Dear colleagues and friends:

With the cold days of November already upon us and getting us closer to winter, I am taking this opportunity to wish all of you and your families and friends all the best for the upcoming holidays.

As with every year, this is the time when the department intensifies its efforts to proceed with the recruitment of new residents. Starting with this year’s recruitment, we have multiple senior faculty members presenting unique aspects of their practice and research at the the morning meetings with the groups of incoming resident candidates. This is a good opportunity to highlight the department’s peculiarities, strengths and unique achievements. I have participated in two of these presentations, and I felt very proud as I enumerated to the resident candidates the unique aspects of our department, its structure, its geographic extent, its magnitude in faculty size and quality, the commitment of our administrative and technical support colleagues, and its excellence in diagnostic pathology and scientific investigations. With the assistance of our current residents, I am optimistic that we will again have the opportunity of attracting a group of high quality new residents to join us in July.

In my previous summer blog, I highlighted the efforts of the department to adjust compensation of the faculty of diagnostic pathology on a plan that was based on RVU and intended to be applied to all departments of the School of Medicine and UPP. The effort was a difficult one, because it did not allow the department of Pathology and the other departments to take into account the peculiarities and the unique vulnerabilities of their practice. This plan has since been abandoned by the institution. We are now in the process of designing a new plan in which every department

Continued next page
will make its own proposal for how to best compensate its faculty with fairness, with the capacity to properly reward but also to recruit and retain faculty. This process is still in progress. It is not dependent on RVUs. Unfortunately, for only this particular fiscal year, the only plan which is operative on paper is the one that was based on RVUs. This is causing a lot of confusion to many of our faculty who received an Exhibit A in which RVU numbers are cited. I would like to stress that this is only a technicality, intended to allow the processing of the faculty payroll. It is the department’s intent and current planning not to involve RVUs as the basis for compensation in the future and it appears that every department is allowed to pursue the basis for their faculty compensation based on their unique features and strengths.

The relationships between the academic and the UPMC community hospitals remain strong west of the mountains, and progressing, albeit slowly, with the hospitals east of the mountains. New hospitals have recently been added in the last six months, and we are making an effort to approach the pathologists in those institutions and establish formal working relationships.

Despite the turbulence related to compensation and to overall budgeting issues, I remain convinced and very much enjoy the evidence presented to me all the time that the department is strong in every aspect of its mission, didactics, diagnostics and research. All members of our faculty (Pitt only, Pitt-UPP and UPP only, VA faculty), and our administrative and laboratory and technical support colleagues, comprise an academic small universe with a lot of interactions, mutual benefits and good results by exchanging knowledge with each other and designing ways that offer new vistas for diagnostic and experimental pathology.

I am optimistic that these trends will continue in the upcoming year and I look forward to sharing with you any new knowledge that comes from the compensation plan that is being currently put together, as details mature. I also want to maintain contact with you to answer questions that may relate to your concerns and inquiries about any of the current uncertainties. As I am ending this blog, I am inviting you all to not hesitate to contact me directly for any issues that you may have regarding your compensation, your career and your practice and research.

Wishing you again my best for the upcoming holidays.

George K. Michalopoulos

SCHOOL OF MEDICINE FACULTY MEETING

TUESDAY, DECEMBER 17, 2019 4:30 P.M.

AUDITORIUM 125, VICTORIA HALL
The Pittsburgh Liver Research Center (PLRC) submitted a successful P30 grant application and has received funding from the NIH/NIDDK. We are now one of the twenty NIDDK-designated Digestive Disease Research Core Centers and one of only three that are liver focused. The PLRC was formed in 2016 through generous support from UPMC and the University of Pittsburgh. Since its inception, we have brought together clinicians and scientists from various departments to build a thriving and collaborative community with the common goals of improving outcome in patients with liver disease through a better understanding of the underpinnings of liver health and disease. This, in turn has been enabled through core services that provide exceptional, innovative and cutting edge technical support to the PLRC members. In addition, PLRC, through its Pilot and Feasibility program, has financially supported liver-related research especially in the labs of early stage investigators while providing longitudinal mentoring and career development. Through various mechanisms, the P&F program supports grants that are multidisciplinary, collaborative, geared toward commercialization, or translational. Lastly, through its Enrichment program, the PLRC provides continued educational activities for its members by hosting extramural and intramural speakers, while also fostering physician-basic scientist interactions and collaborations through innovative platforms.

Satdarshan Paul Monga, M.D.

Division of Experimental Pathology News
In the past year, the Division of Experimental Pathology has achieved significant success in areas such as grant funding, presentations at national and international venues, and publications of original articles. During the 2019 fiscal year, the primary members of the Division of Experimental Pathology procured around $5,877,772.51 in grant funding. In addition, the primary members published around 69 peer-reviewed original articles, gave 38 lectures at national venues, and gave 15 lectures at international venues.

The Division is proud to welcome new members Dr. Mo Ebrahimkhani and Dr. Ivona Vasile Pandrea. Dr. Ebrahimkhani officially joined the division as an Associate Professor of Pathology on September 1, 2019. Dr. Vasile Pandrea has been a Professor of Pathology in the Department for quite some time, but is now a welcomed part of the division.

Dr. Monga held an Experimental Pathology Division Meeting and Dinner at the University Club on Thursday, October 10. Agenda items at the meeting included a review of documentation that should be incorporated in the annual Faculty Performance Evaluation (FPE) meeting forms, suggestions on ways to secure more grant funding, and several other important topics.
“It does not matter where you go and what you study, What matters most is what you share with yourself and the world.”

Santosh Kalwar
Author (1982-)

- **American Association for the Study of Liver Disease meeting update**

  1. **Basic Science Symposium Highlights New Findings in Liver Regeneration.** Dr. Michalopoulos, chair of Pathology and Dr. Xiao-Ming Yin (a UPMC alumnus) organized this basic research symposium which was attended by many and was highly successful based on the discussion and attendance. AASLD daily news covered the symposia and the write up is available at [https://www.aasldnews.org/basic-science-symposium-highlights-new-findings-in-liver-regeneration/](https://www.aasldnews.org/basic-science-symposium-highlights-new-findings-in-liver-regeneration/)

  Many PLRC members were invited to give a talk in this session including Drs. Michalopoulos, Monga, Nejak-Bowen and Soto-Gutierrez. The symposium covered the timely topics of the cell-molecule circuits that are activated during liver regeneration after surgical resection and also emphasized the role of macrophages, endothelial cells and stellate cells in the process. The role of cellular reprogramming especially how hepatocytes and cholangiocytes can served as facultative progenitors for each other to mediate hepatobiliary repair was also discussed in great depth. Unique cellular processes including autophagy, cellular senescence and immune response as the mediators of cellular reprogramming which could assist in modulating hepatocyte differentiation and function while also providing novel models to study cellular reprogramming, were presented. Eventually, de novo organogenesis using iPS cells, decellularized livers as scaffolds to generate organoids or organs for transplantation, were discussed. Thus all important and timely concepts of hepatic regenerative medicine were discussed in the highly successful session.

  2. **Basic research debrief at AASLD 2019.** With over 900 abstracts presented, AASLD was a successful platform for disseminating and discussing basic research in liver. Dr. Gavin Arteel, provided a debrief of these sessions at a highly-attended session at the meeting. The debrief which is available at the website below highlighted the state of the art in basic sciences presented by many groups including PLRC members.

    [https://www.aasldnews.org/debrief-reviews-high-impact-basic-science-presented-at-the-liver-meeting/](https://www.aasldnews.org/debrief-reviews-high-impact-basic-science-presented-at-the-liver-meeting/)
Faculty Highlights

Simon Chiosea, M.D.
Randal Weber, MD Award for Quality, Safety and Value in Head and Neck Oncology for the best paper submitted to the 2019 American Head and Neck Society meeting - "Early Oral Tongue Squamous Cell Carcinoma with Histologically Benign Lymph Nodes: A Model Predicting Local Control and Vetting of the 8th edition of AJCC pT Stage". The purpose of this Award is to recognize individuals who inspire and promote head and neck surgeons across all fields of medicine.

Annette Duensing, M.D.

Alecia Kaplan, M.D.
Update on industry sponsored trial to evaluate the efficacy and safety of the INTERCEPT Blood System for red blood cells in patients undergoing complex cardiac surgery procedures (the ReCePI study). I am a PI for the study. UPMC has been top enroller. We have enrolled 7 patients and transfused 2 patients. We are adding Presbyterian site to the study.

Dr. Yuri Nikiforov was awarded the The Canadian Society of Endocrinology and Metabolism Dr. Jacques Genest Lecturer Award, October 4, 2019.

N. Paul Ohori, M.D. was the A. James French Visiting Professor of Pathology at the University of Michigan on October 24, 2019.


“The Early Adopter” Sitting Down With… Liron Pantanowitz, Professor of Pathology and Biomedical Informatics at the University of Pittsburgh and Vice Chair for Pathology Informatics at the University of Pittsburgh Medical Center, Pittsburgh, USA. See article here: https://thepathologist.com/outside-the-lab/the-early-adopter

Dr. Nikiforov’s postdoc Dr. Alyaksandr Nikitski and his wife Anastasia were blessed with a baby girl, Valeria, born on January 28th, 2019.
**Tanner Bartholow, M.D.,** has joined the Department in August, 2019 as the Director of the Autopsy Service.

**Mo Ebrahimkhani, M.D.** joined the Department in the Division of Experimental Pathology as an Associate Professor September 1, 2019. Dr. Ebrahimkhani was previously at Arizona State University, Biodesign Institute.

**Tung Phan, M.D., Ph.D.** joined the Department September 1, 2019 as an Assistant Professor of Pathology in the Clinical Microbiology Division of the Section of Laboratory Medicine. Dr. Phan was previously at Indiana University as a CPEP Clinical Microbiology Fellow.

**Samira Kiani, M.D.** will join the Department January 1, 2020 as an Associate Professor of Pathology in the Division of Experimental Pathology. She was previously at Arizona State University in the Laboratory of Mammalian Synthetic Biology and Therapeutic Gene Circuits.

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**Departing and Retiring Faculty**

Dr. Rita Alaggio, resigned, June 10, 2019 (moved to Adjunct)
Dr. Egidio Brocca Cofano, resigned May 3, 2019
Dr. Jeffrey Nine, resigned, August 9, 2019
Dr. Bienvenido Ong, retired, December 31, 2018
Dr. Jennifer Picarsic, resigned, October 2, 2019 (moved to Adjunct)
Dr. Sarangarajan Ranganathan, resigned October 30, 2019 (moved to Adjunct)
Dr. Uma Rao, retired March 19, 2019
Dr. Wei Sun, retired September 30, 2019
Dr. Tirthadipa Pradhan Sundd, resigned September 16, 2019
CMP NEWS:

During the course of the past academic school year, seven students graduated and CMP only matriculated 1 new student (from the MSTP), presently putting us at 21 students, the lowest number of students we have had in many years. While it is disappointing that we did not matriculate more students this year, the good news is how well our CMP students did after graduating. Of the 7 who graduated, one went back to medical school, two went into industry, and four are doing post-doctoral studies at UCSF, Penn, Harvard and MIT, so our outcomes are quite strong. Also, despite losing some faculty members through career changes, overall our faculty numbers are still growing. This past academic year we added 4 new faculty members to CMP: Ron Buckanovich, Lan Coffman, Corrine Kliment (primary), and Ian Sigal (secondary) making our current total 80, up 1 from last year at this same time. Students are already rotating with Drs. Buckanovich and Coffman! Please remember to tell interested faculty to contact me if they are interested in joining CMP. We are always willing to add qualified SOM faculty to our graduate program if their interests match with ours.

SAVE THE DATES:

On **May 27, 2020** we will hold our annual Pathology Retreat, combining our basic and clinical researchers for an afternoon of stimulating talks, once again followed by a poster session at the University Club. This year our keynote speaker will be Bernd Schnabl, a Professor in the Division of Gastroenterology at the University of California at San Diego who specializes in liver disease.

The Summer Undergraduate Research Program (SURP) will begin next year, on **May 26, 2020**. For SURP, we are once again actively seeking interested faculty willing to host college undergraduates in their laboratories for a 10-week scientific research experience. SURP is a highly competitive outreach program, specifically designed to recruit high quality students into applying for graduate degrees through the University of Pittsburgh School of Medicine (UPSOM) programs such as the Interdisciplinary Biomedical Graduate Program and the Medical School.

The specifics of SURP are as follows:

The cost to the individual investigator is $3500.00. In many cases, there is supplemental funding from UPSOM. Please contact Michael Oertel at mio19@pitt.edu if you are interested in learning more about these funding opportunities. Michael is currently managing specifics of the program!

The program will run from May 26-July 31. Students are expected to have a specific project that they work on full time. They are also expected to attend supplemental programming 1-2 hours a week. At the end of the experience they must write an abstract and do a 10-minute power point presentation of their work.

Student housing and travel will generously be provided by UPSOM.

The success of this program relies on quality mentors well as quality students. Part of our past success has been due to participation of interested faculty such as you. In addition, we have implemented several techniques designed to attract the highest quality students to our program such as a shared online application process. I would venture that many of you who have participated as SURP mentors in the past can attest to the quality of the students that we are attracting. You need not be graduate faculty to take on a student. If you have any questions or are willing to be a mentor this year, please contact Michael or you can also contact me via e-mail at wmars@pitt.edu.
Also, remember that Pathology research opportunities and funding are not just for undergraduates! There are also moneys available through our Klionsky Fellowship Program to help offset the costs for first year medical students (MS1) who wish to do summer research opportunities in Pathology. Information on competitive funding for this program can be found at http://path.upmc.edu/medstudents.htm. Contact e for more information on the application process or Dr. Marie DeFrances (defrancesmc@upmc.edu) to hear more about the clinical learning opportunities we provide with this program.

Finally, if you are interested in having issues brought before the CMP steering committee, please share them with CMP administrator, Amanda Bytzura (bytzuraam@upmc.edu), or with me (wmars@pitt.edu).

Thanks so much!

Wendy M. Mars, Ph.D.
Director, Pathology SURP and
CMP graduate program

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FOR ACCESS TO WEB PAGE FOR ECU LOG-ON

ECU data for the academic year July 1, 2019 to June 30, 2020 for collection now. Please be sure your info is entered via our Department’s web page link.

For faculty with a UPMC network ID, please use this link. Accessing this link off of the UPMC network will bring up a login prompt: https://epssecure.upmc.com/ECUAdmin/auth/index.cfm

For faculty without a UPMC ID, please use this link: https://epssecure.upmc.com/ECUTrack/index.cfm

These links are also available on the Department of Pathology webpage under links at: http://path.upmc.edu/links.htm.

From the home page select which ECU activity is to be logged, and whether the activity is for medical or graduate students. Then fill in all fields on the form with an option for a free-text note at the end. Confirmation will be given and the activity will be entered into the database for submission at the end of the academic term.

For questions or feedback, please contact Thomas Harper at ISD (harperth@upmc.edu). Thank you.
Clinical Training Programs

Eight new pathology residents arrived July 1 and are settling in at UPMC.

Residency recruitment for next year began October 18th – the first of eight interview dates. Eight candidates will be invited for each Friday interview session through December 13, 2019.

We have 14 Fellows and 5 Clinical Instructors this year.

Recruitment for Fellows and Clinical Instructors to fill positions for the 2021 – 2022 academic year is underway.

KLIONSKY RESEARCH FELLOWSHIP NEWS

Our fifth group of MS2 Klionsky Summer Research Fellows took part in the Summer Training Experiences in Pathology (STEPS) program. The students were Catherine Liu, Joseph Murphy, Joanne Huang and Ester Goldfeld. STEPS provides medical students with an opportunity to explore the impact of pathologists and the clinical labs on the care of patients. Thanks to all who help make STEPS a success year after year!

PATHOLOGY MEDICAL STUDENT INTEREST GROUP

Our Pathology Medical Student Interest Group (PMSIG) is roaring along this year! The PMSIG executive group which includes Theresa Reno (MS4), Elise Pearson (MS4), Tosin Olaitan (MS4), Jake Jerome (MS3), Kamran Harper (MS2), Eman Kazi (MS2), and Olivia Parks (MS2) is spearheading a new educational initiative to help their classmates prepare for course and USMLE Step 1 board exams. The PMSIG has begun sponsoring fun-filled Jeopardy Style Exam/Step 1 review sessions for almost every MS1 and MS2 course the week prior to the course exam. Any interested medical student is welcome to attend. Questions are derived from Robbins Pathologic Basis of Disease textbook. Our Pathology Resident-Medical Student Liaisons (John Skaugen – PGY4, and Dan Geisler – PGY3) emcee the raucous sessions which have been a huge hit! Our PMSIG also sponsored a lunch talk on November 6 featuring Dr. Tanner Bartholow. Dr. Bartholow, the new UPMC Director of Autopsy, riveted attendees with his discussion of pathology as a career, esp. Forensics, pathology-related educational activities in the Department and the School of Medicine, as well as the benefits of participating in the Autopsy Discovery Program which he leads. More exciting activities are planned throughout the rest of the year!

Eric D. Carlsen, MD, PhD
PGY-4, Department of Pathology

The Committee for Pathology Faculty Development & Mentorship develops resources and programs applicable across Departmental Divisions to support the diversity of career stages and pathways within Pathology. Committee members include Marie DeFrances, Andy Duncan, Sara Monaco and Darrell Triulzi.

Check out our website at https://pathfacmentor.upmc.com/. Targeting both junior and mid-career/senior faculty in academic pathology, the site features resources to assist with developing academic clinical reputations, productive research programs, educational dossiers and leadership portfolios. On the left side of the home page, there are links relating to the different School of Medicine Faculty Pathways and information on preparing for appointments and promotions, including the official Pitt CV format to use.

A Quick Links area collates websites relating to safety training, IACUC, COI, CORID, IBC and IRB approvals, the iThenticate anti-plagiarism tool, the departmental ECU Tracker, Faculty Performance review forms, and resources for diversity and inclusion. Articles relating to Physician Wellness can be found in the Junior and Mid-career/Senior faculty tabs, and the right side of the page displays upcoming and past events targeting Pathology Faculty Development.

We recently completed a Faculty Development workshop entitled Promotions in a Pitt Med Educator Track (Investigator-Educator, Clinician-Educator). Past Faculty Development workshops include the non-tenure promotions process, tenure stream promotions, unconscious bias, and assembling a mentoring team. Access to the archived presentations is available on the website, following creation of a log-in account.

Our next workshop will provide updates on promotion in the various academic clinician tracks. The Guidelines for tenure & non-tenure stream appointments and promotions are under revision at the University level. As a member of the OFA Task Force led by Joe Losee, we have been working over the past 12 months to increase the clarity and consistency of standardized written criteria in the different pathways that would be applicable across the 31 departments in the SOM.

Keep an eye out for the Save the Date! announcements for this Faculty Development workshop. Remember that if you cannot join us in person, there will be a link available to join via webinar.

Please feel free to address suggestions or inquiries to any of the committee members listed above (Click for contact info), and we hope to see you at the next career development workshop.

Charleen T. Chu, MD, PhD
Vice Chair, Pathology Faculty Mentorship
Vice Chair, Standing Committee for Tenured Faculty Promotions and Appointments
ctc4@pitt.edu
**PUBLICATIONS**


Rea B, Aggarwal N, Yatsenko SA, Bailey N, Liu YC. Acute myeloid leukemia with isolated del(5q) is associated with IDH1/IDH2 mutations and better prognosis when compared to acute myeloid leukemia with complex karyotype including del(5q). Mod Pathol. Nov 4. PMID: 31685963


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**CME Credit Update**

Recording your attendance for UPMC's CME accredits is being migrated to a new on-line system. Beginning with Dr. Christopher Heaphy’s seminar on November 20, all Pathology Research seminars will use the new recording system. In order to participate with this new system, you will need to set up an account to record your attendance. I am hoping everyone will be proactive and set up an account before November 20.

Please follow the link here: [https://cce.upmc.com/sites/default/files/Create%20a%20new%20account_0.pdf](https://cce.upmc.com/sites/default/files/Create%20a%20new%20account_0.pdf) to set up an account.

The new system, allows you to record your attendance at the seminar using your phone. A SMS code will be provided at the seminar for this purpose. You will have 24 hours to record your attendance using the SMS code. A new SMS code will be provided for each session and provided the day of the seminar. See attachment here for explanation on activating your account using your mobile phone. [https://cce.upmc.com/sites/default/files/Add%20mobile%20number%20for%20SMS%20text%20attendance.pdf](https://cce.upmc.com/sites/default/files/Add%20mobile%20number%20for%20SMS%20text%20attendance.pdf)

The old system for getting CME credits will be discontinued November 30, 2019.
UNITED WAY VOLUNTEERISM

Since the beginning, United Way of Southwestern Pennsylvania has mobilized over 100,000 volunteers and counting. Volunteers value the ability to come face-to-face with the people they support. Many feel their lives have been touched even more than the people they work with. You can be a part of a coordinated effort that touches tens of thousands of people in need each year.

• Open Your Heart to a Senior- Be one of thousands of volunteers that serve older residents by shopping for groceries, offering rides and more.

• Be a Middle School Mentor- Help a middle school student on their path to a brighter future by serving weekly as a caring mentor.

• Free Tax Prep- Help low-income working families complete and file tax returns so they can receive critical income that helps them maintain basic needs for themselves and their families.

• United Way offers community-wide volunteer events for people that would like to get involved but have less free time. Visit https://uwswpa.org/events to find out more about upcoming events.

There are many ways to donate:

Payroll Deduction

Payroll deduction through the University of Pittsburgh requires a minimum pledge of $2 per month, and needs to be renewed each year. Payroll deductions will begin in your January pay.

• Login to the My Pitt Portal with your University Computing Account username & password
  Select Donate to United Way from the right column to link to the donor portal
• Credit Card
• Bill Me

2019 Pledge Form

Thank you for any consideration you may give to this worthy cause.

Educational Credit Unit Update

Just a reminder that the Educational Credit Units (ECUs) are being collected from every faculty member who has been involved with teaching activities for the medical or graduate school programs from July 1, 2019 to June 30, 2020. We have a web-page (see directions for access to page on Page 7) to collect teaching as it happens. The School of Medicine will be asking for the information in July. If you have any questions please contact Chris Szalkuski at szalkuskict@upmc.edu.
Wednesday, December 4, 2019 – 12:00 – 1:00 p.m.
1104 Scaife Hall

“Advances and Applications of NG/WGS in Public Health Virology”

Kirsten St. George, MAppSc., Ph.D.
Chief, Laboratory of Viral Diseases
Wadsworth Center
New York State Department of Health
Albany, NY

Wednesday, December 11, 2019 – 12:00 – 1:00 p.m.
1104 Scaife Hall

“Plasticity of the Mucosal Barrier: Insights into Regulation of Epithelial Homeostasis and Repair”

Asma Nusrat, M.D.
Aldred Scott Warthin Professor and Director of Experimental Pathology
University of Michigan
Ann Arbor, MI

Wednesday, December 18, 2019 – 12:00 – 1:00 p.m.
1104 Scaife Hall

“Phenotype Variations in Alzheimer’s Disease”

Julia Kofler, M.D.
Associate Professor of Pathology
Department of Pathology
University of Pittsburgh

Wednesday, January 15, 2020 – 12:00 – 1:00 p.m.
1104 Scaife Hall

“Metabolomics: Clinical and Research Applications”

Steven F. Dobrowolski, Ph.D.
Medical Director, Clinical Biochemical Genetics
Children’s Hospital of Pittsburgh

Wednesday, January 29, 2020 – 12:00 – 12:30 p.m.
1104 Scaife Hall

“Non-neoplastic Extracellular Matrix Components Mitigate Glioblastoma Multiforme Cell Growth In Vitro and In Vivo”

Mark Murdock
Cellular and Molecular Pathology
Graduate Student

12:30 – 1:00 p.m.
“Determining the Effects of Wnt Signaling in the Alleviation of Cholestasis Via the Promotion of Hepatocyte Transdifferentiation”

Karis Kosar
Cellular and Molecular Pathology
Graduate Student

Please send newsworthy items as they happen to:
szalkuskict@upmc.edu

Thank you.