INTERNATIONAL ACADEMY OF PATHOLOGY

EDUCATION COMMITTEE MEETING

Saturday, March 20, 2010: 16:00 to 19:00 (4:00 PM to 7:00 PM)
Tyler Room, Marriott Wardman Park Hotel,
Washington DC, USA

DRAFT Minutes

1. Call to order and approval of agenda
The meeting was called to order at 16:00 March 20, 2010 by the Chair, Kristin Henry.
Agenda approved.

2. Committee Attendance Roster (See attached)
Regrets: Francisco Couto, Alina Romanenko, Johann Scneider, Sergio Sanchez Sosa, Konrad Muller.

Present: Kristin Henry (Chair), David Hardwick (Secretary), Florabel Mullick (President), H.K. Ng, Robert Osamura, Anna Kadar, Antonio Llombart-Bosch, Martin-Leo Hansmann, Ghazi Zaatari, Victor Reuter, Fred Silva, Eduardo Santini-Araujo

3. Approval of Minutes, Boston Education Committee meeting March 2009
Kristin Henry - reported a few minor amendments.
Moved adoption subject to minor amendments – David Hardwick
Seconded – HK Ng
Motion carried

4. Interim Education Committee
Kristin Henry - At the Interim Education meeting in Florence Italy, September 2009, there were two main discussion areas, 1) bursary donations and the process for selecting recipients and 2) requests for support for scientific meetings. Marcello Franco was invited to be present at the interim meeting so he could better understand the IAP Education Committee's role selecting bursary recipients. (See attached report).
Requests for support of Divisional scientific meetings and educational activities were ratified by vote by those members present at the meeting and by subsequent electronic vote by those members not able to attend (results in section 7 below).

In International Congress years there are two Education Committee meetings, an interim meeting held in conjunction with the USCAP annual meeting and the meeting held at the IAP Congress. In the Congress off year there has been only the one interim meeting held in conjunction with the USCAP meeting but more recently an additional interim Education Committee meeting has been held in conjunction with the ESP annual meeting. This meeting has been successful and it is recommended that it continue

5. IAP International Congress Sao Paulo 2010
Kristin Henry - continued the discussion on Sao Paulo bursaries begun in Florence by noting that further commitments from Divisions for bursary donations have been received bringing the total funds available to ~$50k US and that an update with dollars would be forthcoming once final amounts were confirmed.

i. Bursaries – amounts in $US
Donor Divisions: USCAP 25K, Arab 3K, Austrian 3K, Australian 5 or 7K, British (self administered awards to applicants from supported Schools of Pathology), German 6K, Hellenic 5K, Hong Kong 1K and Japanese 3K – final amounts to be confirmed.

ii. Application for Bursaries
Kristin Henry - At the Finance Committee meeting in Boston there was a discussion of the problem of older deserving Pathologists who do not fit the guidelines for bursary support and $5K of funds were set aside for those special cases.

Notice of the awarding of Bursaries and the process for application has gone up on the Congress Web site: www.iap2010.com (see attached). The notice went up quite late and the deadline is the end of the month (31.03.210) so we will need to extend the deadline. The deadline was set to 31.03.2010 because of the time required for approval and the complicated logistics of organizing the finance. We need to request that Marcello Franco put into the Congress web site that the deadline has been extended. There have only been two submissions and one inquiry to date.
Kristin Henry - proposed extending the deadline to May or June and a discussion ensued.
David Hardwick – we can extend at least until the end of May as we can vote approval of the bursary awards electronically and possibly the end of June if Jim Crimmins can deal with that from a finance operations point of view.
Kristin Henry – we need all Divisions to spread the word that bursaries are available. To help young pathologists get these bursaries.
David Hardwick – we will send out the guide lines and link to the Sao Paulo web site to all IAP Divisions.
Kristin Henry – the bursaries have been set at $1,000 US but that may not be enough for some deserving applicants.
General approval to make adjustments as necessary.

iii. Selection of pathologists for the awarding of Bursaries
To be carried out by the Education Committee, with the exception of the British Division who will do their own selections.
Kristin Henry – proposed that she make a rough selection with final approval to come from the Committee. All agreed.
Jim Crimmins – requested contact information for the persons handling the donation from donor Divisions as the money needs to be transferred to the IAP if the Education Committee is doing the selection.

iv. Registration Fee
The Brazilian Division has agreed to reduce the registration fee for all bursary recipients, including those receiving awards from the British Division, to US$200.

6. International Schools of Pathology/Educational Programmes held in 2009:
Kristin Henry – reported the highlights of what has gone on in 2009. The Schools are flourishing and have been one of the great areas of progress in our education endeavours of spreading information to various countries.

i. 8th Arab British School of Pathology, Saudi Arabia, June 2009
A very successful neuropath meeting.
ii. 2nd International Junior Academy, German Division, Geisenheim, Oct. 1-4, 2009
A 3rd meeting is scheduled for June 2010 and this will be an ongoing program.
iii. 1ST EDIAP African British School of Pathology, Nairobi, August 5-8, 2009
iv. 3rd Bosnian British School of Pathology, Sarejevo, August 2009
v. 2nd Sri Lanka British School of Pathology, Colombo, August 2009

Kristin Henry – Thank you to Anna Kadar and the Hungarian Division. Their "Technology Transfer" meeting which was supported by the IAP in 2006, 2007 and 2008 has now become an ongoing self supporting yearly event.
David Hardwick – it is worth an editorial comment in appreciation to the various Divisions. These meeting represent the various Divisions which have resources making them available to the underserved community. When this started as the "Inter-Congress Education Committee" there was none of this. We have begun over a twenty year period to go through a remarkable process of engaging various Divisions, in having major Divisions where they do have resources helping each other and the same can be said of the bursaries as well. This is a physical actual step in the maturation of the IAP.

7. Pathology Meetings supported by the IAP Education Committee (see attached spreadsheet).
Kristin Henry – reviewed the spreadsheet of IAP supported pathology meetings and endeavours.
The 6th Asia Pacific meeting in Kochi, hosted by the Indian Division was very successful, very well organized with ~1800 in attendance.

David Hardwick – the Asia Pacific region has decided to have this meeting every other year in the Congress off year. It would be very useful for them and for us to have a motion and congratulations to them for putting this on. I attended the meeting in Kochi and the calibre of the material presented was extraordinary and would be the equivalent of what would be found at this meeting (USCAP). Presentations were succinct and straight forward and it was an extremely well organized meeting. They have another Congress coming up in Taiwan in 2011 so it would be worthwhile sanctioning it by approving that meeting and congratulating the Divisions on their contribution.

Moved - that an official letter of approval be sent from the Education Committee to the Divisions and Host of the 7th Asia Pacific IAP Congress to be held in Taiwan in 2011 – David Hardwick
Seconded – Kristin Henry
Approved

Kristin Henry – the Asia Pacific Congress meets the criteria for support as they meet every two years and it involves people from many countries.

8. Requests from Divisions for Financial Support for 2009-2010
Requests i to iv were unanimously approved by members present at the interim Education Committee meeting in Florence, September 2009 and by subsequent electronic vote by those members not able to attend.

i. Argentinian Division Meetings, October **and** November 2009 $5000 - approved
This meeting has already happened and was by all accounts successful. The request for support came up as an urgent request in Florence as the time was very short. There is a report to the Executive through the VP South America but no formal report to the Education Committee yet.

ii. ADIAP Scientific Congress, Cairo 2010 $5000 - approved
iii. Swiss Division Dar es Salaam, Tanzania, 2010 $3800 - approved
iv. 7th Asia Pacific Meeting Taiwan $5000 - approved
v. Ukrainian Division, Scientific Meeting, Kharkiv, April 2011 $6830 - requested
After discussion of issues re language issues complicate meetings
Moved $5000 of support – Anna kadar
Seconded – Antonio Llombart-Bosch $5000 - approved
Approved

vi. Cuban Division, 2nd Congress, Havana, March 2011 $5000 requested
Moved – support at the level of $5000 US – Kristin Henry
Seconded - Antonio Llombart-Bosch $5000 - approved
Approved

Jim Crimmins - problem with transferring funds from US to Cuba but okay via Spain

vii. Romanian Division, 1st Scientific Meeting, Cluj, April 28-30, 2010 $7058 – requested
After discussion, initial request was to attend and did not ask for financial support.
Moved – support at the level of $5000 - Kristin Henry
Seconded – Antonio Llombart-Bosch $5000 - approved
Approved

The dates for the Romanian and Hungarian Division meetings overlap, suggesting a central IAP schedule of meetings would be useful to avoid overlaps in the future. Only 10 Romanian Pathologists have attended the Hungarian meetings in the past.

9. Financial considerations
   i. Expenditure, biennium 2006-2008 (see attached spreadsheet)
   ii. Financial allocation 2008-2010
   Request to Finance Committee for increase in biennial allocation: $10,000 granted for 2010

Kristin Henry - Adding in Romania, Ukraine, Cuba and the special bursaries, we have more or less expended our allocation for 2008-2010, having $1200 in hand. This is including the $10K one time allocation for 2010.

David Hardwick – it is a healthy situation that we are getting the requests from people who actually want to do things. It's a sign of health in the organization that we managed to fulfil that expenditure without running around trying to drum up places to send it. A healthy outcome

iii. Income generation

Kristin Henry – this is a problem not easily solved. The IAP is not a philanthropic target and there was not a lot of enthusiasm for an electronic journal so there is not a lot to show after a lot of hard work.

Kristin Henry – what is the major expense to the IAP?

David Hardwick – the principal expenditure currently relates to the Bulletin and its distribution. And that is not to say anything negative, but the issue is whether it should remain in a paper format or should it be in an electronic format. Clearly by the year 3000 it will be in some other format so the question is the transition timing. Charles has looked into this quite extensively and worked with Robin on it.

Charles Ramey – we are more or less ready to merge our two web sites and have an initial idea on content but will take feedback from people. Just now both the University and the Faculty of Medicine are changing their web site software and that is expected to be completed in May.

David Hardwick – the Bulletin can be putt on there and there is a format and URL for that. The issue is ensuring that we do distribute the knowledge in it so what we look forward to is surveying the various Divisions.

Kristin Henry – supports the continuation of the Bulletin but this will allow us to put in a more scientific content for distribution and for those who may not remember, the cost at the moment is $50K.

Anna Kadar – why do we pay?

David Hardwick – there are two facets to this, one is content and the other is mode of transmission, my final point previously. We want to make sure that Divisions where members do not all have electronic access in fact have access to the publication. As you are aware there are forms of fibre optic being run over to East Africa and things like that so the world is becoming more electronic and accessible so our perspective is that this is a transitional phenomenon so if you ask will we have the publication in a paper print form forever the answer is no. The issue of content is another issue which needs to be addressed.

Kristin Henry – the BDIAP is completely electronic and everyone appears to be happy.

David Hardwick – we will be moving in that direction by surveying Divisions very soon and then in May we will move to a combined web site as Charles pointed out and then we can put up the Bulletin electronically for those who choose to have it distributed electronically where it is feasible. For other places where they may or may not have access to the electronic format we recommend continuing with paper for an interim period until electronic can be successful.

Kristin Henry – I am always surprised at how many Divisions and countries do have access to electronic media and can't think of any which don't.

David Hardwick – we are just not prepared to make an imperious unilateral decision and will check with them, finding what will likely be a very rapid transition.

Kristin Henry – one would say we are in the process of remodelling.

David Hardwick – yes.

HK Ng – If more Divisions come to you for assistance in the months ahead what are you going to do?

Kristin Henry – the guidelines are out there to all Division Secretaries to get their requests in three months in advance of the meetings of the Education Committee. We have been flexible with the Ukrainians, Cubans and Romanians coming in because we will not have another meeting until October.

HK Ng – how much of the budget ahead has been spent?
Kristin Henry – we are spent to November.
HK Ng – so we are committed to November this year?
Kristin Henry – yes, our budget is set from November to November.
HK Ng – so we should have fresh money this year in November.
Kristin Henry – yes, after Sao Paulo, but what I can't say is whether it will be $40 or 50K
HK Ng – people should come to you a few months in advance?
Kristin Henry – we could still give a small amount of assistance as we have $1,200.
HK Ng – the options for raising money will be limited with the restrictions that we have but just off the top of my head, what could be explored is how this Committee could work with the richer Divisions "lets say" if you receive requests and are fully committed and have run out of money.
Kristin Henry – some Divisions already do this. The Africans go to the BDAIP, the French, the USCAP and the Cubans go to the Spanish Division etc so this happens to some extent already.
David Hardwick – if you were to look at the educational mission we are getting huge support from the British Division, the USCAP puts a lot of money into putting all of the knowledge that they generate at this meeting up on a web site free for everyone, we have Asia Pacific which has been supported through Japan and Hong Kong to get up and operational so each Division has a different way of subsidizing, supporting and encouraging and so on. Victor can comment on the USCAP and the potential for scholarships.
Victor Reuter – well you know that it is an ongoing debate but there are bursaries every two years of $25K made available to the Education Committee of the IAP, there is the Friends of Africa initiative that will the meeting in Cape Town and those efforts will continue as well as our knowledge base support of the web site and we have continued in the USCAP Executive meeting yesterday and the USCAP Council today in finding other ways in which the USCAP can make available its resources to support or partner with other Divisions and the IAP in ways that would be helpful to the Pathology Community. These are ongoing discussions where we continue to debate and find ways to be able to make resources available to others. We feel and it was discussed today that it is important for us to make bursaries available to the Education Committee of the IAP and for this Committee to have the discretion of allocating these funds as been done today. So that commitment continues as of this afternoon.
Kristin Henry – that is a very generous donation but given my role I don't think the USCAP actually make a "Lun Song" commitment to Friends of Africa and that is what I think you should arrange within the African regime in Mali where the have the Friends of Africa meeting. They are seeking support by donation to increase funds.
Victor Reuter – actually there are matching funds from the USCAP so yes it was a certain amount to be raised by members and USCAP committed matching funds $ for $ for everything which was raised to a total of $50K.
Kristin Henry – for us the first sort of main drive is what happens at the meetings.
Victor Reuter – again it is for young Pathologists and Pathologists in training to be able to attend the meeting in Cape Town – matching funds, $50K and matched funds up to $50K so it is $100K.
David Hardwick – one of the issues which has been raised hear or at the USCAP which has occurred to me is that the model the USCAP uses is what is termed a Freemium Model where you give a bunch of knowledge free but you charge for everything else. One of the things that would be an opportunity that hasn't been raised here would be partnering through the IAP or partnering among Divisions with a purpose of putting on web courses, web presentations and so on. That has not been explored so there are a very substantial number of different education modalities. So we have two issues, one is how do we encourage what Antonio started with his involvement – creating the Inter-Congress Education Committee" – creating an educational system. I think we have been very successful at it and the Divisions are contributing. The other issue is the one raised earlier, the internal budget of the IAP and that is always a concern so I think we need to turn that back over to the Finance Committee and look in this Committee at how we will go about expanding our educational support and encouragement for underserved Divisions and encouraging the Divisions which have sufficient capabilities and ability to work with other in two areas which come to mind; Sub-Saharan Africa and South America. So we have two areas where we have development, assuming that the

development in Asia Pacific actually has taken off. That is an area which is quite extraordinary, that has been developed that wasn't. North America has been looked at and pretty much has no problems, the Eastern part of Europe that is still an issue regarding development. So if we want to look at what we really need to do, we need to look at the sort of development which needs to be done and then focus our energy and try and find ways for our Divisions that haven't sufficient funding, to assist and encourage those.

Kristin Henry – I think we already do that in some sense. When we get requests we already ask have you discussed this with a Division which may be able to support you. Most Divisions know which Divisions are richer than others. It is not always money that is requested, it can be scientific support. There are some Divisions which are not awfully short of money but they need scientific support because they need the input to run and organize their scientific meetings

Victor Reuter – that is why I used the word partnership because it isn't only about money, it is also about content suggestions, guidance and adding a bit more experience. We in the USCAP are talking about various activities and it is a balancing act. I think that it is important that we as a member of the IAP support the IAP as well so I think going alone in a maverick fashion reaching out Division by Division to Divisions we happen to like is one way to do it but I think working through the IAP is very important so that is where we are putting the premium right now. We are debating how then to make ourselves available to other Divisions if in fact they want to partner, may it be seed money, may it be content, may it be the web site, may it be organization, may it be whatever it is. For now we work through the IAP.

HK Ng – what David said is worded right, the IAP if you look at things sponsors or supports a lot of activities and some stronger Divisions have the initiative to support but the two are not linking together, as much as I think there is some communication. But if ideas grow it would be good to just perhaps encourage some other Divisions who could do more than they have by looking at who could do what. I think there is still room for further expansion without fresh cash.

Kristin Henry – I should have mentioned another Division which has been enormously supportive of the French Speaking African countries and that is the Spanish Division. We do not have a rep from France at this meeting but over the years they have been very supportive.

HK Ng – I don't know about some Divisions like the Swiss.

Kristin Henry – the Swiss Division imitative originates from Basil University with one pathologist who wants to develop telepathology. The Cambodian initiative is aimed at educating the Cambodian Pathologists on how to use telepathology.

Victor Reuter – we have been very involved in telepathology for about four years now and there is a huge upside. If anyone wants to see how it would work go to our web site from the Italian Division which has an incredible effort that the Pathologists are doing to support Tanzania, Madagascar and a couple of other centres. As far as serving truly underserved health problems away from the major cities and how telepathology can be used not only educationally but actually to do better health care of people. Now, though we have been envious of Physicians without borders where Surgeons go to many different countries that are underserved to help do lips and club feet etc, there is a role that Pathologists can have and if you go to that web site you can see how you can give them access to early screening and detection. It is not just educational it is a way Pathologists can give better healthcare in the future.

Kristin Henry – the purpose of the Cambodian grant we gave was not just to educate them in Hematopathology but also to train them how to use the telepathology system.

Kristin Henry – do all agree that it would be responsible to request that the Education Committee allocation for 2010-2012 remain at $50K per year.

Agreed

Antonio Llombart-Bosch – if the idea of the IAP is to reduce the cost of the Bulletin then there has to be a balance of activities and education activity is one of the mandates of the IAP so the funds should be transferred at least in part.

David Hardwick – there are a variety of other things on the Finance Committee agenda that need to be considered as to the balance of expenditures, it certainly was not considered that it would be banked or put away but there are operating costs which happen to be hidden which have not been addressed over time.

Kristin Henry – if all your Divisions consider ways of possibly generating income it would be very good. I have made a suggestion sometime ago that when people hold a scientific meeting or congress they might if they make a profit, set aside some of it for the Education Committee.

10. Reports of Pathology Meetings supported by the IAP

Kristin Henry – recipients of support are supposed to recognize the support and report back.

i. 6th Asia Pacific IAP Meeting, Kochi, Kerala, India, August 2009.
   See attached
ii. AWADIAP, 3rd Scientific meeting, Ibadan, August 2009.
   No report back yet
iii. EADIAP, 1st Inaugural meeting, Nairobi, August 2009.
   email report only, formal report to follow.
iv. Argentina, Scientific meeting, Buenos Aries, November 2009.
   VP report but no report from the meeting organizers yet.

11 Other Business

David Hardwick – one issue which has to do with the electronic issue. As you are all aware the USCAP has invested considerable time and money into distributing education material globally and I am happy to advise that the number of hits, 2 million on 2002 is now 51 million. There were 10 million hits in January alone. What is the message? The message is that we as IAP through one Division are providing a very large resource. But it is not the only one and I think that one of the things we need to look at is how we could help other Divisions. What can be done on the issue of putting up on the web, available to others, free knowledge, is a critical item. Charles has a list of other Divisions that have a Knowledge Hub type presence already.

Charles Ramey – the BDIAP, Chinese, Finnish, French, German, Italian, Spanish, Swiss and Taiwanese Division web sites have elements of a Knowledge Hub to varying degrees. (see attached).

David Hardwick – so what I am presenting here is something which it seems to me would be well worth encouraging, that all Division take a look as it would provide a world wide bas of knowledge and would also encourage all Divisions to use this as an educational format. And so the success of it has been mind boggling at the USCAP level; 51 million hits from 168 countries and over 6 million page downloads is an incredible amount of material and it also renown's the USCAP and the IAP in a sense that everyone knows they exist and the same for the Spanish and Taiwanese Divisions etc. Now we do have linkage with all of those through the IAP and the Homepage so others can link but I think as a formal attribute of the IAP it would be worthwhile identifying this as one of our major outputs. Another format of presentations and if we are to be the leading International Academy then we need to do leading type presentations. The electronic method of knowledge transmission over the next 10-20 years will be a major format. I appreciate that different Divisions have different issues and that there are copy write issues and there are agreement issues and there are cultural issues regarding people wishing to put material up on web sites. But it is a matter of here is a format, here is a new venture and it is an opportunity to pursue – and it is already well underway. It is important to recognize that electronic knowledge transmission is an important activity.

12 Date and Venue of Next Meeting

Saturday Oct 9, 2010, 8:00 – 9:30, Transamerica Hotel, São Paulo, Brazil

13 Adjourned: 7:00 PM