

USCAP Housestaff Specialty Conference
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Finding Your Place in Academic Pathology

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Finding Your Place in Academic Pathology

What is academic pathology?

Why academics?

How to succeed

Academic Pathology

Definition

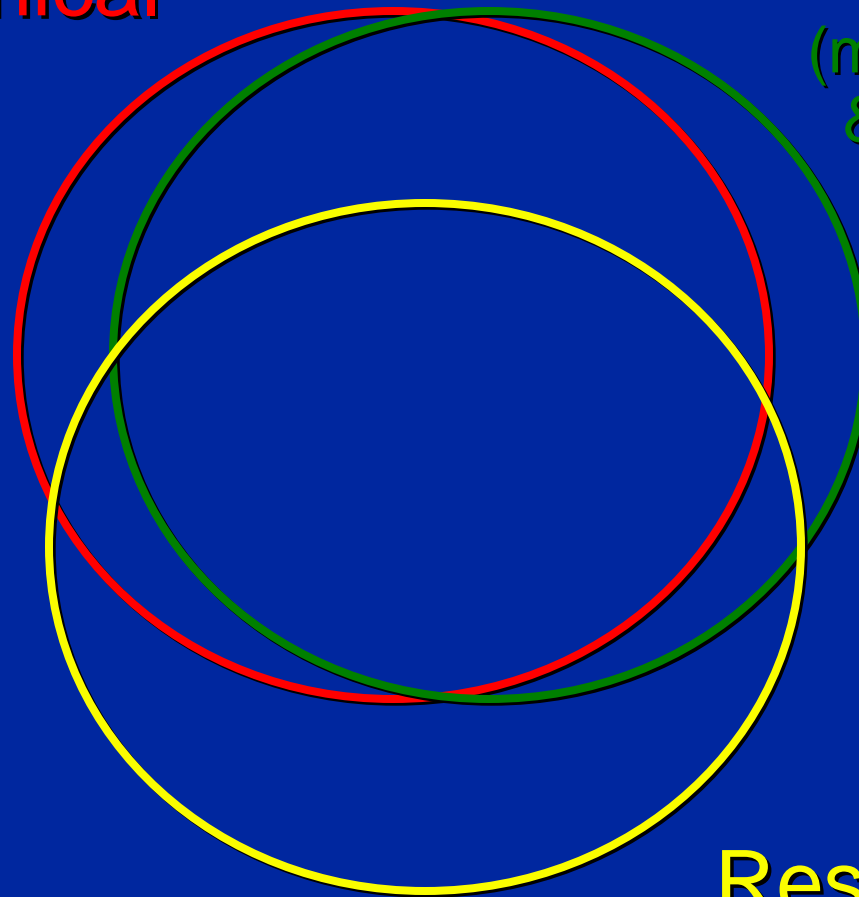
Pathology in a department
with expectations for faculty
participation in academic
missions
(*i.e.* education and research)

Academic Pathology

Definition

Practice/Clinical
Service

Education
(medical, graduate,
& post-graduate)



Research
(externally vs internally funded)

Academic Pathology

Comparison to “Private Practice”

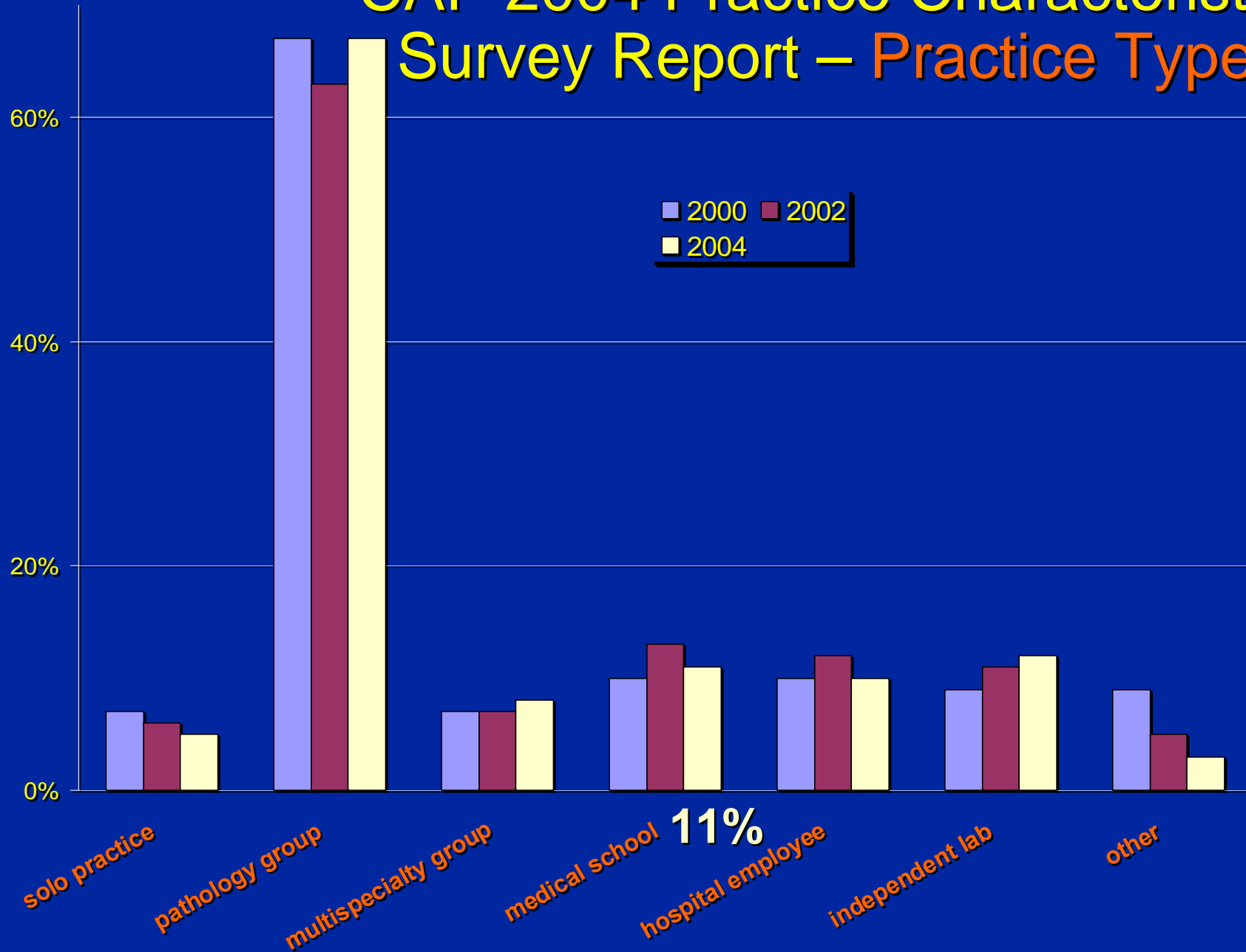
Staffing Patterns Among Group Practice Settings*

	Mean	Median	Range
Hospitals without residents	4.6	4	1-22
Hospitals with residents	14.9	12	3-27
University hospitals	10.3	7	3-34

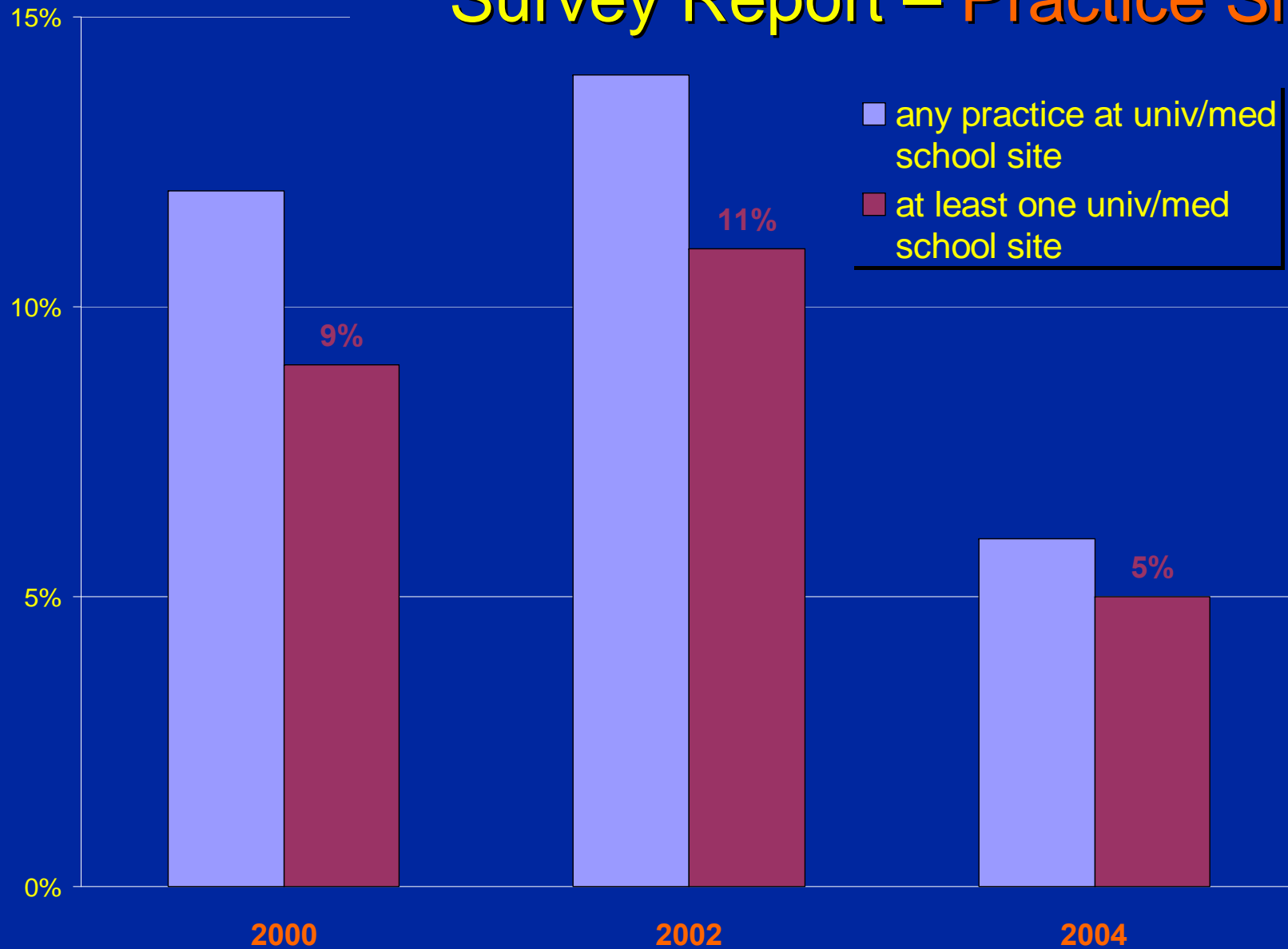
Learning point: Excluding commercial laboratories, “academic” practices tend to be larger

*from Martin and Styer. Arch Pathol Lab Med 2006; 130; 1263

CAP 2004 Practice Characteristics Survey Report – Practice Types



CAP 2004 Practice Characteristics Survey Report – Practice Sites



Academic Pathology

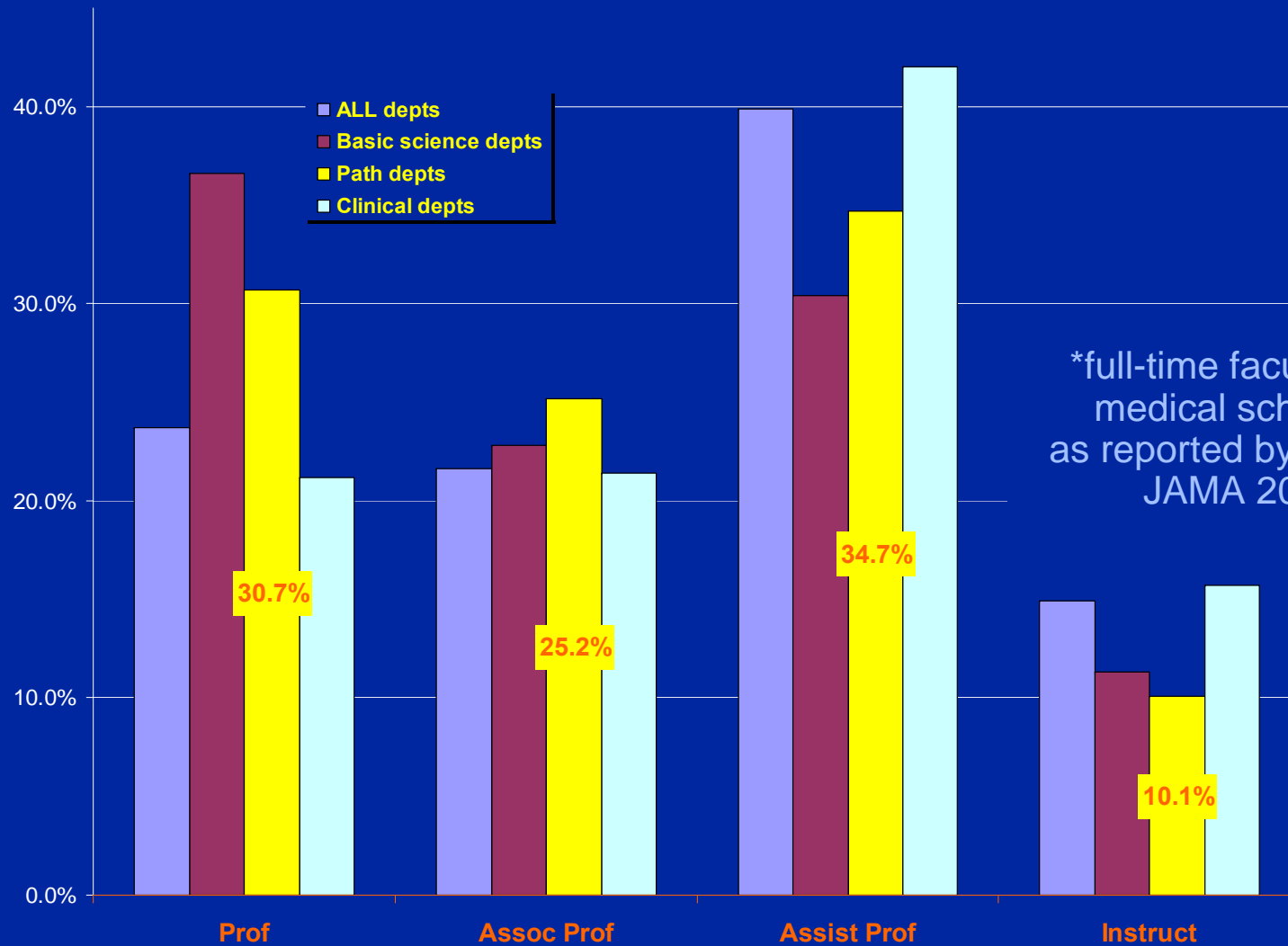
Distribution of Faculty by Academic Rank*

Professors	1,737	(30.7%)
Associate Professors	1,432	(25.2%)
Assistant Professors	1,933	(34.7%)
Instructors	573	(10.1%)
TOTAL	5,675	
	(5% of 114,549 positions)	

*full-time faculty positions in US medical schools, 2003-2004,
as reported by Barzansky & Etzel. JAMA 2004; 292: 1025

Academic Pathology

Distribution of Faculty by Academic Rank*



Academic Pathology

Comparison to “Private Practice”

Allocation of Time for Pathologist Activities
(mean % time summed over all faculty)*

	Hospitals without residents (132-134)	Hospitals with residents (11)	University hospitals (22)	overall <i>P</i> value
surgical pathology	41%	30%	33%	.003
administration/ management	24%	22%	25%	0.75
autopsy	3%	4%	2%	ND
teaching/training	1%	12%	6%	ND
research	1%	5%	8%	ND

*from Martin and Styer. Arch Pathol Lab Med 2006; 130; 1263

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Comparison to “Private Practice”

Allocation of Time for Pathologist Activities
(mean % time summed over all faculty)*

	Hospitals without residents (132-134)	Hospitals with residents (11)	University hospitals (22)	overall <i>P</i> value
surgical pathology	41%	30%	33%	.003
<p>Learning point: Collectively, faculty in “academic” practices tend to spend less time in surgical pathology and more time in teaching and research.</p>				
teaching/training	1%	12%	6%	ND
research	1%	5%	8%	ND

*from Martin and Styer. Arch Pathol Lab Med 2006; 130; 1263

What is academic pathology?

Learning Points

Excluding commercial laboratories, “academic” practices tend to be larger

Collectively, faculty in “academic” practices tend to spend less time in surgical pathology and more time in teaching and research.

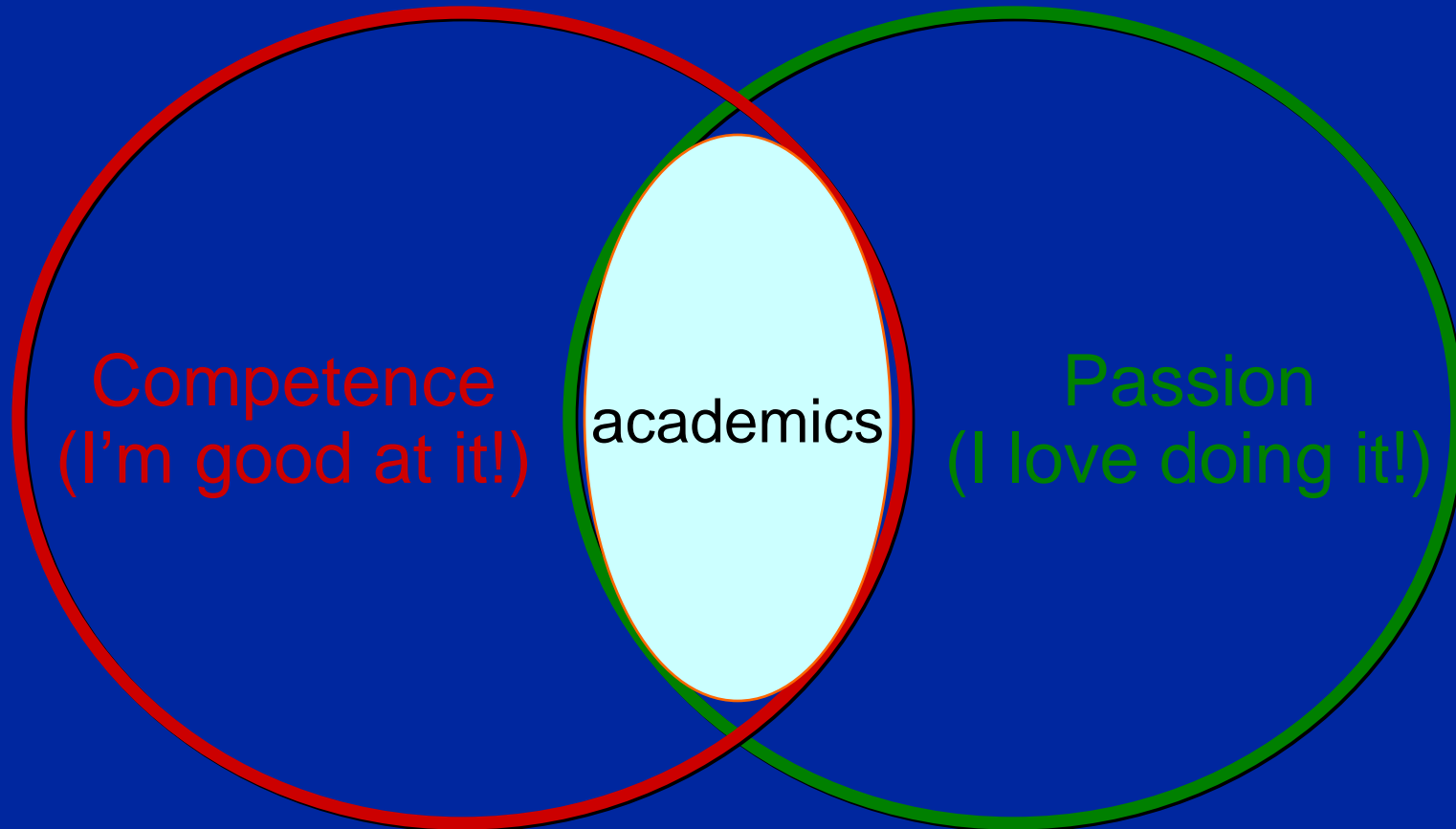
Finding Your Place in Academic Pathology

What is academic pathology?

Why academics?

Academic Pathology

WHY?



**“it” = teaching, doing projects, writing papers, ±
competing for funding**

Academic Pathology

WHY?

Learning point: Pursue academics because you're passionate about it, and the opportunities will emerge.

Academic Pathology

WHY?

**. . . so what about the whole
money thing?**

CAP 2004 Practice Characteristics Survey Report

Net Income (Thousands of Dollars)

<u>Type of Practice</u>	<u>Mean</u>	<u>25th Percentile</u>	<u>Median</u>	<u>75th Percentile</u>
Solo (32)	229.5	175.0	242.0	290.0
Group (448)	323.9	220.0	300.0	400.0
<i>Univ/med sch (74)</i>	211.4	130.0	167.0	250.0
<u>Group Practice Site</u>				
Hospital only (327)	272.6	190.0	250.0	350.0
Independ lab (248)	320.5	214.0	300.0	400.0
<i>University only (23)</i>	186.3	135.0	170.0	230.0
All other (117)	263.7	165.0	234.0	330.0

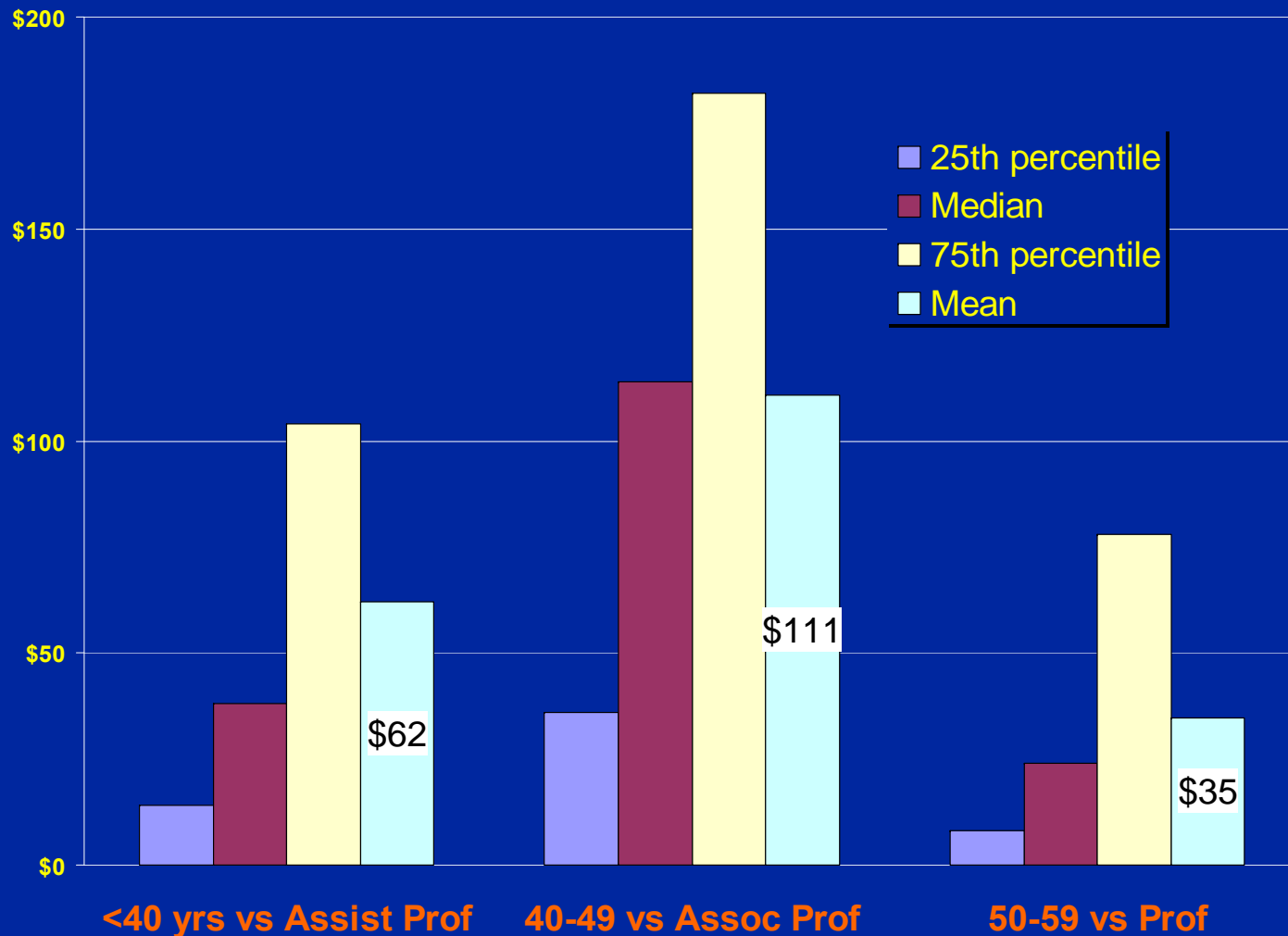
CAP 2004 Survey Report VS AAMC 2005-2006 Pathology (AP) Salaries

	< 40 yrs*	Assist Prof	40-49 years*	Assoc Prof	50-59 yrs*	Prof
25th percentile	150	136	200	164	200	192
Median	190	152	300	186	250	226
75th percentile	280	176	400	218	350	272
Mean	227.1	165.0	307.5	196.7	281.6	246.8

net income expressed in thousands of dollars

*net income includes contributions to deferred compensation plans

Gap Between CAP 2004 Survey Report & AAMC 2005-2006 Pathology (AP) Salaries



Academic Pathology

WHY?

“Consultant Michael Wiley points out the benefits of academic practice: fewer on-call responsibilities than in private practice, more time off, better benefits – health insurance, 401(k) plans, paid holidays, paid sick time – and more chances to ‘shut off work and forget about it.’”

Gail Garfinkel Weiss. *Career moves: think twice about academia*. Medical Economics, Sept 5, 2003.

Academic Pathology

WHY?

Learning point: You *might* make a little less money, BUT . . .

	Academics	Other
salary		✓
benefits	✓	
malpractice	✓	
case complexity	✓	
infrastructure/support	✓	
call	✓	
partnership opportunities		✓

. . . levels of support and “quality of life” issues often better in academics.

Why academics?

Learning Points

Pursue academics because you're passionate about it, and the opportunities will emerge.

You *might* make a little less money, BUT levels of support and “quality of life” issues often better in academics.

Finding Your Place in Academic Pathology

What is academic pathology?

Why academics?

How to succeed

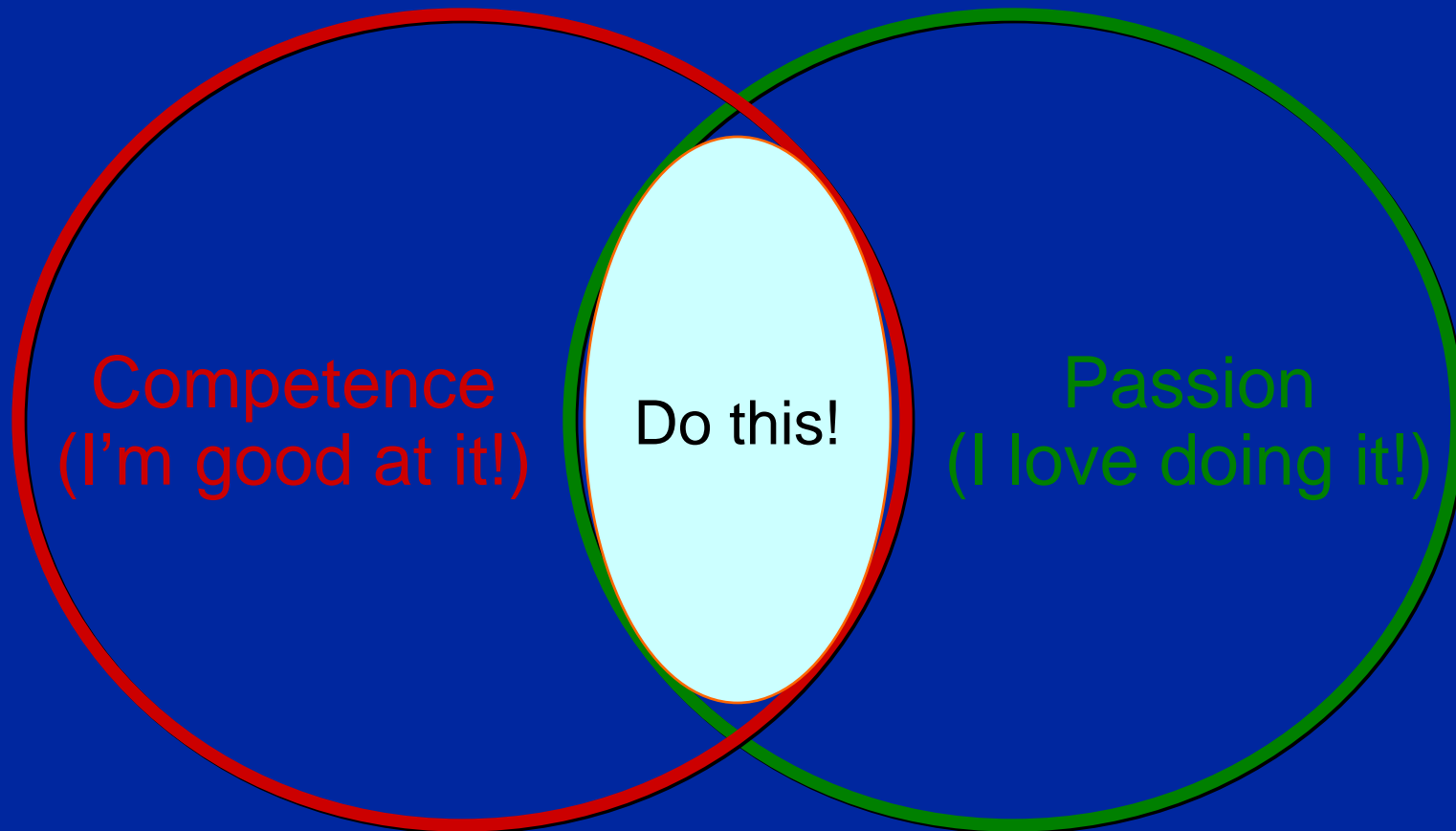
Academic Pathology

HOW to Succeed

HOW do I make myself more
“marketable”?

Academic Pathology

HOW to Succeed



**“it” = teaching, doing projects, writing papers, ±
competing for funding**

Academic Pathology

The “Market”

Survey of 5 journals* OCT, NOV, DEC 2007

- 44 academic positions
28 institutions
20 states (18) and Canadian provinces (2)
- multiple specialties and subspecialties
 - ✓ surgical pathology (15)
 - ✓ hematopathology (6)
 - ✓ pediatric pathology (6)
 - ✓ gynecological (5)
 - ✓ breast (3)
 - ✓ pulmonary (2)
 - ✓ cytopathology (11)
 - ✓ dermatopathology (6)
 - ✓ GI/liver (5)
 - ✓ renal (4)
 - ✓ neuropath (2)
 - ✓ other (5)

*Am J Surg Pathol, Am J Clin Pathol, Arch Pathol Lab Med, Hum Pathol, Mod Pathol

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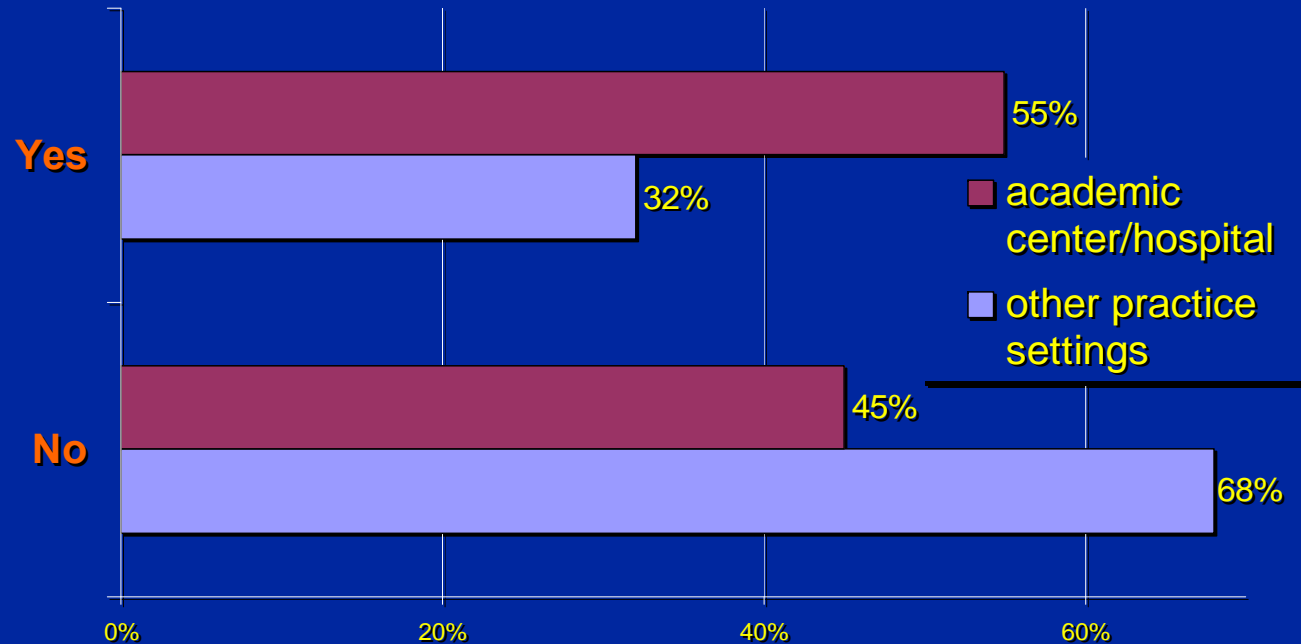
The “Market”

Have you hired a newly trained pathologist in the last year?

respondents
heads of groups
110/722 (12%)

ADASP members
44/182 (21%)

CAP fellows
405/2,967 (9%)



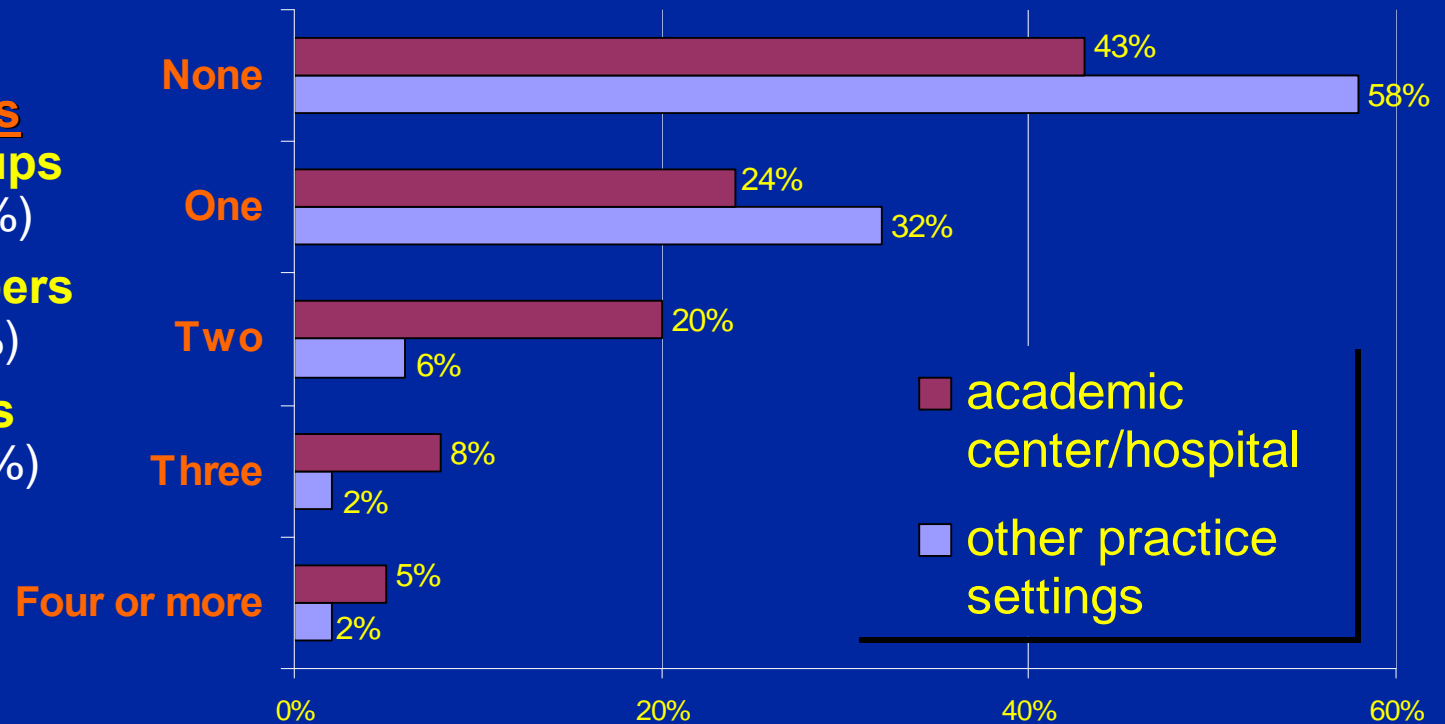
Kass et al. Adequacy of pathology resident training for employment. A survey report from the Future of Pathology Task Group. Arch Pathol Lab Med 2007; 131: 545

Academic Pathology

The “Market”

Within your practice, how many open positions do you currently have for pathologists?

respondents
heads of groups
110/722 (12%)
ADASP members
44/182 (21%)
CAP fellows
405/2,967 (9%)



Kass et al. Adequacy of pathology resident training for employment. A survey report from the Future of Pathology Task Group. Arch Pathol Lab Med 2007; 131: 545

Academic Pathology

The “Market”

Got first choice job

- academic center 80%
- other practice site 61%

newly trained pathologist respondents (247)

completed residency ≥ JAN03
201/247 (81%)

practice site

academic ctr – 37%
path group/private hospital – 38%
fellowship – 22%

Kass et al. Adequacy of pathology resident training for employment. A survey report from the Future of Pathology Task Group. Arch Pathol Lab Med 2007; 131: 545

Pursue academics because
you're passionate about *it*,
and the opportunities will
emerge.

ADASP SURVEY NOV04*

What qualities are you looking for when recruiting junior faculty in academic AP? (1)

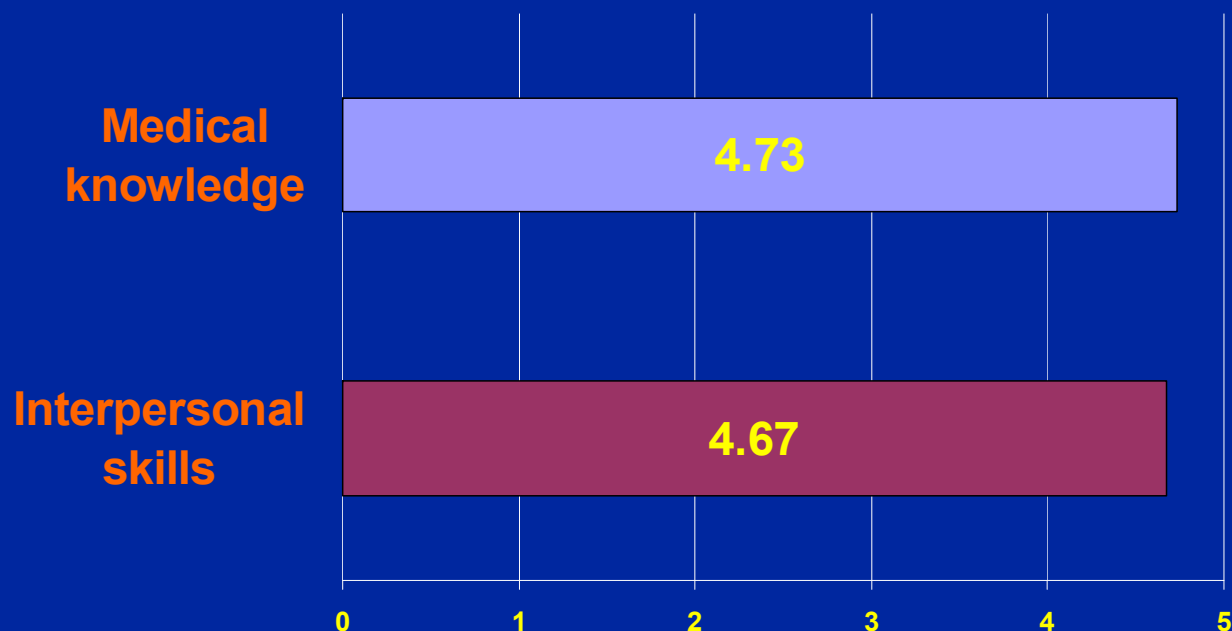
- #1. Good personality fit/team player
- #2. Good diagnostic skills
(+/- independent signout experience)
- #3. Academic orientation with interest/capability in some type of research
- #4. Well trained / from 'good' program

*courtesy Dr. Christopher Fletcher, Director of Surgical Pathology Brigham and Women's Hospital, Professor of Pathology Harvard Medical School, and Past-President, ADASP

Future of Pathology Task Group Survey*

Factors Extremely Important/Important in Applicant Selection

- Medical knowledge
- Interpersonal skills



*Kass et al. Arch Pathol Lab Med 2007; 131: 545

ADASP SURVEY NOV04

Do you expect fellowship training in either surgical pathology or subspecialty?

YES – 93%

NO – 3.5%

Not essential – 3.5%

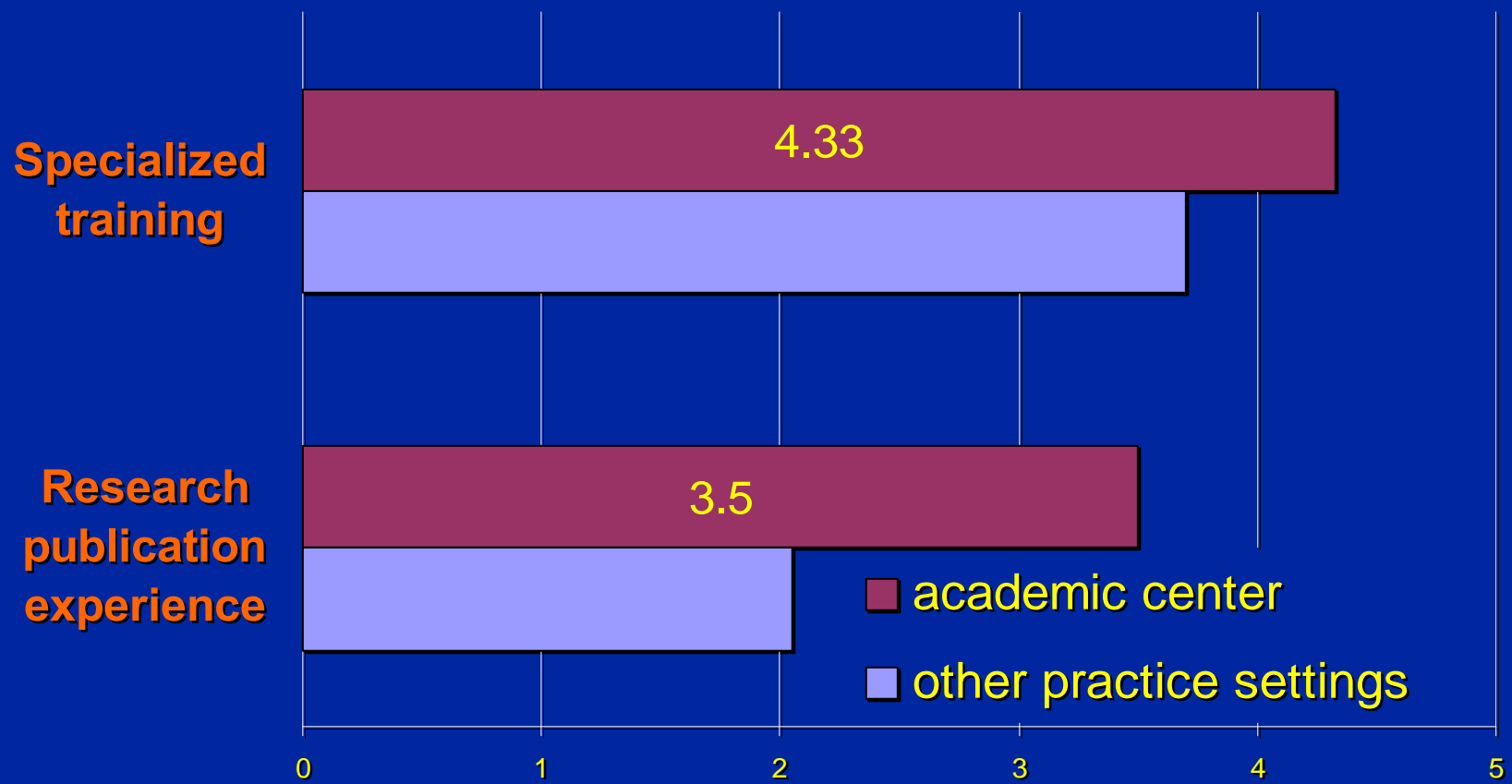
Is more than one fellowship desirable/preferred?

YES – 50%
(but not essential)

NO – 50%

Future of Pathology Task Group Survey*

Factors in Applicant Selection

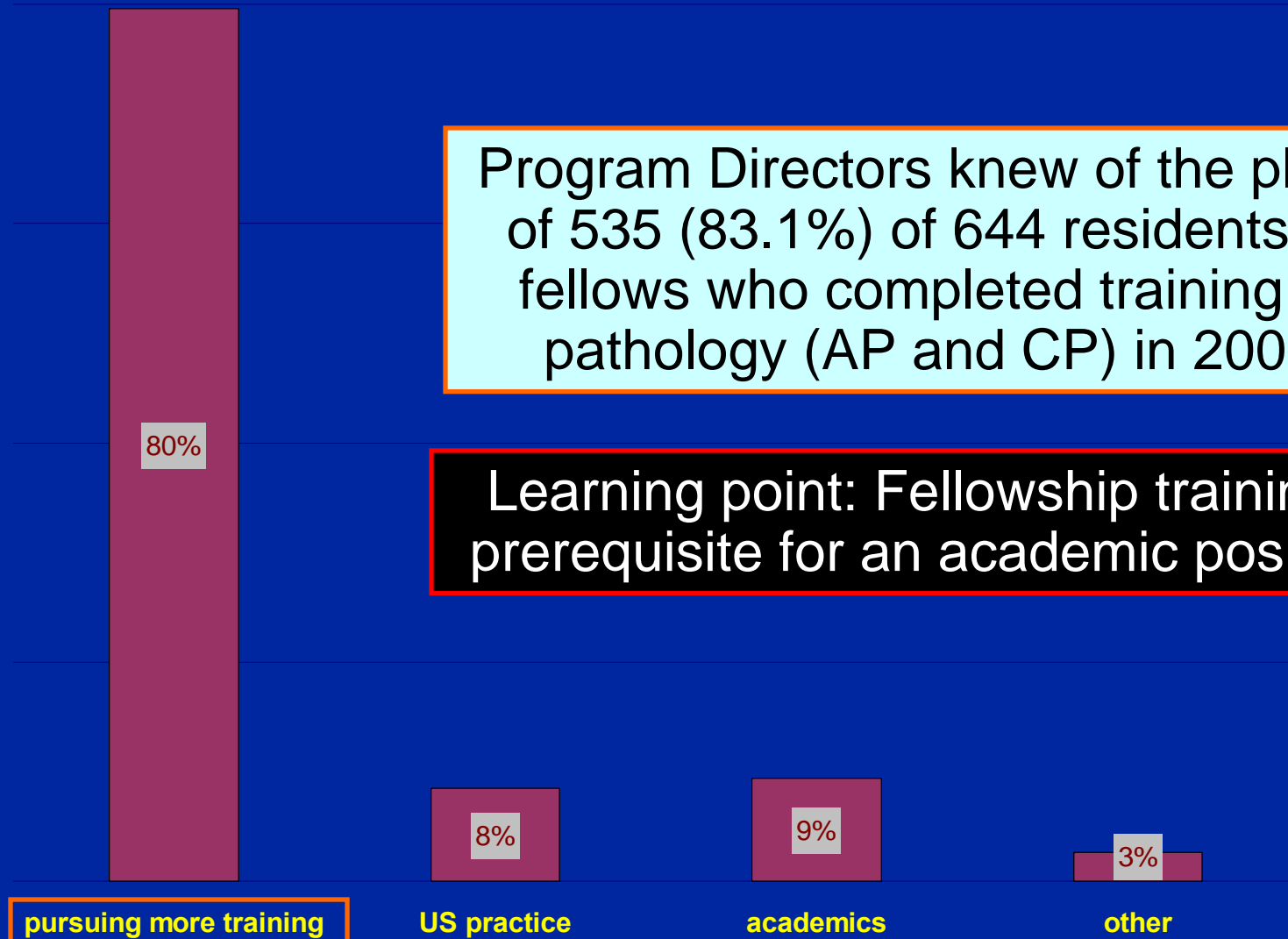


*Kass et al. Arch Pathol Lab Med 2007; 131: 545

Academic Pathology

Frequency of Additional Training

FREIDA Online @ <http://www.ama-assn.org/vapp/freida/career/0,1238,300,00.html>



Program Directors knew of the plans of 535 (83.1%) of 644 residents or fellows who completed training in pathology (AP and CP) in 2006

Learning point: Fellowship training a prerequisite for an academic position.

ADASP SURVEY NOV04*

Do you expect to see a track record of publications ?
If so, how many?

YES – 89%

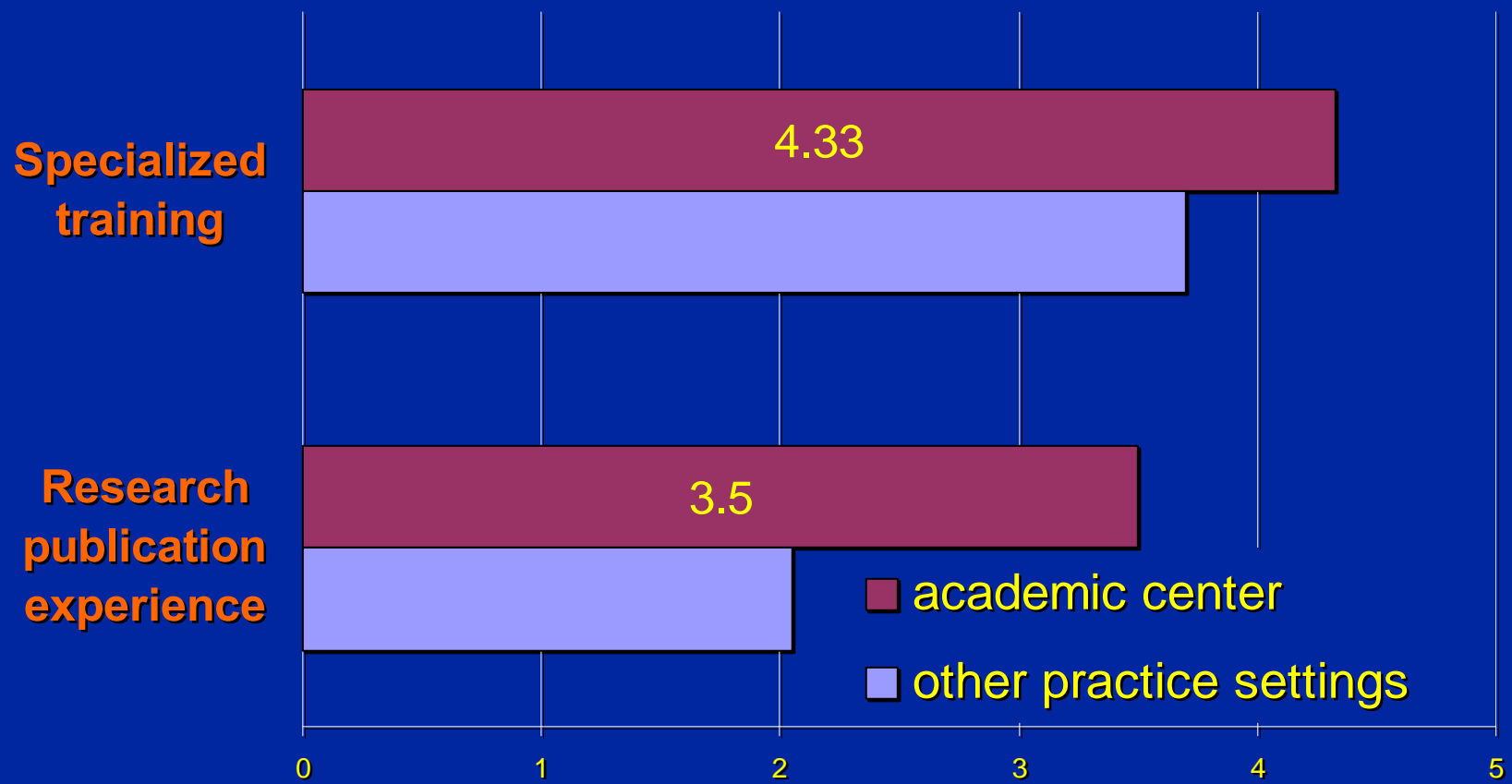
NO – 11%

Average **3-5** (range 2-10)
(quality more important than quantity)

*courtesy Dr. Christopher Fletcher, Director of Surgical Pathology
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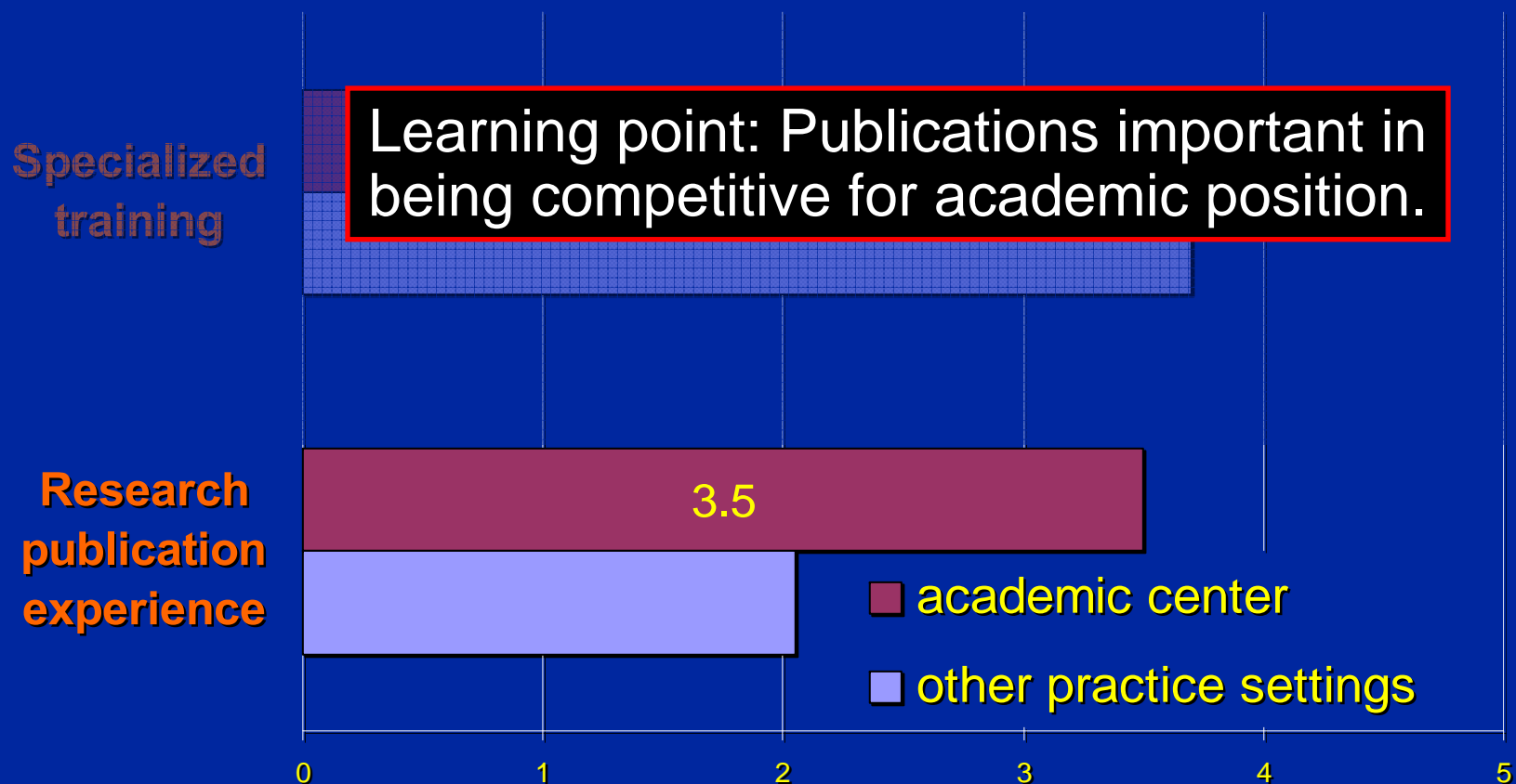
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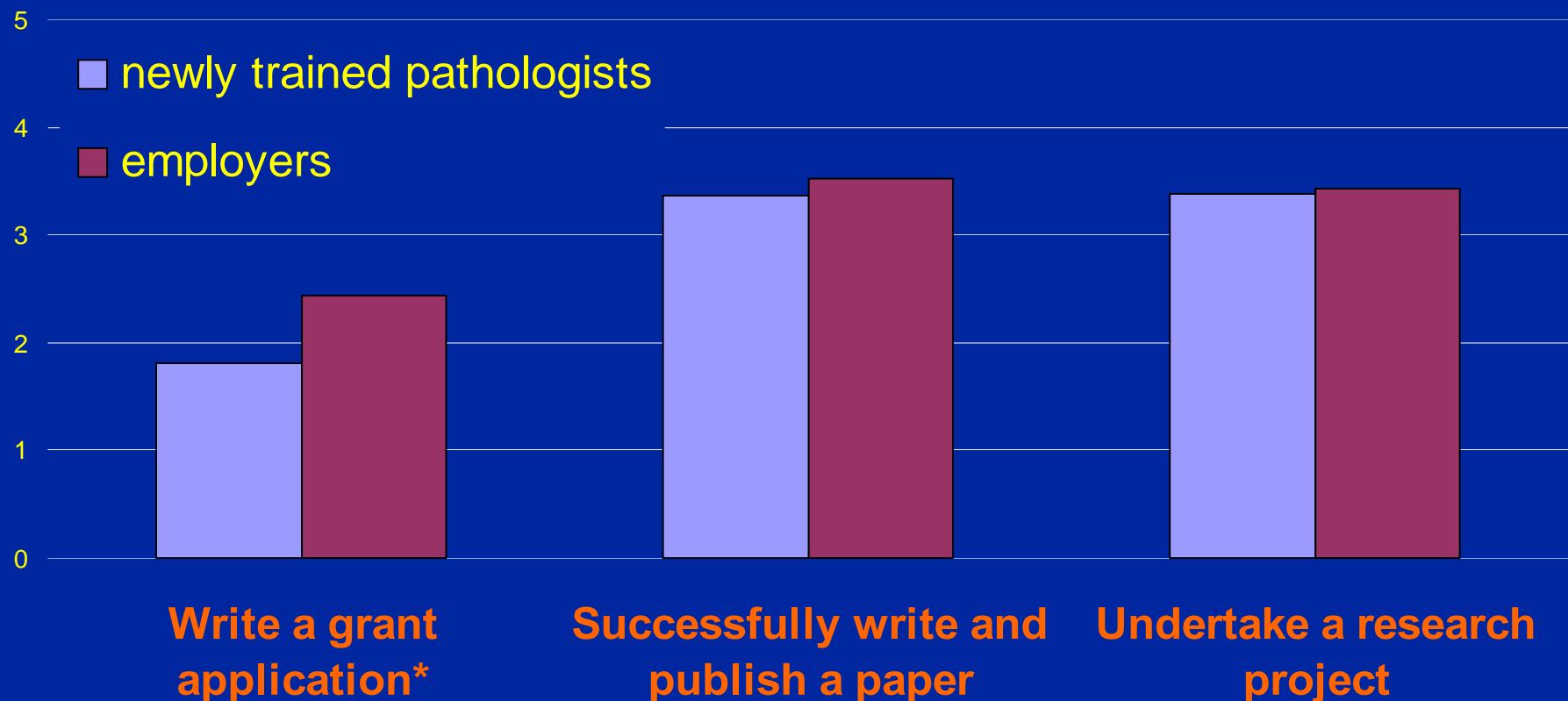
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Future of Pathology Task Group Survey*

Mean Ratings of Preparedness



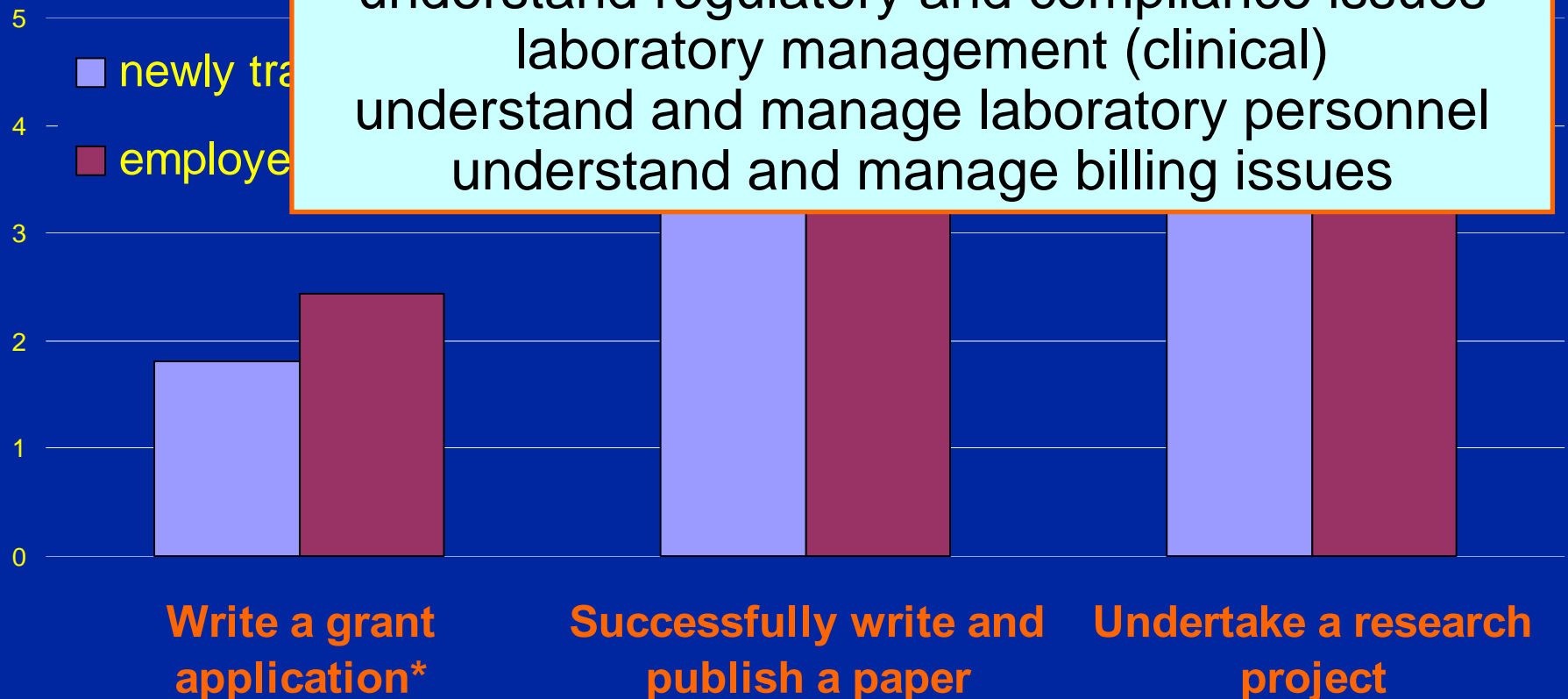
*Kass et al. Arch Pathol Lab Med 2007; 131: 545

Future of Pathology Task Group Survey*

Mean Ratings of Preparedness

*other areas with lowest preparedness scores

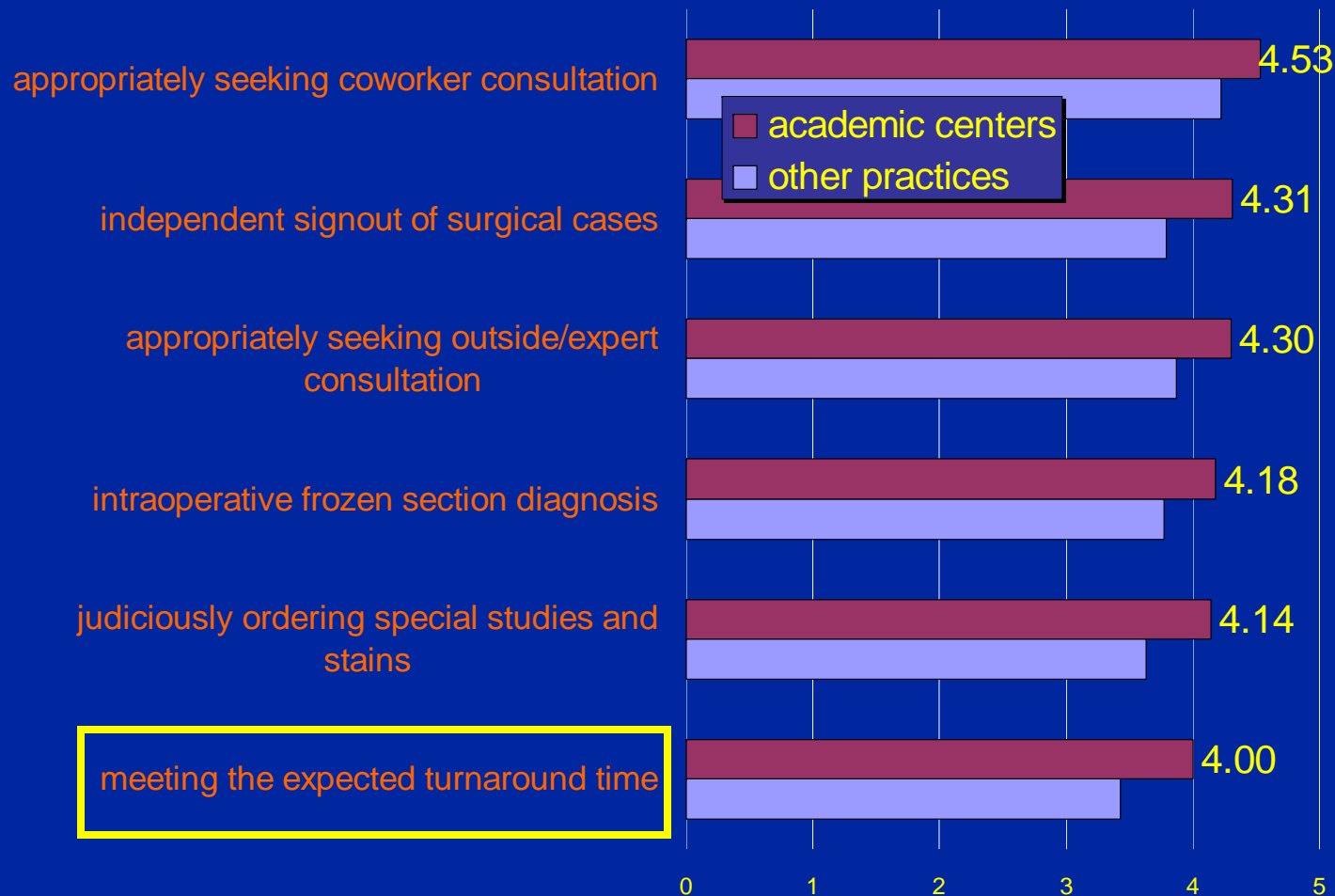
understand regulatory and compliance issues
laboratory management (clinical)
understand and manage laboratory personnel
understand and manage billing issues



*Kass et al. Arch Pathol Lab Med 2007; 131: 545

Future of Pathology Task Group Survey*

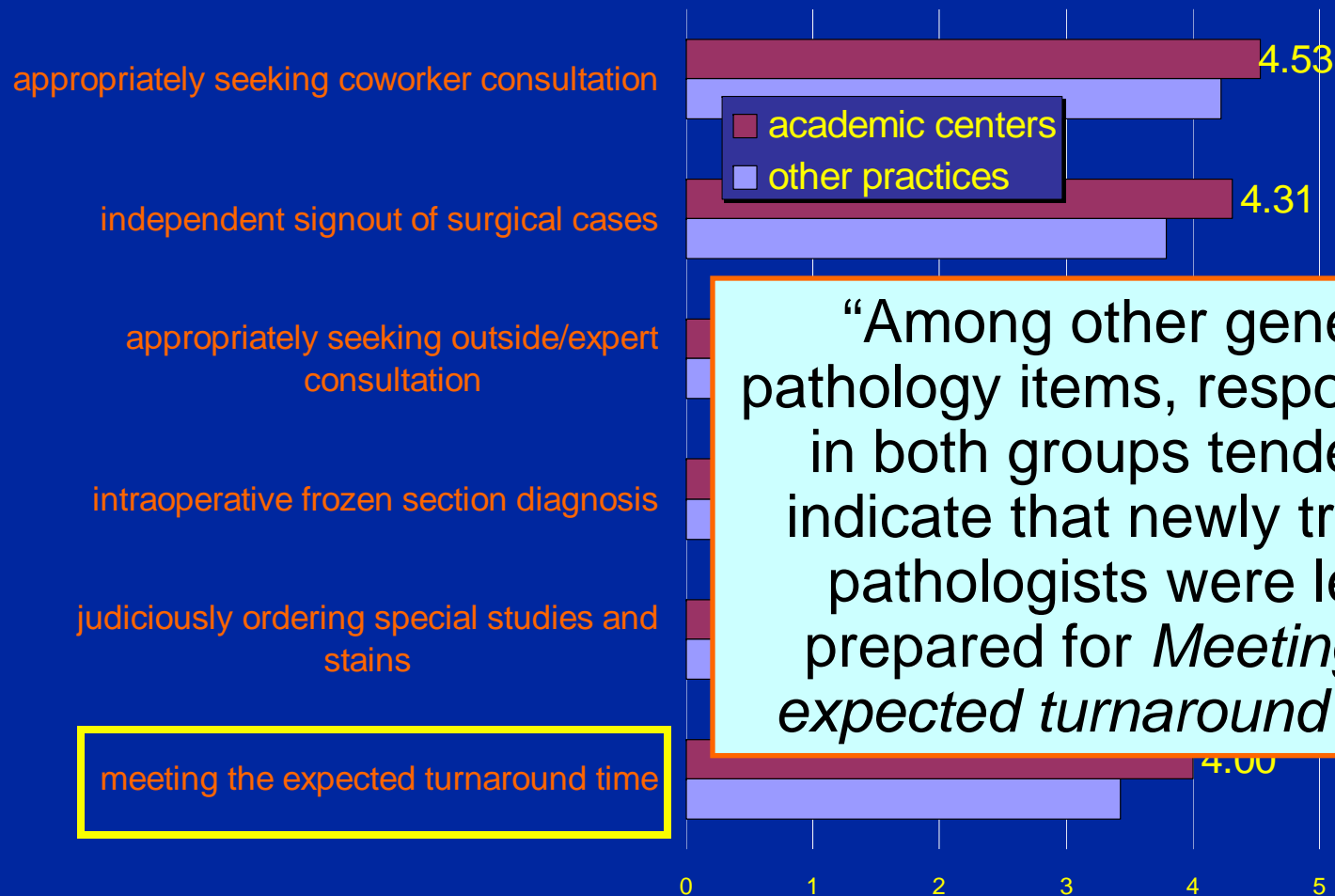
Mean Ratings of Preparedness



*Kass et al. Arch Pathol Lab Med 2007; 131: 545

Future of Pathology Task Group Survey*

Mean Ratings of Preparedness



“Among other general pathology items, respondents in both groups tended to indicate that newly trained pathologists were least prepared for *Meeting the expected turnaround time.*”

*Kass et al. Arch Pathol Lab Med 2007; 131: 545

Academic Pathology

Perceptions of Newly Hired Pathologists

Why do you think you were offered the position?

<u>newly trained pathologist respondents (247)</u>	academic background or training	29%
completed residency \geq JAN03	fellowship	26%
201/247 (81%)	subspecialty	20%
practice site	personality or attitudinal characteristics	18%
academic ctr – 37%	recommendation	13%
path group/private hospital – 38%	interpersonal skills	13%
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	subspecialty	20%
	personality or attitudinal characteristics	18%
	recommendation	13%
	interpersonal skills	13%

Learning point: Interpersonal skills matter more to employers than you imagine.

How to succeed in academics?

Learning Points

Pursue academics because you're *passionate* about it, and the opportunities will emerge.

Fellowship training a prerequisite for an academic position.

Publications important in being competitive for academic position.

Interpersonal skills matter more to employers than you imagine.

Why academics?

Learning Points

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