ASCP Pathology Ambassadors Orientation

Introduce yourself in the chat!
Share your name, institution, and if you are a current/prior/future PA.
Agenda

• Welcome and introduction to some of the Resident Council and ASCP Staff
• Importance and goals of the PA initiative
• Review of changes to PA activity reporting and applications/recruitment
• Components of a successful PA event
• Breakout rooms for historical event review and new ideas
• Large group recap of breakout rooms
• Review of the services available from ASCP
• Conclusion
2022 marks the 100th anniversary of the American Society for Clinical Pathology

To celebrate this incredible achievement, ASCP is showcasing the history of the Society, highlighting major accomplishments, and more.
1922 A group of 39 physicians meets during the 1922 American Medical Association (AMA) meeting in St. Louis, Missouri, to establish what becomes the American Society of Clinical Pathologists (ASCP).

1950
1955 ASCP elects its first female president, Emma S. Moss, MD, and she becomes the first female president of any national medical association.

1936 ASCP pathologists in cooperation with the AMA create the American Board of Pathology, approved by the American Board of Medical Specialties to offer certification in anatomic and clinical pathology.

2010
2015 ASCP launches the Partners for Cancer Diagnosis and Treatment in Africa initiative to provide rapid cancer diagnostics, care, and treatment to Sub-Saharan Africa.
The Resident Council of the ASCP is the voice of the Society's resident members. The Council provides advice and recommendations to the ASCP Board of Directors through the Commission on Membership on ways in which the Society may best meet the professional and educational needs of the Resident members.

The goals of the Resident Council are to:

• Facilitate communication between the ASCP and Pathology Residents.
• Develop strategies for recruitment and retention of Resident members.
• Recommend new products and services for Resident members.
• Address issues related to residency training.
• Encourage resident representation on ASCP committees.
• Assist in recruiting medical students into pathology.
• Recruit new residents into the ASCP Pathology Ambassadors.
• Oversee the work of the Resident Subspecialty Grant Committee.
• Identify and mentor members for leadership roles in the Society.

We’re here to serve & inspire the pathology trainees of today & tomorrow.

About ASCP
Resident Council
The Resident Council of the ASCP is the voice of the Society’s resident members. The Council provides advice and recommendations to the ASCP Board of Directors through the Commission on Membership on ways in which the Society may best meet the professional and educational needs of the Resident members. The goals of the Resident Council are to:

- Facilitate communication between the ASCP and Pathology Residents.
- Develop strategies for recruitment and retention of Resident members.
- Recommend new products and services for Resident members.
- Address issues related to residency training.
- Encourage resident representation on ASCP committees.
- Assist in recruiting medical students into pathology.
- Recruit new residents into the ASCP Pathology Ambassadors.
- Oversee the work of the Resident Subspecialty Grant Committee.
- Identify and mentor members for leadership roles in the Society.
Meet your ASCP Resident Council 2021-2022

Hannah Wang, MD Chair
Evi Abada, MD Chair Elect
Anna Owczarczyk, MD, PhD
Joshua Klonoski, MD
Dana Razzano, MD
Jeremy Jacobs, MD, MHS
Austin McHenry, MD
Samreen Fathima, MD
Yembur Ahmad, MD
Peter DeRosa, MD
Mona Maghsoodi-Deerwester, MD, MSc
Elena Fenu, MD
Agenda

- Welcome and introduction to some of the Resident Council and ASCP Staff
- **Importance and goals of the PA initiative**
- Review of changes to PA activity reporting and applications/recruitment
- Components of a successful PA event
- Breakout rooms for historical event review and new ideas
- Large group recap of breakout rooms
- Review of the services available from ASCP
- Conclusion
What is Pathology Ambassadors?

ASCP Pathology Ambassadors operates as a network of pathologist and resident members who:

- Help facilitate student pathology interest groups and mentor medical students at their home institutions
- Travel to medical schools without pathology residency programs and/or interest groups to promote the profession
- Provide feedback to Resident Council regarding trainee needs and concerns that can be addressed by ASCP
Public knowledge of pathology is limited: 2020 survey results

<table>
<thead>
<tr>
<th>Question</th>
<th>% answering yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does it take more than 8 years of post HS training to become a pathologist?</td>
<td>35%</td>
</tr>
<tr>
<td>Is the ultimate diagnosis is made by a pathologist?</td>
<td>20%</td>
</tr>
<tr>
<td>Is pathology a medical specialty?</td>
<td>79%</td>
</tr>
</tbody>
</table>

Exposure to Pathology in Medical School Matters

Table 4. Comparison of Perceptions of Exposure to Pathology for Those Respondents Who Considered Pathology as a Career Choice Versus Those Who Did Not.

<table>
<thead>
<tr>
<th>Perception</th>
<th>Pathology considered</th>
<th>Pathology not considered</th>
<th>Significance*</th>
</tr>
</thead>
<tbody>
<tr>
<td>I understand the job activities of a pathologist</td>
<td>N 92   Mean 4.13      Top box % 90%</td>
<td>N 246  Mean 3.68      Top box % 70%</td>
<td>t(206.993) = 5.397, P &lt; .001</td>
</tr>
<tr>
<td>I received adequate pathology education in my first 2 years of medical school</td>
<td>N 92   Mean 3.96      Top box % 77%</td>
<td>N 249  Mean 4.00      Top box % 80%</td>
<td>t(339) = −.403, P = .69</td>
</tr>
<tr>
<td>I was sufficiently exposed to pathology in medical school to consider it as a career choice</td>
<td>N 92   Mean 3.61      Top box % 62%</td>
<td>N 248  Mean 3.47      Top box % 59%</td>
<td>t(338) = 1.087, P = .28</td>
</tr>
<tr>
<td>Information on social media about pathology is encouraging</td>
<td>N 68   Mean 2.85      Top box % 19%</td>
<td>N 147  Mean 2.67      Top box % 8%</td>
<td>t(213) = 1.474, P = .14</td>
</tr>
<tr>
<td>The pathology job market is strong</td>
<td>N 62   Mean 2.97      Top box % 35%</td>
<td>N 99   Mean 3.00      Top box % 36%</td>
<td>t(159) = −.188, P = .85</td>
</tr>
<tr>
<td>Pathologists at my institution attempted to recruit me to pathology</td>
<td>N 90   Mean 3.39      Top box % 56%</td>
<td>N 229  Mean 2.53      Top box % 24%</td>
<td>t(317) = 6.604, P &lt; .001</td>
</tr>
<tr>
<td>Pathology residents have high job satisfaction</td>
<td>N 56   Mean 4.13      Top box % 84%</td>
<td>N 89   Mean 3.60      Top box % 64%</td>
<td>t(137.287) = 4.162, P &lt; .001</td>
</tr>
<tr>
<td>The time and workload demands of a pathology residency are reasonable</td>
<td>N 81   Mean 4.22      Top box % 89%</td>
<td>N 118  Mean 4.03      Top box % 79%</td>
<td>t(197) = 1.815, P = .07</td>
</tr>
<tr>
<td>Pathology attendings have high job satisfaction</td>
<td>N 69   Mean 4.19      Top box % 87%</td>
<td>N 103  Mean 3.80      Top box % 71%</td>
<td>t(170) = 3.561, P &lt; .001</td>
</tr>
</tbody>
</table>

* Significance was tested via independent samples t tests.
† Values in this column are the percent selecting strongly agree or agree.
Misconceptions about Pathology

SUPPLY > DEMAND
2007-2018: 17% decrease in active pathologists in US and 30% decrease in applications to pathology

LOW CAREER FULFILLMENT
Lack of patient-doctor interaction = reason for lack of interest for 72%

IRRELEVANT TO MOST PHYSICIANS
<50% of medical schools with dedicated pathology/histology courses; <40% with elective exposure; <4%
with required electives

DEMAND > SUPPLY
In 2017, ~600 new pathologists entered the job market while the lowest projected demand was for 900 pathologists. Demand has increased further with COVID-19.

HIGH CAREER FULFILLMENT
Pathology is in the Top 5 medical specialties with highest rated job satisfaction. Opportunities for patient interactions also exist in various subspecialties.

CRITICAL TO PATIENT CARE
A better understanding of pathology by all medical students helps with specimen handling and triage, appropriate test ordering, and leads to better pt outcomes.

Pathology Ambassadors
A grass roots program to engage a new generation of pathologists

- Recruit and engage with Pathology Ambassadors
- Pathology Ambassadors
  - Do outreach at home & outside institutions
  - Gain knowledge of and interest in our field
- Resident Council
- Medical Students
Pathology Ambassadors Goals

1. Increase interest in field to **recruit** bright, innovative, passionate, and diverse applicants to Pathology.

2. Increase the degree to which other specialties **value** Pathology and understand our services, which will in turn have a positive impact on patient care and the perception of our specialty.
Pathology Ambassadors: The Numbers

- 183 Resident/Fellow Pathology Ambassadors
- 150 Different Programs
- >100 Activities/Events Reported since 2019
Agenda

- Welcome and introduction to some of the Resident Council and ASCP Staff
- Importance and goals of the PA initiative
- **Review of changes to PA activity reporting and applications/recruitment**
- Components of a successful PA event
- Breakout rooms for historical event review and new ideas
- Large group recap of breakout rooms
- Review of the services available from ASCP
- Conclusion
Becoming a Pathology Ambassador

- https://www.ascp.org/apps/services/volunteer
- Select “Pathology Ambassadors” as one of your top 3 choices
- Feel free to use us as your professional reference

How to Volunteer

It is simple to apply and get involved.

1. Click on Go To Volunteer Application below to start the process.
2. Log in with your ASCP ID number.
3. Complete the application and choose from the available opportunities.
4. Complete a 1-2 paragraph statement about why you want to serve.
5. Submit your CV/resume.
6. Submit your application.
Becoming a Pathology Ambassador

- https://www.ascp.org/apps/services/volunteer
- Select “Pathology Ambassadors” as one of your top 3 choices
- Feel free to use us as your professional reference
- See template for personal statement -->
- Applications accepted year-round - ignore “Deadline to Apply”

I am a pathology trainee who is interested in helping to recruit bright, innovative, passionate, and diverse applicants to Pathology. I also want to increase the degree to which other specialties value Pathology and understand our services, which will in turn have a positive impact on patient care and the perception of our specialty. My strengths in *** will enable me to mentor, support, and guide medical students interested in our field.
Your Pathology Ambassador Timeline

**ASCP Annual Meeting:**
*Pathology Ambassadors Summit*
Onboarding/orientation, experience-sharing, awards & recognition

**September**

**Resident Council Check-in**
Touch-base on Event #1
Request to fill out anonymous engagement survey

**October**

**Event #1**
Suggested date Oct 1-31
Deadline for activity form: Nov 15

**December**

**Resident Council Check-in**
Touch-base on Event #2
Request to fill out anonymous engagement survey

**March**

**Event #2**
Suggested date March 1-31
Deadline for activity form: April 15

**May**

**Recruitment**
Deadline to recruit new ambassador at your program and/or renew your term: June 1

**June**
New and Improved Activity Reporting Form
Bi-Annual Anonymous Engagement Surveys

1. I have the resources and support I need to be an ASCP Pathology Ambassador (1-5 scale)

2. I experience positive feelings and meaningful pride in my work with ASCP Pathology Ambassadors (1-5 scale)

3. I feel my work as a Pathology Ambassador is appropriately valued by ASCP (1-5 scale)

4. I would recommend fellow trainees become ASCP Pathology Ambassadors (1-5 scale)

5. Free text (optional): Do you have any recommendations, tips, or advice for other/future Pathology Ambassadors?

6. Free text (optional): Are there any resident/fellow needs or concerns you or your co-trainees have that ASCP might be able to address?

7. Free text (optional): Any additional comments.
Future Directions

• Collaboration with Council of Laboratory Professionals Ambassadors Program (**Career Ambassadors**)  
  • Further details available at ASCP annual meeting

https://www.whatsmynext.org
Agenda

- Welcome and introduction to some of the Resident Council and ASCP Staff
- Importance and goals of the PA initiative
- Review of changes to PA activity reporting and applications/recruitment
- **Components of a successful PA event**
- Breakout rooms for historical event review and new ideas
- Large group recap of breakout rooms
- Review of the services available from ASCP
- Conclusion
You’re a Pathology Ambassador, NOW WHAT?
Pathology Ambassadors: Getting Started

- Find Resources
- Get Funding
- Submit Activity Report
- Contact Resident Council
Pathology Ambassadors: Example Activities & Ideas

• **Presentations**: Connect with a student group to talk to medical students about pathology. This can be as simple as following the ASCP PowerPoint or as elaborate as setting up hands-on activities.

• **Shadowships**: Host a student at your lab and take them through your day so they can learn “hands-on” what happens in the lab every day.

• **Host a Meet-up**: Host a meet-up at a local restaurant, library, virtual etc. for students to come and ask questions about working in the lab. Enlist your colleagues to attend and help engage with the students.
Pathology Ambassadors: Example Activity Reports

“The activity was titled PathArt where my goal was to show artful pictures in Pathology with key words and also be educational, bridging to a broader topic (for example: a picture with "piano key" in the early-secretory phase of the endometrium bridged to a discussion about different phases and histological/pathological pictures of the endometrium).”

Ion Prisneac, MD  
(Pathology Ambassador Award 2021)
Pathology Ambassadors: Example Activity Reports

“I had long, in-depth conversations with the students. Each student had their own questions about pathology, but I was sure to describe the basics of anatomic and clinical pathology, how a career in the field is exciting and rewarding, as well as my own experience both in the application process and starting in residency. While historically [we] had 2-4 students going into pathology, there are at least 7 applying this year.”

Daniel Christensen, DO
(Pathology Ambassador 2021)
Pathology Ambassadors: Making a Difference

“I had an incredible time on the Clinical Pathology rotation over the last month. Thanks so much to each of you for letting me follow you, answering my many questions, and allowing me to **dive into your workflow** over these past 4 weeks! Coming in I didn’t know much about CP, but thanks to your collective teaching, I am now intent on applying to CP residency programs. I hope to see you all around in the future.”

*Medical Student (after working with a Pathology Ambassador, 2020)*
After activities, fill out an activity report here to brag about your amazing event!

Post on social media with #PathologyAmbassadors & #ASCPResCo
Agenda

• Welcome and introduction to some of the Resident Council and ASCP Staff
• Importance and goals of the PA initiative
• Review of changes to PA activity reporting and applications/recruitment
• Components of a successful PA event
• **Breakout rooms for historical event review and new ideas**
• Large group recap of breakout rooms
• Review of the services available from ASCP
• Conclusion
Breakout Room Discussions: 15 minutes

• Share stories about prior activities/events that you have done as part of Pathology Ambassadors
  • What were the most valuable resources you used?
  • What was something that made your activity/event successful?
  • What could have improved your activity/event?

• What do you think are the components of a successful Pathology Ambassador activity or event?

• Pick one person from your group to share one activity/event discussed, and one “best practice” for successful events.
Large Group Recap

Group 1: Bringing medical students in to see frozen sections (solidified the importance of pathology), orientation fairs, panel with recently matched 4th year medical students

Group 2: Q&A panels, one-on-one mentorship with students on rotation, early education (pre-med, high school)

Group 3: Events with department leadership, unknowns sessions with students ordering tests and getting results, one-on-one conversations with students who show interest, student autopsy exposure

Group 4: Mix of events, working with the pathology interest group to align with student needs, panel with pathologists, need for a database of successful events

Group 5: Introducing highschoolers to pathology, providing resources and help to students, tie-ins to informatics, digital pathology and molecular
Agenda

• Welcome and introduction to some of the Resident Council and ASCP Staff
• Importance and goals of the PA initiative
• Review of changes to PA activity reporting and applications/recruitment
• Components of a successful PA event
• Breakout rooms for historical event review and new ideas
• Large group recap of breakout rooms
• Review of the services available from ASCP
• Conclusion
Other ASCP Resident Opportunities
ASCP Opportunities, Awards, Grants, & Scholarships: Apply or Nominate Yourself & Others

- Join Resident Council!
  - March 31
- Resident Subspecialty Grant
  - April 15
- Annual Meeting Travel Grant
  - April 15
- 40 under Forty
  - April 29
- Medical Student Award
  - May 7
- Pathology Interest Group Grants
  - Rolling Quarterly
- Trainee Global Health Fellowship
  - December

- https://www.ascp.org/apps/services/volunteer
ICPI/ASCP Pathology Fellowship Directory

Allows residents to connect with the best opportunity to grow their knowledge.

A detailed listing of available pathology fellowship opportunities including locations, descriptions, necessary qualifications, and instructions on how to apply.

Listings searchable by sub-specialty and state.

https://www.ascp.org/content/careers/search-fellowship-listings#
Revamped Resident Qbank Interface!

- Log into your ASCP account
- Head over to the Education tab and look under my courses
- Search “RQB” to access new Qbank format including virtual slides
- If you do not have a membership through your organization, RQB is available for purchase!
Virtual Courses

Implicit Bias: Maximizing Diversity and Minimizing Prejudices

Podcasts

Inside the Lab Episode 1: Disparities in COVID Cases Among Minorities
Inside the Lab Episode 8: The Laboratory's Role in Inclusion
Inside the Lab Episode 9: Native American-Specific Challenges with COVID-19
Inside the Lab Episode 11: Mentorship in the Laboratory
Inside the Lab Episode 12: Transgender Pathology
Become a mentor and/or mentee!

- Promoting personal and professional development
- Cultivating leadership skills
- Decreasing stress and anxiety
- Increasing job satisfaction
- Improving key talents
- Expanding your network

JOIN NOW
Inside the Lab is ASCP’s podcast focusing on current topics showcasing the everyday laboratory professional and pathologist.

The podcast’s goal is to generate thought-provoking discussions about topics relevant to the field of pathology and laboratory medicine.

Check out the latest episodes from our current season below. Find an archive of episodes from Season 1 here.

**Episode 9: Voices from the ASCP 2021 Annual Meeting**  
*Tuesday, December 14, 2021*  
Guest Panelists:  
ASCP 2021 Annual Meeting Attendees

**Episode 8: The Intersection of Wellness and Diversity, Equity & Inclusion**  
*Tuesday, November 30, 2021*  
Guest Panelists:  
Dana Baker, MBA, MS, MLS(ASCP)SM  
Melissa Upton, MD, FASCP  
Darryl Elzie, PsyD, MHA, MT(ASCP), CQA(ASQ)

**Episode 7: Erasing Institutional Bias (Leadership Institute Book Club)**  
*Tuesday, November 16, 2021*  
Guest Panelists:  
Tywauna Wilson, MBA, MLS(ASCP)SM  
Von Samedi, MD, PhD  
Mohamed Abdelmonem, DHA, MBA-HCM, MS, CLS, MLS(ASCP)SBB
ONLINE AND IN PRINT

Featuring

• Case of the month
• Issues
• Webinars
Visit Now

Head to the site to sign up to stay up to date on our most recent lab blogs!

FOLLOW LABLOGATORY

Receive an email when we have something new to say.

Join 2,418 other followers

Enter your email address

KEEP ME UP TO DATE!

DEPARTMENTS

- chemistry
- coagulation
- cytology
- generalist
- global outreach
- hematology
- Lab Medicine
- management/administration
- microbiology
- molecular biology
- pathology
- phlebotomy
- residents
- transfusion medicine
- Uncategorized
- welcome
To celebrate our 100th anniversary, your registration for the in-person 2022 ASCP Annual Meeting in Chicago has been waived!
Follow ASCP on Twitter @ASCP_Chicago #PathologyAmbassador #ASCPResCo

Join the Pathology Ambassadors Facebook Group and post about your event!
Conclusion & Action Items

• Consider applying for ASCP Resident Council: Deadline is March 31st.
• Brainstorm and plan your Spring Activity/Event. Submit an activity report form by April 15th and share it with us via social media!
• Keep an eye out for our first engagement survey in May.
• Recruit a new ambassador or renew your tenure for 2022-2023. They/you can apply via the volunteer portal by June 1: https://www.ascp.org/apps/services/volunteer.
• Save the date! ASCP Annual Meeting in Chicago, September 7-9, 2022. Registration is waived and personalized invitation letters to come!
Looking forward to a great year!

Thank you for doing what you do! Please don’t hesitate to reach out with any questions or concerns!
residentcouncil@ascp.org