

ACVP NEWSLETTER

An Official Publication of The American College of Veterinary Pathologists

December 2004

The Secretary/Treasurer's Corner

"We've Come A Long Way, Baby"!

Paul C. Stromberg, DVM, PhD

I think it is important for every organization to periodically take stock of itself, re-evaluate what it has done and where it is going. It is astounding how much and how profoundly we have changed in the last five years and I am going to take this space to share some of this change with you. Below is a table with the demographic data.

	1999	2004	%
Active Members	1155	1411	+ 22%
Anatomic Pathology	977	210	+ 23%
Clinical Pathology	146	235	+61%
Emeritus Members	112	197	+76%
Total Living Diplomates	1380	1663	+21%
Not in Good Standing	48 (3%)	52 (3%)	0
Operating Budget	\$675,390	\$998,337	+48%

College membership has grown a respectable 22% in the last five years, about 4.5% a year. We have experienced a remarkable (61%) increase in clinical pathologists. However, an even greater increase in Emeritus membership suggests an incipient wave of retirements which will further exacerbate the critical shortage of pathologists we are already facing. It is perhaps also useful to point out that the number of members who choose not to renew their membership has held steady at about 3%. This phenomenally low number is indicative of how much Diplomates value their membership in the College. I am not surprised. It's a relatively small group of highly motivated achievement oriented scientists in a highly respected organization

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Funding the Vision of the ACVP

Council continues to seek aggressive strategies to provide the resources necessary to realize the vision of the College and to meet the demands for veterinary pathologists throughout our global society. A day-long workshop was hosted by our advertising consultant, The Hiebing Group, on September 20, 2004, to enable members of the Development and PR Committees, and Council to develop strategies, targets and resources to fund the needs of the profession. We discussed the immediate needs to expand support for existing, and development of new, student chapters in pathology, to expand available scholarships and fellowships to provide an experience in pathology for interested students, to provide support to retain key faculty at universities, to fund a speakers bureau to encourage students into considering the exciting field of pathology and to provide travel grants to permit exposure to leaders in our field. We discussed the exciting new joint

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A Special Thanks to Paul Stromberg

The College wishes to recognize the outstanding contributions made by Paul Stromberg during his five year term as Secretary/Treasurer. Paul kept a close watch on College finances when the costs of implementing the strategic plan arose, thereby managing to leave his term of office with the College in the black despite a significant increase in spending. He also was committed to assuring that our exam process continued to be discriminating and flawlessly implemented during his tenure, by providing an important information resource for the Exam Committee over the years. His enthusiasm for all College activities and commitment to having the College run smoothly are renowned. Thanks, Paul, for your spirited service to the College as Secretary/Treasurer. We welcome you back as President-Elect in 2005.

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We've Come A Long Way (continued from page 1)

that requires successful completion of a rigorous examination to become a member. We worked hard to get here. We are proud of what we have accomplished and we have a collective desire to continue to belong. During the same period, our annual budget has grown 48% to where we are now a \$1,000,000 a year enterprise. A recent strategic planning session, focused on development, concluded that we could be a \$3,000,000-\$5,000,000 a year organization, but more about that later.

By all measures
we are a
vibrant, healthy
and growing
professional
organization...

By all measures we are a vibrant, healthy and growing professional organization with a renewed sense of mission, significant resources, and an important and interesting story to tell the public. Our members are involved in activities and events visible to the public such as West Nile fever, Ebola, chronic wasting disease, BSE and related spongiform encephalopathies, wildlife and zoo animal conservation efforts, cancer, aging, bioterrorism, and stem cell research. Diplomates were involved in the Exxon Valdez oil spill cleanup, and the Three Mile Island nuclear accident. One of our members earned a Nobel Prize in medicine and another appeared on the cover of Time magazine. A popular book was written about one of us (The Hot Zone), a clinical pathologist was a member of the space program, and recently one of our members was decorated for her service in the war in Iraq. Most of the drugs you see advertised on television would not be on the market without the efforts of veterinary pathologists.

We are now a
\$1 million/year
enterprise
but could
be a \$3-\$5
million/year
organization.

Beyond the demographic and budgetary changes, our activities have expanded remarkably from our historical triad of examination, journal and annual meeting. Most importantly, we created a functional strategic plan for the College in 1999, revisited it in 2002 and are implementing it. The Council paradigm was shifted from micromanagement of College affairs to global thinking about problems which requires more active involvement of the membership.

In 2001, we changed management companies from Talley Management to The Rees Group in Madison, Wisconsin. We expanded our **Executive Director's (Mary Schumacher)** job to a full time position. With this transition came fresh ideas and approaches to our activities. We streamlined the journal and brought it into the 21st century with an electronic version and

electronic manuscript submission. We modernized our website and began shifting more college business to electronic formats to cut costs and increase efficiency and facilitate communication. We updated our Constitution and By-Laws so we can get direct feedback from the membership about issues and hold electronic elections. We re-registered the trademark protection for our brand and established our annual meeting as an approved provider in the RACE (*Registry of Approved Continuing Education*) Program managed by the American Association of State Veterinary Boards so our members could earn CE credit by attending our annual meeting. The College received continued recognition for another five years from the American Board of Veterinary Specialties.

Under **Ricardo Ochoa's** leadership, we formed a *Recruitment Committee* and commissioned an employment survey, available on the webpage (www.acvp.org/career/employsurv.pdf) documenting what we have suspected for years that there is a critical supply and demand problem in veterinary pathology. Besides informing employers about the limited supply, we will use these data to bolster recruiting and fund raising. A student chapter movement (managed by **Mike Topper**) was started, and in just two years we have chapters at 22 US and Canadian veterinary colleges. We encouraged student attendance at the annual meeting with financial support to each chapter. We tripled the budget for student externships and added some categories to our annual poster award competition, including one for students not yet graduated from professional school.

Under **Gary Cockerell's** leadership, we formed a *Public Relations and Marketing Committee* and hired a consulting firm (The Hiebing Group) to help us craft our public image. With their help we developed a series of publications that will be helpful in fund raising and media relations. We instituted a media strategy and have enticed both visual and print media to attend our meetings. In Banff, for the first time, we conducted a media tour, providing local TV and newspapers access to topical speakers. It worked. Four or five interviews were aired or published. The media campaign was expanded in Orlando, and we instituted a mechanism whereby the *Education Committee* (chaired by **Mark Cline** this year) identifies topics of topical interest and

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Subspecialty of Toxicologic Pathology

The creation of the subspecialty of Toxicologic Pathology was the topic during the Town Hall Meeting at the 2004 ACVP Annual Meeting. This topic will be put to a vote to the membership in the coming months. In order to provide the information from the Town Hall Meeting to the members that could not attend it, summaries for the creation of the subspecialty and against its creation are provided.

A Vote for the Subspecialty in Toxicologic Pathology within the ACVP

(Compiled by Reid Patterson)

- Provides mechanism to certify expertise in toxicologic pathology by the highly respected ACVP, carrying greater impact than other available memberships or recognition programs.
- Establishes peer group within ACVP to support the needs of subspecialists within the College so this expertise and considerable membership is not lost from the College.
- Provides for better ACVP educational opportunities for subspecialists and other scientists by expanding contributions to the current specialty section's programming.
- Create group within ACVP to critique policies and legislation relevant to field, independent of or in coordination with other toxicologic pathology organizations in the US and globally.
- Opportunity to demonstrate value of subspecialization and continued innovation in veterinary medicine and in the ACVP, owing to opportunity to be the first subspecialty in veterinary medicine.
- Consistent with inevitable trend in human pathology and clinical medicine, where 10 subspecialties exist for MD pathologists, subspecialty will demonstrate the value of recognizing and retaining focused pathologists within parent Colleges like the ACVP.
- Should be an option for those that choose, even when others will choose not to accept opportunity; this right should not be denied.
- Permits Diplomates with certification in toxicology or veterinary toxicology access to subspecialty without further examination; exam for others will not cost the College any additional funds, as all costs will be limited and borne by candidates.
- While ABVS forced limiting to one specialty, mechanisms exist to include veterinary clinical pathologists under subspecialty or specialty category.
- Is not anticipated to change regulatory mandates, as ACVP certification has never been mandated by regulatory agencies.

A Vote against the Subspecialty in Toxicologic Pathology within the ACVP

(Compiled by Peter Mann)

- In 1997, the Society of Toxicologic Pathology created its first strategic plan. At that time, certification in toxicologic pathology was a primary goal, since STP members felt that if we did not have a certification program, they would lose recognition as experts on the global stage. This has not proved to be true; neither regulatory agencies nor companies are requesting certification. At this time, both the STP and the European College of Veterinary Pathology (ECVP) are opposed to the subspecialty of toxicologic pathology within ACVP.
- Other options are available for toxicologic pathologists. First among these is the International Academy of Toxicologic Pathologists (IATP). Fellows of the IATP are admitted after peer review of their qualifications by an international group of leading toxicologic pathologists.
- The ACVP exam has proven to be an excellent ruler with which to measure the ability of pathologists, and industry has always been satisfied with ACVP boarded candidates. The remainder of our training as toxicologic pathologists happens on the job, and there is no need for further examination.
- If subspecialty of toxicologic pathology is passed, regulatory agencies may begin to request or require it. Having some ACVP boarded pathologists certified as toxicologic pathologists by an ACVP exam would lead to confusion by regulatory agencies, employers, colleagues, and customers.
- Subspecialization will have a negative impact on the College.
- Divisive Initiative: The creation of this subspecialty would result in unnecessary fragmentation of the community of certified and recognized veterinary pathologists. This would negatively impact both the internal unity of our College and the image of our College to those who are not members.
- Exclusionary Initiative: Veterinary clinical pathologists would be ineligible for sub-certification. Other scientists involved in many aspects of toxicologic pathology would never be eligible for subspecialty certification due to their academic qualifications as either MDs or PhDs.
- Recruitment: Recruitment into training programs is a critical need for the college. Academic colleagues are concerned that subspecialty certification will have a negative effect on recruitment by training programs. The additional requirement for one more exam could decrease the number of veterinarians entering veterinary pathology training programs.

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The March Newsletter will include a ballot for members to vote on the subspecialty.

ACVP Certification Examinations • 5-Year Review (2000-2004)

Paul C. Stromberg, Secretary/Treasurer

A candidate who takes all 4 parts of the certifying examination and passes 2 or 3 parts retains credit for parts passed for the next 4 years, during which 2 additional attempts to pass the remaining parts are permitted. Thus, since 1994, 5-year reviews of candidates' performance on the examination have been used to compare annual pass-rate (for all candidates) with cumulative pass-rate (for those candidates who first took the examination at the beginning of the 5-year period). The annual pass rate reflects the performance of new candidates, candidates who are repeating only 1 or 2 parts, and candidates who must repeat all 4 parts of the examination (referred to as R4 candidates). The effect of R4 candidates on the pass-rate is shown by including (All Candidates) or excluding (R4's excluded) this group when computing the comparing the annual pass-rate.

Veterinary Anatomic Pathology Examination

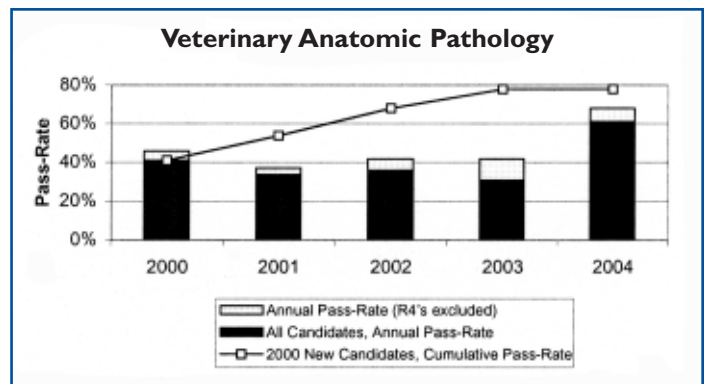
Examination Year	2000	2001	2002	2003	2004	Mean
2000 New Candidates, Annual Pass/Total	15/37	5/14	5/9	4/7	0/0	
2000 New Candidates, Cumulative Pass-Rate	41%	54%	68%	78%	78%	
All Candidates, Annual Pass/Total	36/87	33/96	40/110	38/124	76/121	
All Candidates, Annual Pass-Rate	41%	34%	36%	31%	61%	36%
Annual Pass/Total (R4's excluded)	36/79	33/89	38/90	40/96	73/107	
Annual Pass-Rate (R4's excluded)	46%	37%	42%	42%	68%	44%

Summary:

Of the 37 candidates who began the Examination in 2000, 29 (78%) passed by 2004.

The annual pass-rate for all candidates varied from 31% to 61% (mean, 41%).

If R4 candidates (those required to repeat all parts) are excluded, the annual pass-rate for all candidates varied from 37% to 68% (mean, 47%).



Veterinary Clinical Pathology Examination

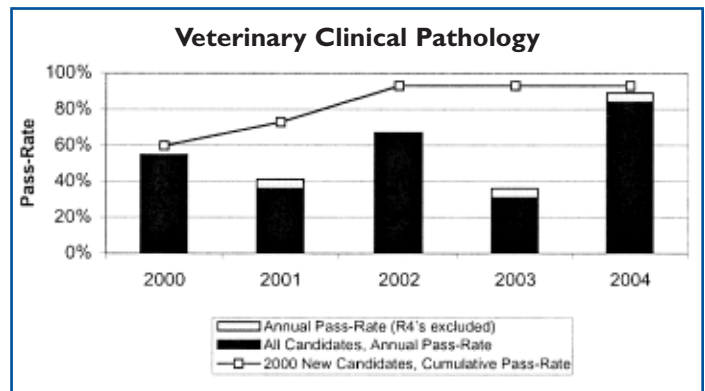
Examination Year	2000	2001	2002	2003	2004	Mean
2000 New Candidates, Annual Pass/Total	9/15	2/7	3/3	0/0	0/0	
2000 New Candidates, Cumulative Pass	60%	73%	93%	93%	93%	
All Candidates, Annual Pass/Total	12/22	9/25	16/24	8/26	26/31	
All Candidates, Annual Pass-Rate	55%	36%	67%	31%	84%	55%
Annual Pass/Total (R4's excluded)	11/20	9/22	15/25	8/22	25/28	
Annual Pass-Rate (R4's excluded)	55%	41%	60%	36%	89%	56%

Summary:

Of the 15 candidates who began the Examination in 2000, 14 (93%) passed by 2004.

The annual pass-rate for all candidates varied from 36% to 84% (mean, 55%).

If R4 candidates (those required to repeat all parts) are excluded, the annual pass-rate for all candidates varied from 36% to 89% (mean, 56%).



Members Honored

New Diplomates

Congratulations to the newly certified Diplomates of the American College of Veterinary Pathologists by successful completion of the Certification Examination given in Ames, Iowa, September 29-30, 2004.

CERTIFIED IN VETERINARY ANATOMIC PATHOLOGY

Tawfik A. Aboellail
Ibrahim Aibo
David G. Besselsen
Sophie Bouchiha-Olson
Theresa M. Boulineau
Andrea C. Bourque
Kathryn E. Bowenkamp
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Valerie T. Hamilton
Erin E. Hardam
Hajime Hiraragi
Mark James Hoenerhoff
Yumiko Kagawa
Debra A. Kamstock
Allan E. Kessell
Dae Young Kim
Yongbaek Kim
Nicole Kirchhof
Ingeborg Maria Langohr
Christina M. Loiacono
Julia Nicole Lucas
John S. Lumsden
Ilze Matise
Odete R. Mendes

Kristie Mozzachio
Jagannatha V. Mysore
Aimee JoAnne Norris-Haburjak
Nicola M. Parry
Daniel J. Patrick
April Paulman
Gail Pearse
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Rachel M. Peters
Jeanine Peters
Marie E. Pinkerton
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Taylor L. Reynolds
Lauren J. Richey
Wendi Roe
Laura A. Rogers
Greg A. Saturday
Sandra Johanna Schoeniger
Alok K. Sharma
Inga Frost Sidor
Lee R. Silverman
Frank J. Simutis
Matthew D. Smith
Kevin R. Snekvik
Timothy A. Snider
Erin Paige Southern
Brian Adams Stacy
Shane L. Stiver
Andrew W. Suttie
Sarah H. Tannehill-Gregg
David P. Taylor
Jens-Peter Teifke
Bruce Vernon Thomsen
Oliver C. Turner
Elizabeth M. Whitley
Mark M. Williamson
Sameh A. Youssef-Hassan

CERTIFIED IN VETERINARY CLINICAL PATHOLOGY

Sylvie Beaudin
Christian Bedard
Kimberly J. Caruso Rancho
Elizabeth S. Cowgill
Deborah Davis
Karen Suzanne Dolce
Nicole Jane Fernandez
Roberta Graca
Sam J. Harbo
Elizabeth E. Jay
Jeremy S. Johnson*
Melanie Elaine Johnson
Tarja A. Juopperi
Casey J. LeBlanc
Amy L. MacNeill
Sebastien Overvelde
Sean Dietrich Owens
Reema Patel
Kristina Ruotsalo
Elizabeth V. Skuba
Niraj Kumar Tripathi
Amy Valenciano
Linda Vap
Heather L. Wamsley
Charles E. Wiedmeyer
Karen L. Zaks

(* indicates Dual Certification)

Richard Dubielzig Granted Honorary Board Certification in Ophthalmology

Richard Dubielzig, an ACVP Diplomate and professor of pathology with the University of Wisconsin-Madison School of Veterinary Medicine's Department of Pathobiological Sciences, was recognized for his long standing and significant contributions to the veterinary ophthalmology specialty by being elected as an Honorary Diplomate of the American College of

Veterinary Ophthalmology (ACVO). The honor was bestowed during the 35th Annual ACVO Conference held in Washington DC, October 20-23, 2004. During his career, he has accumulated an extensive library of eye tissue specimens from a wide variety of animal species around the world. The tissues are from both normal and diseased eyes, and are used to compare normal ocular structure and to study specific diseases of the eye.

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The American College of Veterinary Pathologists
would like to warmly thank the following 2004 Corporate Partners for
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The American College of Veterinary Pathologists
would like to warmly thank the following exhibitors from the November 13-17, 2004 Annual Meeting
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Dr. Edward Clark	Dr. Thelma Gross	Dr. Charles Mahrt	Dr. Rachel Reams	Dr. John Thilsted, Jr.
Dr. Linden Craig	Dr. Sondra Grumbein	Dr. Daniel Martineau	Dr. Jerold Reh	Dr. Michael J. Topper
Dr. James Crissman	Dr. Robert Hall	Dr. Gary Mason	Dr. Lon Rich	Dr. Susan Trenka-Benthin
Dr. John Cullen	Dr. Barry Hamon	Dr. Charles McLeod, Jr.	Dr. Laura Richman	Dr. Benjamin Trump
Dr. Barbara Davis	Dr. R. Keith Harris	Dr. Tracey McNamara	Dr. Daniel Rudmann	Dr. Elizabeth Uhl
Dr. Harold Davis	Dr. Arthur Hattel	Dr. Joanne Messick	Dr. Frederick Ruecker	Dr. Daphne Vasconcelos
Dr. Gregg Dean	Dr. Susan Hill	Dr. Paul Meunier	Dr. Laura Rush	Dr. Justin Vidal
Dr. Lauri Diehl	Dr. Victoria Hoffmann	Dr. Donald Meuten	Dr. George Ruth	Dr. Matthew Wallig
Dr. Robert Dunnell	Dr. Ann Hubbs	Dr. Margaret Miller	Dr. Thomas Sanderson	Dr. Gail Walter
Dr. Richard Dubielzig	Dr. Nancy Jaax	Dr. Steven Mog	Dr. Trenton Schoeb	Dr. Susan Westmoreland
Dr. J. Duncan	Dr. Gayle Johnson	Dr. Sebastien Monette	Dr. Donald Sells	Dr. Melinda Wilkerson
Dr. Kathryn Eaton	Dr. John Keating	Dr. William Moore	Dr. Douglas Sharpnack	Dr. Gail Williams
Dr. Merlin Ekstrom	Dr. Kevin Keenan	Dr. Linda Munson	Dr. Barbara Sheppard	Dr. Lauren Wolfe
		Dr. James Newberne	Dr. Allen Singer	Dr. Arno Wuenschmann
		Dr. Jerome Nietfeld	Dr. Sandra Snook	

Request for Exam Material

The Exam Committee invites Diplomates to submit material for the 2005 Certifying Examinations by **March 1, 2005** to the appropriate chairperson: For Anatomic Pathology: **Dan Morton**, Pfizer, Inc., MS 8274-1345, Eastern Point Road, Groton, CT 06340. For Clinical Pathology: **Maxey Wellman**, Ohio State University, College of Veterinary Medicine, Dept of Veterinary Biosciences, 1925 Coffey Road, Columbus, OH 43210.

Written questions should be in multiple-choice format with one correct response and four foils. Each question should be on a separate page with the correct answer indicated. The submitter's name and the reference on which the question was based should both be

included at the bottom of the page. A copy of the reference should also be included.

Visual material may include 35-mm transparencies, glass slides or electron micrographs. Include species and tissue identification, morphologic description, morphologic diagnosis, cause or pathogenesis, and any relevant questions that could be asked on the examination. Only one transparency, glass slide or electron micrograph (preferably 8" x 10") should be submitted for initial consideration, **but sufficient material must be available for preparation of approximately 60 histopathology glass slides or 20 hematologic or cytologic preparations for cases selected.** Electron micrograph negatives should be retained by the submitter.

Correction:

September 2004 Newsletter: The article congratulating Holly Bender on receiving the Student AVMA Teaching Excellence Award was taken from a press release on the AVMA's website. Unfortunately, it contained errors that were not discovered until the newsletter was printed. She is not the head and sole instructor in the Department of Veterinary Pathology at Iowa State

University as stated in the newsletter. The Chair is Claire Andreasen, and teaching responsibilities are shared with eight full time faculty pathologists (ACVP diplomates), as well as, residents/graduate students who also have important teaching responsibilities. We offer our apologies to the faculty and staff of the Department of Veterinary Pathology at Iowa State University for this error.

We've Come A Long Way (continued from page 2)

works with our PR consultant to craft a media strategy for the meeting. We created a speakers bureau of Diplomates who can talk to groups about the full spectrum of our activities and demonstrate our expertise and we have a plan to provide media training for them. The Public Relations page on the [website](#) contains a series of fact sheets, news items and position papers related to topical issues we think will be of general interest, as well as other elements of our media kits. Starting in 2005, the ACVP will sponsor The ACVP Scientific Symposium (TASS) in the spring in conjunction with the American Society for Investigative Pathology. This themed presentation of a topical scientific issue ACVP members are involved with, such as bioterrorism, is targeted to the broader scientific community and is designed to enhance our visibility. The symposium next spring will be in San Diego.

We launched an oncology initiative, now a standing *Oncology Committee* (led by **Larry McGill**), and charged them to find ways ACVP can use its expertise to impact veterinary cancer medicine and clinical oncology. Part of this effort was a unique joint project with internists and clinical oncologists to define the needs and explore how ACVP could help. Several sub-committees are now working on these defined areas. All of these activities grew out of the strategic goal of raising our profile to enhance recruiting, increase fund raising and to have a greater impact.

We revamped our financial structure. By shifting the College fiscal year to October-September, we realigned

our cash flow with our annual calendar of activities. Admittedly, this is accounting activity invisible to the membership but it made the College work more efficiently. When the stock market bubble burst in 2000, the value of our endowment fund decreased significantly. This signaled the end of easy money from mutual funds. As a result, we drafted a formal investment policy and hired professional advice for our investments and cash management. We shifted our cash on hand out of money market funds into ultra short term bond funds, tripling our yield but retaining the same safety and liquidity. It sounds trivial, but it helped to ease the budget deficit somewhat. Our entire investment structure is professionally reviewed now every six months, and the portfolio is rebalanced as needed to keep abreast of developing trends in the global financial markets. We are not buying covered call options on commodities futures yet but we are making what we do have work harder and better for us. Under **Reid Patterson's** guidance we have redefined our *Development Campaign* to maximize our traditional fund raising efforts. Under **Gary Cockerell's** leadership, we formed a coalition with the Society of Toxicologic Pathologists (STP) to raise very significant sums of money from industry specifically to support the training of additional pathologists. This joint effort, still in its infancy, marks the first time in which ACVP and STP have pooled their resources to achieve a common goal. In a similar vein, we have aligned our *Governmental Policy Committee* (led by **Daryl Thake**) with the homologous STP and ASVCP committees, so

We are laying the groundwork for a remarkable shift in what the college is.

continued on page 10

ACVP Scholarship Award Winner

Harold W. Casey Scholarship

Congratulations to **David Meyerholz** on his selection as the recipient of the 11th Annual Harold W. Casey Scholarship!



Dr. Meyerholz received his DVM from Iowa State University in 1994. Following graduation, he embarked on several years of clinical practice experience, including owning and operating his own veterinary practice. His interest in science, medicine, and research led him back for his Master of Science in Veterinary Microbiology from Iowa State University in 2001. He is currently enrolled in a combined PhD/residency program at Iowa State University.

His long-term goals are to work in an academic institution to perform translational clinical research, teach professional and graduate students in veterinary pathology, and perform clinical service as an anatomic veterinary pathologist.

The Harold W. Casey Scholarship Award, established in memory of Dr. Casey who was a past president of ACVP, is intended to recognize and reward outstanding individuals training in pathology and striving to achieve ACVP certification. The annual award of \$750 may be used for educational training supplies or tuition. Further information on the criteria for this award and how to nominate individuals can be found on the ACVP website (www.acvp.org/training/casey.php). The next deadline for receipt of nominations is June 30, 2005.

Members may donate to this scholarship fund by sending contributions to the ACVP National Office.

Call for Nominations for Officers

A form for nomination of officers for the elections in 2005 was distributed at the 2004 Annual Meeting, is available on the [website](#), and is enclosed with this Newsletter. Send nominations of members in good standing for the offices of Vice President/President Elect (President 2007) and Councilor (2006-2009) to

the ACVP Executive Offices by **March 1, 2005**. Nominations for **Honorary**, as well as, **Distinguished Members** may also be sent in at this time. Council will verify election results in September 2005. Candidates will be notified of election results in late September, and results will be announced to the general membership at the Business Meeting in 2005.

RTPA Toxicologic Histopathology Web Slide Conference 2005

For the sixth year, the Registry of Toxicologic Pathology for Animals (RTPA) is sponsoring this online conference series that allows over 600 toxicologic pathologists, residents, and graduate students worldwide, an anonymous forum for the exchange of information concerning toxicologic pathology research and related issues. This conference is held entirely on the internet. During 2005, there will be nine conference sessions. Each session will focus on four thought provoking cases submitted by participating organizations. A Moderator responds to member questions and facilitates the discussion. The dates of the sessions are:

January 3 - 18	April 4 - 18	September 6 - 20
February 7 - 22	May 2 - 16	October 3 - 17
March 7 - 21	June 6 - 20	November 7 - 21

Unique Features:

- Members can access the conference 24 hours a day/7 days a week during a conference session.
- For a flat fee and two case submissions, an organization can register all staff pathologists as members, for all nine sessions during 2005.
- Continuing Education credits (CE) can be earned from your desktop with no lost time due to travel.
- Members have access to archived cases from the previous online conference sessions.
- Cases are current, relevant and discussion worthy, with high-quality digital images submitted by participating organizations from all over the world.

For more information, please visit:

<http://www.afip.org/Departments/edu/webed/rtpa.html>

To register on phone, fax, or mail, please contact: Mr. Sean Hahn

Tel: (202) 782-2655, Email: hahns@afip.osd.mil

For technical or case related questions, contact: James Eastep, DVM, MS

Tel: (202) 782-2646, Email: eastep@afip.osd.mil

We've Come A Long Way (continued from page 8)

the veterinary pathology community can speak with one voice about regulatory issues and have a greater impact. And finally, we redefined the financial relationship between ACVP and ASVCP to ensure these two groups can continue to hold their annual meeting jointly to everyone's benefit.

No major changes in the examination process have been instituted since 1999 besides discontinuing the toxicologic pathology module in the veterinary pathology examination as of 2004. But, Council still spends enormous time and effort monitoring the certification process. We launched a demystification campaign to create more transparency in the examination process, so that candidates and trainers have more accurate information about what is expected. We organized the *Training Coordinators Committee* (now led by **Trenton Schoeb**) composed of teachers at the training institutions to facilitate communication and interaction among programs teaching and preparing candidates for certification. We are looking to them for leadership to increase the success rate on the examination, and grow the College membership without lowering the historic high standards we have set. Beginning in 2005, we will have a re-qualifying examination for candidates who have had difficulty finding success on the certifying examination. Starting in 2007, the two day long certifying examination will be given over a three day period to decrease stress and fatigue in both the candidates and the committee administering the examination, and we are looking to modernize the software used to grade and QA the examination. In 2005, we will conduct a special role delineation study of the examination at the Boston meeting to make sure it is still doing what we think it should.

Some of you have heard me say how challenging the current budget environment is in the face of all these new activities, and that the only solution is to grow our way through it. We are looking to maximize our development not only from our members and our traditional patrons, without whom we could not operate the College. We are redefining our endowment and seeking ways for it to impact the College now rather than in the long term, a reasonable paradigm shift given the limited investment return likely in the near term. But we must continue to look further a field for innovative sources of money to drive our activities. The recent strategic planning meeting held in Madison at The Hiebing Group (see Reid Patterson's article in this issue of the Newsletter) has identified a great opportunity to markedly enhance, from novel sources, our budget 300-500% above current level. Such an increase would allow us to significantly enhance the level of support for our current activities such as the oncology initiative, and permit us to institute more innovative programs like faculty retention, outreach programs to undergraduate students, increase still further our media profile and produce more public service information positions; activities out of reach with our

current budget limitations. Marketing professionals believe that we have a strong message with wide appeal to educational, medical, and environmental groups as well as the general, not to mention the pet owning public. The potential is enormous but we need help to reach it. We have begun to craft our message strategy in preparation for this effort and we are evaluating professional fund raising assistance for the College to target and acquire a share of this. If we can capture even a fraction of this potential, we can impact the development and course of veterinary pathology in ways we could not have imagined five years ago.

We are at a cross roads of a sort. We have plans to refine the strategic plan in another year or so. We will continue to define what we think a veterinary pathologist should be to ensure we make the transition to 21st century medical technology, such as genomics, proteomics, toxicogenomics, use of gene chips, microarrays, and other molecular approaches to diagnosis and investigation and tie these to our historical strengths. We will continue to publish a high quality scientific journal and put on, as cost consciously as possible, superb annual meetings with relevant content in interesting locations.

But our strategic plan has just as clearly stated we are seeking to be more than a certifying body that publishes a journal and puts on an annual scientific meeting. The plan ambitiously defines a desire to have a greater impact in our own profession as well as the greater scientific community. We are laying the ground work for a remarkable shift in what the College is but it will be up to the next generation to carry this vision forward. We have made remarkable progress with the limited resources available. The College is "busy." Five years ago, we did not "do" conference telephone calls very often, now the phone bill is becoming a budget concern!! At the same time we are "outsourcing" more critical tasks that need daily attention, such as financial management, public relations, marketing, fund raising, and we are assigning more duties to our management company. The idea is to "hire out" the daily work to full time professionals and use member volunteers to provide ideas and creativity.

As the ACVP embarks on its second 50 years in the second century of its existence, I like to think we are taking control of our future and I somehow think the founding fathers would be pleased with what we have done. "We have come a long way, Baby" but it's incumbent upon us, the current membership, to continue to chart the right course, develop the vision and implement the strategies in accordance with the current environment to ensure the College remains relevant and prepared to respond to future challenges. To accomplish that we need more involvement by members to drive the ideas and initiatives. There are many areas and activities in which you can impact, some more time consuming than others. Make a choice but get involved! Just speak to a local Councilor or officer in a neighborhood near you! ■



The American College of Veterinary Pathologists™

7600 Terrace Avenue, Suite 203 • Middleton, WI 53562-3174 • Phone: (608) 833-8725
Fax: (608) 831-5485 • E-Mail: info@acvp.org • Website: <http://www.acvp.org>

**Nomination of Candidates for Officers,
Honorary Members and Distinguished Members**

The Nominations Committee invites “members in good standing” to submit nominations for candidates to run for office in 2005. Members may submit as many names as they wish for each position; however, only one candidate will be elected for each office.

Vice President/President Elect 2006

This OFFICER will serve as PRESIDENT in 2007

Councilor (Four-Year Term)

The term of office is 2006-2009

The Nominations Committee also seeks member input for suggestions of names for nomination as Distinguished and Honorary Members of the College.

Distinguished Member 2006

A Diplomate of the College who has rendered exceptionally distinguished service to the College or who has contributed in an exemplary manner to veterinary pathology, may be selected by majority vote of the Council to be a Distinguished member.

Honorary Member 2006

A person who has contributed in any extraordinary manner to the advancement of veterinary pathology may be elected by majority vote of Council, confirmed by a majority vote of the membership of the College.

Name of Nominator _____

Please return nomination forms no later than **March 1, 2005** to:

Dr. Linda Munson, Chair
ACVP Nominations Committee
7600 Terrace Avenue, Suite 203
Middleton, WI 53562-3174

Tel: (608) 833-8725 • Fax: (608) 831-5122 • Email: info@acvp.org

Upcoming Events

International Society of Veterinary Dermatopathology Annual Meeting

The Annual Meeting of the International Society of Veterinary Dermatopathology (ISVD) is being held on April 6, 2005, in conjunction with the 20th AAVD & ACVD Annual Meeting (April 7-10) in Sarasota, Florida. Deadline for the brief communication session is January 15, 2005. Abstracts should be sent to Monika.Welle@itpa.unibe.ch. Information regarding membership and goals of the ISVD, program details, and abstract guideline can be found under www.ISVD.org. Meeting registration information can be obtained from the website of the AAVD/ACVD meeting.

Workshop and Symposium on Laboratory Animal Diseases

The Midwest Division of The Charles Louis Davis, DVM Foundation in Co-sponsorship with The Biologic Resources Laboratory (BRL) of The University of Illinois at Chicago will present a Workshop and Symposium on Laboratory Animal Diseases commencing Wednesday, April 20, and continuing through Saturday, April 23, 2005. The theme of the symposium will be Aquatic Animal Diseases. For more information, contact James E. Artwohl, DVM, Program Director, Telephone: (312) 996-1217 or e-mail: jeart@uic.edu.

Annual Meeting of the American Society for Investigative Pathology

The Annual Meeting of the American Society for Investigative Pathology will be held April 2-6, 2005, in conjunction with Experimental Biology 2005 in San Diego. Details are available at the meeting website (<http://www.asip.org/mtgs/EB05/welcome.htm>). The 2005 mini-conferences will focus on the pathobiology of neoplasia and new developments in inflammation. For further information, contact Tara Snethen, Director of Meetings and Membership Services, at TSnethen@asip.org.

Funding the Vision (continued from page 1)

initiative with the STP to solicit funding from major commercial institutions and foundations for additional residency/PhD graduate positions. We discussed our new Endowment Committee Advisory Team poised to refocus and identify successful pathologists interested in leaving a legacy to the profession that enabled their success. We identified how the contributions of unsung heroes of veterinary pathology can evoke financial support from foundations, environmentalists, pet owners, agricultural firms and others. Fundraising success correlates with the perception of the organization and the value it provides society. Our PR committee continues to enhance our "brand." Under consideration is the recruitment of a professional Development Director and of an active Development Board of 10-30 Diplomates with a passion for the profession and the ACVP. ■

Subspecialty (continued from page 3)

- Poor use of limited resources: A great deal of voluntary time, energy and resources would be required to successfully offer a quality examination in the subspecialty. It would be extremely difficult and time consuming to prepare a thorough and complete exam that covered all areas of toxicologic pathology. Since we are a volunteer organization, the time of our members should be spent on more pressing issues such as recruitment, outreach, and education, issues that have greater significance and relevance to the entire membership of the College. The time spent on these activities would necessarily divert enthusiasm and time from other activities that have much more value to our college.
- Lack of interest: Many toxicologic pathologists have expressed a lack of interest in sitting for a rigorous examination to achieve subspecialty certification. If only a small number of pathologists become subspecialists, any positive impact for the College will be minimal, although the work would be considerable. A non-rigorous examination would utilize valuable resources but would not demonstrate any specialized knowledge base. ■



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American College of Veterinary Pathologists

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- ACVP now accepts online donations! [Use this secure form.](#)
- [2003 ACVP Salary Survey](#) [PDF - 181 KB]
- [September 2004 Newsletter](#) [PDF - 339 KB]
- Renew your membership now with the [2005 Online Renewal Form](#)

mark your
calendar

ACVP/ASVCP Annual Meeting

Boston Marriott Copley Place Hotel, Boston, MA
December 3-7, 2005

- [2004 Annual Meeting Information](#)

from the
journal

www.vetpathology.org

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