Dear Faculty and Trainees,

The Department of Pathology is beginning the new academic year with many exciting developments. We have welcomed by now our new residents, fellows, and graduate students as well as our new faculty and staff and members. I hope all of the new members in our Department are finding their way around and getting the help they need to accomplish their tasks. I would like to invite all faculty, staff, students and trainees to attend our Department's seminar series on Wednesdays at noon. I would also like to encourage you to submit your academic accomplishments for our newsletter on a monthly basis. This includes publications, grants, honors and awards. If you are organizing a conference or meeting, we welcome that news too. The success of our Department is contingent on our cohesiveness as a group. I hope that the next year we will work together so that each of you will achieve your professional goals. As always, if there is anything I can do to help you, please feel free to come and see me. With best regards, George K. Michalopoulos

As part of my personal commitment and the mission of the Department to foster the careers and professional development of faculty in all areas of academic and clinical Pathology, I have convened a Women's Issues Task Force to examine the issues that women face in academic medicine, with special emphasis on issues related to our department. The information contained on page 4 details the work done by the Task Force so far. I know that you all will join me in supporting this committee as they gather data and prepare to present their recommendations to me and the department in the late fall. I believe that this is an opportunity for Pathology to lead in an area that is of both institutional and national interest and concern.

In the next few months, you will hear directly from the Task Force with a request to participate in a departmental survey. In the mean time, please feel free to contact any of the committee members with your ideas or questions. Task force members are:

Jennifer Hunt, M.D., Chair (huntjl@upmc.edu)
Charlene Chu, M.D., Ph. D. (ctc4+@pitt.edu)
Marie DeFrances, M.D., Ph.D. (defrancesmc@upmc.edu)
Nicole Esposito, M.D. (espositonc@upmc.edu)
Mona Melhem, M.D. (melhemm+@pitt.edu)
Lisa Teot, M.D. (lisa.teot@chp.edu)

Thank you.
**PUBLICATIONS**


Crowley RS, Legowski E, Medvedeva O, Tseytlin E. An ITS for medical classification problem-solving: Effects of tutoring and representations. Proceedings of the 12th International Conference on Artificial Intelligence (AIED05), Amsterdam, The Netherlands


“It’s what you learn after you know it all that counts”

Judith Kelman, Writer
FACULTY MEMBERS RECOGNIZED

Dr. Satdarshan Pal Monga will speak at Science 2005 on “Growth Factors in Health and Disease.” see website: http://www.science2005.pitt.edu/spotlights.htm for more information.

Dr. Stephen Strom was recently interviewed for his work on stem cells. The news about stem cells in placentas was on national news and published by Reuters on August 5. Toshio Miki was first author on the paper and did the lab work reported.

Dr. Gregory Naus received the 2005 Excellence in Education Award for medical student teaching as a Lecturer.

Dr. Michalopoulos was asked to join the Advisory Board of the University of Wisconsin Cancer Center. He has also been asked to participated in the P01 review.

Dr. Stephen Raab received The Institute for Quality in Laboratory Medicine (IQLM). Award for Excellence in Research and Promotion of Laboratory Quality Improvement, May, 2005.

Dr. Dana Gryzbicki received the Institute of Quality in Laboratory Medicine (IQLM) Award for Excellence in Research and Promotion of Laboratory Quality Improvement, May, 2005.

PRESENTATIONS

Dr. Rebecca Crowley gave the following presentations:
- Fox Chase Cancer Center in Philadelphia, PA on June 14, 2005 entitled “Automated methods for case identification and data mining in free-text pathology reports.”
- Grand Rounds, University of Pennsylvania School of Medicine, June 13. 2005.


NEW STUDENTS BEGIN PH.D. PROGRAM

<table>
<thead>
<tr>
<th>Graduate student</th>
<th>Mentor</th>
<th>Project Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christi Kolarcik</td>
<td>Dr. Robert Bowser</td>
<td>The role of transthyretin (TTR) in amyotrophic lateral sclerosis (ALS) and the recreation and characterization of a neuromuscular Junction</td>
</tr>
<tr>
<td>Laura Niehouse</td>
<td>Dr. G. Michalopoulos</td>
<td>Molecular characterization of squamous cell Carcinoma of the head and neck and its Variants</td>
</tr>
<tr>
<td>Gina M. Randa</td>
<td>Dr. John Piganelli</td>
<td>PAI-1-mediated regulation of HGF as a Modulator of chronic inflammation in Diabetic complications</td>
</tr>
<tr>
<td>Eric Tatro</td>
<td>Dr. Cris Achim</td>
<td>Immunophilins in neurodegeneration and Regeneration. Molecular events of Reinnervation and synaptic plasticity</td>
</tr>
<tr>
<td>Dan Wang</td>
<td>Dr. Youhua Liu</td>
<td>Essential role of integrin-linked kinase In podocyte biology</td>
</tr>
</tbody>
</table>

TPIS (Transplant Pathology Internet Service) Website has been ranked 4th by Google. The rankings take into consideration the importance of the site and how many sites link to it. http://directory.google.com/top/health/medicine/surgery/transplant

Patient Safety and Risk Management (PSRM) Continuing Education Credits

The Department offers the following opportunities to meet the PSRM requirements.

The Center for Pathology Quality and Healthcare Research journal club meets third Thursday monthly. Upcoming meetings are: 9/20; 10/18, 11/15 and 12/13.

Hematology Patient Safety and Risk Management Conf. Meets weekly every Wednesday in the Totten room at 8:30 – 9:30 a.m.

Neuropathology Quality Assurance/Patient Safety/Risk Management Weekly Conference, Wednesdays at 10:00 a.m. Room A552 PUH.

Laboratory Medicine offers “Seminars in Lab Medicine: Current Topics and Patient Safety Issues.” Mondays from 12 noon to 1:00 p.m. in the 5630 Main Tower.

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Annual Pathology Quality and Patient Safety Meeting
May 11-12, 2006 Hillman Conference Center, Pittsburgh, PA Coordinated by Stephen Raab, M.D.
WOMEN'S TASK FORCE UPDATE

Although the percentage of female faculty in academic medicine has more than doubled in the past thirty-five years, national disparities between men and women in terms of rank, leadership roles, and salaries persist [1]. In a study published in the New England Journal of Medicine, the numbers of women who advanced to the ranks of associates and full professor were significantly lower than the expected numbers, despite an overall increase in women pursuing an academic career when compared to men [2]. In a 2004 study that surveyed 24 medical schools in the United States, 66% of men but only 47% of women with equal numbers of years of seniority were full professors [3].

The Women’s Issues Task Force (WITF) was charged by Dr. George Michalopoulos in August with analyzing potential challenges to women’s career advancement and professional development and has been having regular meetings to develop an agenda and to establish key focus areas. The Task Force is actively working on several different initiatives and has been gathering data from national literature and from external sources. The group is creating a survey instrument for faculty, fellow, and resident distribution that will allow for the collection of data relating to the key focus areas. The group is also in the process of reviewing objective data obtained and anonymized from departmental records. Finally, the Task Force has identified several key advisors from the University of Pittsburgh School of Medicine senior leadership, and will be meeting with these advisors over the next several months.

One of the major goals of the Task Force is to collect and analyze data related to academic and professional development within the Department of Pathology. Both objective data (from departmental records) and subjective data obtained from our survey instrument will be necessary in order to fully assess this very broad and far-reaching topic. Our survey instrument will utilize an on-line and anonymous format that will focus on issues that are of concern to the academic and professional development of faculty members. Although the survey will be designed to elicit responses that directly relate to women’s issues in the Department of Pathology, we anticipate that our work will reveal areas that are of general concern to all faculty and trainees. These cross-gender issues, such as professional development, mentoring, resources, and family, are of paramount importance to all of us in academic development.

The Task Force members (listed below) have set an extremely high goal of an 80% return rate from our Department members on the survey that we will be sending out. This means that each and every person's response will be critical. The Task Force is committed to gathering all essential data needed to provide the necessary analysis and to make solid recommendations to the Chairman of Pathology. The survey will be created in an easy-to-use format that is accessible on any computer with Internet access. Please watch for our announcements and reminders. We are counting on your participation!

We are looking forward to working with you, the faculty and trainees of the Department of Pathology, in our mission to examine the issues that women face in Academic Medicine. If you have any questions, suggestions, or comments, please contact any of the Task Force members directly. Jennifer L. Hunt, M.D., Chair

References
Wright et al, Acad Med 2003;78(5):500-08
Nonnemaker et al, NEJM 2000;342(6):399-405
Ash et al, Ann Int Med 2004;141(3):205-12

PATHOLOGY SUMMER UNDERGRADUATE RESEARCH PROGRAM (SURP)

This year’s Pathology SURP program was once again, a tremendous success. Fifteen students, working with fourteen different faculty members, were Pathology participants. For those of you who are not familiar with it, Pathology SURP is part of an overall program within the School of Medicine Interdisciplinary Biomedical Graduate Program. The other departments that participate with us in this joint effort are Cell Biology/Physiology, Immunology, Biochemistry/Molecular Genetics, Molecular Virology/Microbiology, and Pharmacology. Students are matched with graduate faculty mentors who agree to assist them with a specific research project. Whereas some activities are done as a whole (~50 students total), others, such as the Pathology retreat, are specific for the Pathology SURP students. The program is 10 weeks long and this year, ran from May 31 to August 5, with the students giving a formal presentation of their research in a mini-symposium on the last day.

SURP is one of our school’s most successful recruitment tools. Of the 40 students that participated in Pathology SURP from 2000-2004, 11 applied to and were accepted into MD, PhD, or MD/PhD tracks at Pitt. Another 11 went elsewhere to programs such as Duke and Johns Hopkins, so we are clearly doing something right! Furthermore, the quality of our students continues to grow with the average GPAs in the high 3’s and our applications now coming from throughout the country. This year we had 1 student from Occidental College in California and 2 from schools in Texas (Rice and UT Austin).

If you are interested learning how to become a SURP mentor for next summer, please let me know. Wendy M. Mars, Ph.D., Director, Pathology SURP (wmars@pitt.edu)
New Visa Guidelines

The number of visa applications in the Department of Pathology has grown considerably over the past several years - in addition, Federal and University requirements concerning these applications have become more involved. To help guide you through the process, the following is a brief summary of the types of visas available to the department and guidelines concerning the application process. A more detailed version of these guidelines, as well as a FAQ, will be posted to the department financial website in the near future.

Two different types of visas are available for the positions as Staff, Postdoctoral Associate (PDA), Postdoctoral Scholar (PDS), Research Associates and Predoctoral Fellows in the department are J-1 and H-1B:

1. J-1 Academic Training Visa

   Academic Training is work, training or experience related to a J-1 student's field of study. Academic Training may involve sequential or simultaneous activities, either paid or unpaid, with several employers, US or foreign, provided the application and approval procedures are followed for each employer and activity, and the time limits are not exceeded.

2. H-1B Temporary Employment Visa

   The H-1B category is an expedient and lawful method to bring foreign-born professionals temporarily to the United States, and therefore one of the most widely sought after visa classifications for employment in the United States. To obtain an H-1B visa, there must be a job offer and an employer who is willing to sponsor a person by filing a petition with the United States Citizen and Immigration Service and they will review the petition and send an approval notice if it is satisfied that all conditions for an H-1B worker are met.

   - The minimum appointment for all visa types and positions is 6 months
   - The sponsor must show available funding for entire term of appointment period
   - Must meet minimum salary requirement for University of Pittsburgh PDA and PDS salary range ($23,700 - $45,000)

   Submission Deadlines for visas:
   - J-1 (4 months prior to desired appointment date)
   - H-1B (6 months prior to desired appointment date)

   All PDA and PDS appointments must be pre-approved by the School of Medicine Office of Academic Career Development. (This approval must be obtained prior to the issuance of an offer letter)

Offer Letter Guidelines

PDA/PDS guidelines have been implemented by the School of Medicine and the guidelines require a contractual offer letter issued to each PDA/PDS candidate.

The offer letter must contain the following signatures: Sponsor, Department Chair, Candidate

If you have specific questions concerning visas, the application process or policies for the department, please contact Val Kagan at 412-648-8793.
The MSTP admitted 18 students this year (50% increase over previous years). The quantity and quality of applicants is exceptionally high. Of 307 applicants, 82 were interviewed with a GPA and MCAT score of 3.73 and 34.5 respectively. All applicants came with superb research recommendations from excellent undergraduate institutions. Three of the 18 new matriculants worked in Pathology labs this summer. Switching to rolling admissions was a major reason for our success in this past year's recruiting. Graduate programs and individual faculty members are involved early in the recruitment process. Because of this success, we will only interview 50 applicants for the 2005-2006 “season.” This will allow us to matriculate a stellar class of 12.

Dr. Clayton Wiley, Program Director

<table>
<thead>
<tr>
<th>Name</th>
<th>Undergraduate College</th>
<th>Research Interest</th>
</tr>
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<tbody>
<tr>
<td>Bales, James</td>
<td>Washington State</td>
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<td>Been, Allison</td>
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<td>Chao, Yvonne</td>
<td>Brown University</td>
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<td>Choi, Serah</td>
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<td>Faraji, Amir</td>
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<td>Glorioso, Christin</td>
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<td>Grubisha, Melanie</td>
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<td>Whalan Rachel</td>
<td>Yale University</td>
<td>Epidemiology, Infectious Disease</td>
</tr>
<tr>
<td>Wong, Xixi</td>
<td>Johns Hopkins University</td>
<td>Pharmacology, Infectious Disease, Immunology</td>
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Graduate Student Receives Grant

Jason M. D'Antonio received an award from the Department of Defense as part of the US Army Medical Research 2005 Prostate Cancer Research Program. The title of the grant is: “The Role of the Endothelin-Axis in Androgen Ablation and progression to Advanced Prostate Cancer.” This is a three year award which will begin September 1, 2005 through August 31, 2008 for a total of $100,000.
Advancing Practice, Instruction and Innovation through Informatics (APIII 2005)

The 10th Annual Advancing Practice, Instruction and Innovation through Informatics (APIII 2005) conference was held August 24 – 26, 2005 at the Gralinbakken Resort and Conference Center located at Lake Tahoe, California. This year’s conference focused on the practical tools for oncology and pathology informatics, along with caBIG updates. Our change of venue to the West Coast was to facilitate the sharing of informatics tools and knowledge across the United States. The conference served as an outstanding forum for sharing of ideas and successes in informatics practice, learning how informatics is impacting and transforming the biomedical workplace and networking with industry decision-makers. The conference acted as a catalyst for improvements in patient care and patient mortality by providing a broad overview of the informatics applications and tools in pathology and oncology practice, education and research and covered uses for imaging, the internet and advanced technologies in pathology practice, education and research.

Attendee received a review of three broad areas of informatics with direct implications to pathology practice including: The emergence of new IT architectures for the Laboratory Information System such as the Virtual LIS and Lab Portals, the inclusion of CAP Checklists and HL7 Version 3 interfaces and the integration with other systems such as Reference Laboratories, the Electronic Medical Record and Oncology Information Systems. The implementation of imaging systems, including discussions on imaging infrastructure and standards, as well as robotic and whole slide imaging applications in education, quality assurance, analysis and visualization and telemedicine. An update was given on the National Cancer Institute’s caBIG initiative, focusing on applications of interest to pathologists including tissue banking, extraction of data from textual pathology reports, “honest broker” activities and data aggregation for translational research.

This year the 252 attendees consisted of pathologists, oncologists, radiologists, cancer registrars, electrical engineers, biostatisticians, cytologists, computer support personnel, lab managers, as well as 22 vendors and 29 speakers.

The program PowerPoint Presentations may be viewed at http://apiii.upmc.edu/live/index.html

The CAP Foundation and the Center for Pathology Informatics provided travel awards for a total of 28 residents, students and fellows to attend the meeting. See http://apiii.upmc.edu/travel/2005.html for a listing of the awardees.

This year, APIII 2005 used a traditional poster session format for scientific presentations of the abstracts with sessions on Wednesday, August 24th and Thursday, August 25th. The overall goal of the new format was to encourage discussion among participants and presenters. A series of 50 Scientific Session Posters were held addressing controlled vocabulary, digital microscopy, computer-assisted decision support, pattern recognition, tissue and gene array analysis, data-mining, education, and outcomes research with particular interest in submissions that focused on sub-specialization: pathology informatics, oncology informatics, and bioinformatics. All accepted abstracts will be published in a future issue of the Archives of Pathology and Laboratory Medicine.

New this year were the 12 “Corporate Visionary Session” presentations that consisted of a series of 15 – 20 minute talks, which emphasized on the developmental and research aspects of their work. The talks were followed by questions, which were posed by the audience and members of a scientific panel.

Attendees visiting all 22 exhibits were entered into a drawing to win prizes. Some of the giveaways consisted of an iPOD Mini, Sharper Image gift certificate and a complimentary registration to attend APIII 2006.

You didn’t make it to APIII 2005? To see what you missed please view our photo album at http://apiii.upmc.edu/photos/. Plan to join us next year, see http://apiii.upmc.edu for information regarding APIII 2006.