covered person should treat the information or document as confidential.

D. QUESTIONS.

Any questions relating to this Conflicts of Interest Policy should be directed to the CEO or the CEO’s designee.

Document ID: Conflicts of Interest Document type: Governance Policy Responsible: Governance Services Approve: Board of Governors Consult: None Inform: CAP Policy Manual	Adopted March 1981 Reaffirmed February 1993 Reaffirmed February 1996 Revised November 1998 Reaffirmed February 2002 Revised August 2003 Revised September 2004 Revised August 2011 Revised April 2014
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Harassment

The College of American Pathologists is committed to provide and maintain a collaborative environment free from sexual or other prohibited harassment that may adversely affect a member’s ability to fully participate in the activities of the CAP or an employee’s terms or conditions of employment. Such harassment involving CAP members acting on CAP business, employees, temporary workers, contractors, consultants, vendors, clients, customers, and other non-employees who conduct business with, or on behalf of the CAP, will not be tolerated in any form. This policy applies in the CAP workplace, at work-related events whether on or off CAP premises, on Laboratory Accreditation Program inspections, and at CAP-sponsored meetings and social events.

SEXUAL HARASSMENT

Sexual harassment could include behavior between people regardless of gender, gender identify, or gender expression. The harassing conduct is not required to be motivated by sexual desire.

Sexual behavior (consensual or nonconsensual) directed toward one colleague that impacts other colleagues also could violate this policy.

Examples of inappropriate sexually harassing behavior can include, but are not limited to:

Behavior	Specific Examples of Behaviors
Unwelcome Sexual Advances	Placing Your Hands on Another’s Shoulders, Back, Knees, Legs, or Arms. Examples include leaning too closely over another person with an arm across their back or shoulder, massaging another person’s neck or shoulders, reaching across or under a desk or table to place your hand on someone else’s knee or leg, frequently touching another person’s arm as you talk.
	Suggestive Touches, such as stroking someone else’s hair, cheek, or back, or brushing against a breast or crotch.
	Prolonged hugging or hugging without permission.
	Kissing, including on hands, cheek, neck, and mouth.
	Fondling of breasts, buttocks or crotch.
	Offensive Sexual Gestures, including gestures that represent a sexual activity, and touching one’s own breasts or genitals in a sexual way in view of others.
	Sexual Assault, including grabbing breasts or genitals, forced kissing, or any forced sexual contact.
	Sexual Intercourse or other sexual activity at a CAP facility or during a CAP-sponsored event.
	Ogling or staring in a suggestive manner and/or for an uncomfortable length of time, and/or repeatedly.
	Invitation to a Hotel Room for Non-Work Related Activity.
Frequent and unwelcome Calls, Letters, or Emails.	
Requests for Sexual Favors	Offer of Preferred CAP Assignment/Appointment or Support for Election, or any other Benefit in exchange for a sexual activity (quid pro quo)



Behavior	Specific Examples of Behaviors
Sexually Directed Remarks	Lewd Jokes, Sexual Innuendo or Sexual Anecdotes
	Direct questions or gossip about past or current sexual activity.
	Suggestive or Frequent Comments about a person's clothing, appearance or body parts
	Offensive Comments about Gender Identity or sexual orientation.
	Repeated Requests for a Date.
Sexually Explicit Materials	Exhibiting Suggestive or Provocative Nudity, partial nudity, or depictions of sexual activity in the workplace via displayed photos, calendars, lewd or nude graphics, screen savers, videos, or images in an email.
	Exhibiting Calendars, Screen Savers, Graphics, Email, or Videos of Sexual Activity.
	Dissemination of Electronic Posting/Emails that Contain Sexual Photos, Lewd Comments, or Sexual Innuendo.
	Exhibiting Undergarments, Lingerie, Sexual Devices or Paraphernalia.

OTHER HARASSMENT

Other prohibited behavior is that which harasses a member or an employee on the basis of his or her race, ancestry, color, religious belief, gender, age, ethnic or national origin, immigration status or citizenry, political affiliation, disability, sexual orientation or preference, gender identity and/or expression, transgender status, veteran status, physical or mental disability, genetic characteristics, pregnancy, childbirth, family and medial leave status, parental status, marital status, or any other legally protected category in accordance with applicable federal, state, and local laws.

Forms of such harassment can include physical, verbal, and non-verbal behavior that creates or contributes to an intimidating, hostile, or offensive environment.

Forms of non-sexual harassing behaviors include, but are not limited to:

Behavior	Specific Examples of Behaviors
Poor treatment of a member or employee based on a protected class.	Making negative comments about another's personal religious beliefs, trying to convert another member or employee to a certain religious ideology, using racist slang, phrases, or nicknames, making remarks about an individual's skin color or other ethnic traits, displaying racist drawings or posters that might be offensive to a particular group, making offensive gestures, making offensive reference to an individual's mental or physical disability, sharing inappropriate images, videos, emails, letters, or notes, offensively talking about negative racial ethnic, national origin, or religious stereotypes, making derogatory age-related comments, wearing clothing that could be offensive to a particular group.

WORKPLACE BULLYING

The CAP defines bullying as repeated inappropriate behavior, either direct or indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others, at the CAP place of work and/or in the course of CAP employment. This extends to CAP activities where CAP members are acting on behalf of the CAP.



Bullying may be intentional or unintentional. CAP considers the following types of behavior examples of bullying:

Behavior	Specific Examples of Behaviors
Intimidation	Constant criticism on matters unrelated or minimally related to the person’s job performance or description, repeatedly ignoring or interrupting an individual at meetings, repeatedly accusing someone of errors that cannot be documented, manipulating the ability of someone to do his or her work (eg, overloading, underloading, withholding information, setting deadlines that cannot be met, giving deliberately ambiguous instructions), socially or physically excluding or disregarding a person in CAP-related activities whether business or social.
Insults	Slandering, ridiculing or maligning a person or his or her family, persistent name calling that is hurtful, insulting or humiliating, public reprimand, using a person as the butt of jokes, spreading rumor or gossip.

HARASSMENT AND BULLYING REPORTING

Any member or employee who believes that he or she has been harassed or bullied as described in this policy is encouraged to ask the harasser or bullier to stop. If the unwanted behavior continues, or if the member or employee chooses not to confront the harasser or bullier directly, they may raise their concern to the appropriate staff department - members may contact the director of Governance Services or the vice president of Human Resources; employees should contact the Human Resources Department. If for any reason individuals in these departments cannot, or should not, be contacted, the member or employee should discuss the matter with the chief executive officer of the CAP. Others who have concerns about or have witnessed inappropriate behavior should report or discuss their concerns with one of the departments identified above. Information received will be handled in a confidential manner consistent with the need to investigate and take appropriate corrective action.

All allegations of harassment or bullying against a member acting on behalf of the CAP or an employee will be investigated. If a complaint of harassment or bullying involves a member(s) of the CAP or anyone on a CAP committee (either as the victim or the accused or both), the vice president of Human Resources and Governance Services will lead an investigation into the complaint with participation by the CAP secretary-treasurer. The investigation will involve interviews of all parties involved in the alleged harassment or bullying, including any witnesses. These interviews will be conducted with due diligence and speed.

Upon conclusion of the investigation, if the complaint is against a CAP employee, the chief executive officer will determine the appropriate course of action after consulting with the investigating team. If the complaint is against a CAP member, the investigative team, along with the CAP president, will determine appropriate action.

Possible action for members may include, but not be limited to, any one or combination of the following:

- No action necessary.
- A reprimand of the offender by the president.



- A recommendation to the Board of Governors for immediate removal of the offender from the committee. If the Board takes such action and the offender wishes to appeal, an Inquiry Committee will be appointed to review the case.
- Appointment of an Inquiry Committee for formal discipline as provided in the Bylaws. Resulting recommendations of such Inquiry Committee could include permanently banning the offender from committee appointment and/or other CAP activity or expulsion from the CAP.

POLICY AGAINST RETALIATION

It is also a violation of this policy to retaliate against a member or an employee who complains about or reports in good faith inappropriate sexual or other behavior that may violate this policy or who participates in an investigation, even if the complaint ultimately is not substantiated. Retaliation may be overt, such as direct threats or insults, or it may be subtle, such as excluding an individual from projects or social events, or deliberately ignoring someone in meetings or social settings. Complaints of retaliation (actual, threatened or feared) should also be reported in the same manner as harassment.

EXCLUSIONS

This policy does not cover complaints of harassment or bullying brought by a member or against a member who is not conducting CAP business or otherwise acting as an agent of the CAP. Such complaints may be considered under the CAP’s Bylaws Section 2 on taking disciplinary action against a member found to be deficient in moral character or professional competence or found to be guilty of professional misconduct. The procedures governing any such action are set forth in the CAP’s Fair Hearing Plan policy.

Document ID: Harassment Document type: Governance Policy Responsible: Governance Services Approve: Board of Governors Consult: None Inform: CAP Policy Manual	Adopted February 1991 Reaffirmed February 1994 Revised February 1997 Reaffirmed February 2000 Revised May 2005 Revised March 2009 Reaffirmed April 2013 Revised November 2018
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COLLEGE of AMERICAN PATHOLOGISTS

FOR IMMEDIATE RELEASE

December 16, 2020

Contact: Lisa Johnson
800-323-4040 ext. 7473
Email: media@cap.org

CAP Receives ACCME Accreditation with Commendation

NORTHFIELD, ILL. — The College of American Pathologists (CAP) has been awarded Accreditation with Commendation as a provider of continuing medical education (CME) for physicians by the Accreditation Council for Continuing Medical Education (ACCME®). The CAP received a six-year accreditation—the longest term that the ACCME offers—because of its demonstration of exemplary performance.

The reaccreditation marks the third consecutive cycle that the CAP has received the six-year accreditation term.

“Education is extremely important to our members; it is one of the CAP’s most valued offerings,” said CAP President Patrick Godbey, MD, FCAP. “We award more CME hours than any other pathology organization, and we are proud of the ACCME’s recognition of the CAP as a premier provider of pathology CME education.”

The ACCME awards Accreditation with Commendation to recognize and celebrate organizations that excel as CME providers. In receiving the recognition, the CAP complied with all regular criteria and new criteria that demonstrate a provider’s efforts to:

- Advance interprofessional collaborative practice
- Address public health priorities
- Create behavioral change
- Show leadership
- Leverage educational technology, and
- Demonstrate the impact of education on health care professionals and patients.

ACCME accreditation demonstrates to the medical community and the public that the CAP provides physicians with relevant, effective, practice-based CME that supports US health care quality improvement. The ACCME system employs a rigorous process for evaluating institutions’ CME programs according to standards that reflect the values of the educator community and aim to accelerate learning, inspire change, and champion improvement in health care.

About the College of American Pathologists

As the world’s largest organization of board-certified pathologists and leading provider of laboratory accreditation and proficiency testing programs, the College of American Pathologists (CAP) serves patients, pathologists, and the public by fostering and advocating excellence in the practice of pathology and laboratory medicine worldwide. For more information, read the [CAP annual report](#) at cap.org.

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LABORATORY WORKUP OF LYMPHOMA IN ADULTS RELEASED

On November 11, 2020, the evidence-based guideline [“Laboratory Workup of Lymphoma in Adults: Guideline from the American Society for Clinical Pathology and the College of American Pathologists”](#) was jointly published as an early online release in *Archives of Pathology & Laboratory Medicine* and the *American Journal of Clinical Pathology*.

The CAP, American Society for Clinical Pathology (ASCP), and American Society of Hematology (ASH) convened a panel of experts to develop evidence-based recommendations on the workup of lymphoma. Thirteen guideline statements were developed to optimize specimen selection, ancillary diagnostic testing, and appropriate follow up for safe and accurate diagnosis of indolent and aggressive lymphoma. The CAP encourages laboratories to adopt these recommendations.

Additional resources, such as a summary of the guideline recommendations and frequently asked questions, are available on the [Lymphoma Guideline webpage](#).

THE CENTER ENDORSES MOLECULAR BIOMARKERS IN LOCALIZED PROSTATE CANCER

On August 14, 2020, the CAP endorsed the American Society of Clinical Oncology (ASCO) “Molecular Biomarkers in Localized Prostate Cancer” guideline.

The CAP commends the ASCO panel for their thorough literature review and agree that “molecular biomarker testing for localized prostate cancer patients is not warranted on a routine basis.” Read the recently published [editorial](#) to learn more.

Center Mission

The CAP Pathology and Laboratory Quality Center for Evidence-based Guidelines (the Center), along with our professional partners, is advancing the specialty of pathology and laboratory medicine by bringing evidence-based medicine to the forefront of clinical decision making.

The Center helps pathologists and other clinicians make more informed decisions about diagnosis and optimal treatment, and places emphasis on the pathologist’s role on the patient care team.

Advance the Specialty

Prepare pathologists for future roles

Strengthen the practice of pathology

UPCOMING PUBLIC COMMENT PERIODS

- [PD-1 PD-L1 Testing of Patients with Lung Cancer for the Selection of Immunooncology Therapies](#)
- [Principles of Analytic Validation of IHC Assays](#)

Guideline	Project Phase
Laboratory Work-up and Initial Diagnosis of Monoclonal Gammopathies	Publish and Implement
Validating Whole Slide Imaging for Diagnostic Purposes in Pathology (Updating 2013 publication)	Publish and Implement
Diagnostic Testing for Diffuse Gliomas	Publish and Implement
MMR and MSI Testing in Patients Being Considered for Checkpoint Inhibitor Therapy	Complete Recommendations
Principles of Analytic Validation of IHC Assays (Updating 2014 publication)	Draft Recommendations
PD-1 PD-L1 Testing of Patients with Lung Cancer for the Selection of Immunooncology Therapies	Open Comment Period
Lower Anogenital Squamous Terminology for HPV-associated Lesions (Updating 2012 publication)	Determine Scope and Form Panel
HPV Testing in Head & Neck Carcinomas (Updating 2017 publication)	Determine Scope and Form Panel
Workup of Amyloidosis	Determine Scope and Form Panel
Molecular Testing Guideline for the Selection of Lung Cancer Patients for Treatment with TKI (Updating 2018 publication)	Determine Scope and Form Panel

CALL FOR PANEL MEMBERS

CAP members, patient advocates, and other members of the medical team interested in serving on the Center's expert or advisory panels can now apply for specific guidelines. Visit the [Upcoming Guidelines](#) web page for the list of guidelines being launched.

A detailed description of the guideline process can be found in the Center's [Evidence-based Guideline Development Methodology Manual](#).

CAP Center Guideline Committee

Chair

Patrick L. Fitzgibbons, MD, FCAP, Chair

Members

Russell R. Broaddus, MD, PhD, FCAP
 Terence J. Colgan, MD, FCAP
 Kumarasen Cooper, MBChB, DPhil, FCAP
 Genevieve M. Crane, MD, PhD, FCAP
 Rahul Madhukar Jawale MD, FCAP
 Neelima Kandula, MBBS, FCAP
 Jason Derek Merker, MD, PhD, FCAP
 Marcela A. Salomao, MD, FCAP
 Paul N. Valenstein, MD, FCAP
 Mary K. Washington, MD, PhD, FCAP

Junior Member

Emily Calvaseri, MD, PhD

Staff

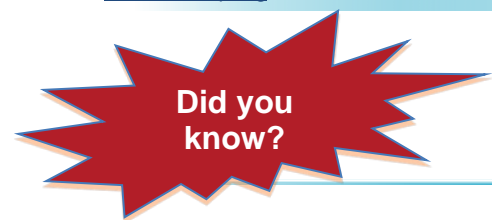
Carol Colasacco, MLIS, SCT (ASCP)
 Medical Librarian Specialist
 800-323-4040 ext. 7989
ccolasa@cap.org

Sophia Dimoulis, BA
 Administrative & Operations Coordinator
 800-323-4040 ext. 7582
sdimoul@cap.org

Tanja Kalicanin, MLS(ASCP)^{cm}
 Guideline Development Manager
 800-323-4040 ext. 7405
tkalica@cap.org

Nicole Thomas, MPH, CT (ASCP)^{cm}
 Director, Center
 800-323-4040 ext. 7392
nthomas@cap.org

Christina Ventura, MPH, MT (ASCP)
 Senior Manager
 Center Guideline Development
 800-323-4040 ext. 7204
cventur@cap.org



The CAP Personalized Healthcare Committee hosted a webinar on the *Laboratory Workup of Lymphoma in Adults*. More than 200 participants registered for the webinar.



ABOUT THE CAP FOUNDATION

Our vision is to support all pathologists to be leaders in their communities and at the forefront of patient-centered care. The CAP Foundation delivers charitable funding to improve patient care by:

- Mobilizing pathologists to lead cancer screening, diagnosis, and access to care in underserved communities, and
- Awarding scholarships for training, research, and leadership to help prepare the pathologist leaders of tomorrow.

GRANTS & AWARDS

The following programs and scholarships are offered to **CAP members** and funded by donations to the CAP Foundation:

See, Test & Treat® Program Grant

Providing funding for pathologists to lead multidisciplinary volunteer teams of physicians and other health care professionals to provide life-saving screenings, along with follow-up care. See, Test & Treat programs deliver free cervical and breast cancer screenings, with same-day results, to underserved women in their communities.

Leadership Development Award

Introducing CAP Junior Members to the specialty's issues and leadership opportunities by funding travel to the CAP Residents Forum or Policy meeting.

Informatics Award

Funding travel for CAP Junior Members to attend the CAP annual meeting to gain exposure, increase knowledge, and network with industry leaders to further understand the impact of informatics on the specialty.

Medical Student Travel Award

Supporting medical students showing a strong interest in the specialty of pathology as a career choice by funding travel to attend the CAP annual meeting.

John H. Rippey Grant For Laboratory Quality Assurance

Financing innovative projects related to quality assurance, quality improvement in pathology, or patient safety, resulting in improved patient care.

Translational Diagnostics: Advanced Training Grant

Exploring how molecular pathology and oncology discoveries are translated into companion assays, the grant supports a month-long advanced training rotation for CAP Junior Members.

HOW TO DONATE

As a CAP committee member, you are eligible to receive a reimbursement for your committee travel. On your reimbursement form, you can designate all or a portion of your reimbursement as a donation to the CAP Foundation.

For other ways to give to the CAP Foundation visit foundation.cap.org/ways-to-donate/

Frequently Asked Questions

1) What is the purpose of PathPAC?

As the only pathology-specific federal PAC, PathPAC seeks to represent, and support, the interests of pathologists on Capitol Hill through political and financial means. PathPAC also seeks to increase the political awareness of CAP members through political analysis and relationship building with their members of Congress. Health care is the number one issue in elections and pathologists need a seat at the table.

2) Why does CAP need PathPAC?

PathPAC was started in 1992 in response to the need for CAP to add a political component to the advocacy department since federal law prohibits CAP from directly contributing to federal candidates. CAP may not use membership dues or other CAP revenue to help support any candidates either. Therefore, PathPAC is the only opportunity for CAP members to help elect lawmakers to Congress that will make policies in line with our goals.

3) How is PathPAC funded?

PathPAC is funded solely through voluntary contributions from individuals who are members of CAP.

4) Why should I give to PathPAC?

CAP members can come together as one and amplify the voice of all pathologists; that is what PathPAC represents, and there is strength in numbers. Contributing to PathPAC also shows your support for your profession, your colleagues, your patients, and the advocacy efforts of CAP.

5) Who receives contributions from PathPAC?

PathPAC contributes to congressional candidates who champions of pathologists. The PAC is completely bipartisan and supports incumbents, challengers, leadership PACs, and those running in open-seat races. PathPAC is only focused on the record of support for pathology of Congressional candidates. The majority of legislation is passed by both sides of the aisle and PathPAC helps pathologists build relationships with candidates of both parties. You can see who PathPAC has contributed to on [fec.gov](https://www.fec.gov).

6) How does PathPAC decide which candidates to support?

Each year, CAP's Federal Advocacy team determines an appropriate budget based on legislative priorities and seats that are up for reelection. The PathPAC Board of Directors approves or alters that budget, which directs overall PAC spending to candidates for Congress, party committees, and other PACs. As per the Board of Directors by-laws. All candidates must meet the standards that are in place and, generally, serve on key committees or in leadership positions. PathPAC also welcomes member input regarding specific candidates who would like PathPAC's support.

7) Will PathPAC endorse one of the presidential candidates?

No. PathPAC does not endorse any presidential candidate. PathPAC's focus is to support Congressional candidates who are supportive of pathology and the value of pathologists bring to the delivery of quality health care.

8) What is the difference between PathPAC and the political action fund (PEF)? Which one should I contribute to?

PathPAC can only contribute directly to candidates or their committees using "hard money" (non-corporate funds). However, the PEF, which is used for crucial educational political and legislative action programs for CAP members, can accept "soft money" (corporate funds). CAP members can contribute up to \$5,000 of their personal funds to PathPAC and can contribute as much as they would like from their corporate accounts to the PEF. Unless otherwise specified, all personal contributions go to PathPAC.

9) How do I give to PathPAC?

You can donate with a personal check, by credit card on the CAP estore as a one time or recurring contributor, or by texting "PathPAC" to (202) 915-6228. If you would like to make a corporate donation, you can do so by check or on the CAP [estore](#) as well.

If you are interested in learning more, serving on the PathPAC Board, or have any questions, contact Jennica Sims, PathPAC Manager at jsims@cap.org.



How Much Difference Can One Person Make?

What you can do to effect positive change in your profession

In 3 Minutes You Can ...



Amplify your voice—
respond to Action Alerts



Join PathNET/support
PathPAC—encourage your
peers to do the same



Engage with your
legislators and peers
on social media—make
sure they understand
the impact of issues
being discussed

In 3 Hours You Can ...



Educate a legislator on the
value of the laboratory—
host a laboratory tour

Deliver a pathology ask—attend your
legislators' town hall meeting



Meet with policy makers in your
local area—educate them on
issues impacting patient care



Get involved—serve as a member
of your legislator's health care
advisory committee

Represent the CAP—attend a political
fundraiser in your district



Engage on the state
level—join your local
path society



Write your local newspaper—
communicate issues impacting
pathology and patient care



In 3 Days You Can ...



Learn about the issues impacting pathology
and the CAP's agenda—attend the
Pathologists Leadership Summit

Meet with policy makers and
staff—participate in our annual Hill
Day in Washington, DC



Engage and Help Drive Change

For more information on advocating for your profession, visit cap.org



COLLEGE of AMERICAN
PATHOLOGISTS

Save the Dates!

2021 Fall Residents Forum Meeting

September 25, 2021
Chicago, IL

2022 Spring Residents Forum Meeting

March 19, 2022
Los Angeles, CA