

# On Transformation



College of American Pathologists

**Every number is a life.**

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## Time is of the essence.

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- The overall value proposition for pathology within the medical institution isn't as clear as it used to be
- Other specialties are staking a claim to the traditional pathologist role; we risk being marginalized as *technicians*

## **Time is of the essence.**

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- We are increasingly operating in a “derived demand” model—indirect and bundled payments
  
- Practice economics are shifting toward scale and scope advantages endangering small and rural practices; rapid turnaround times, access to specialists and expensive equipment are becoming essential

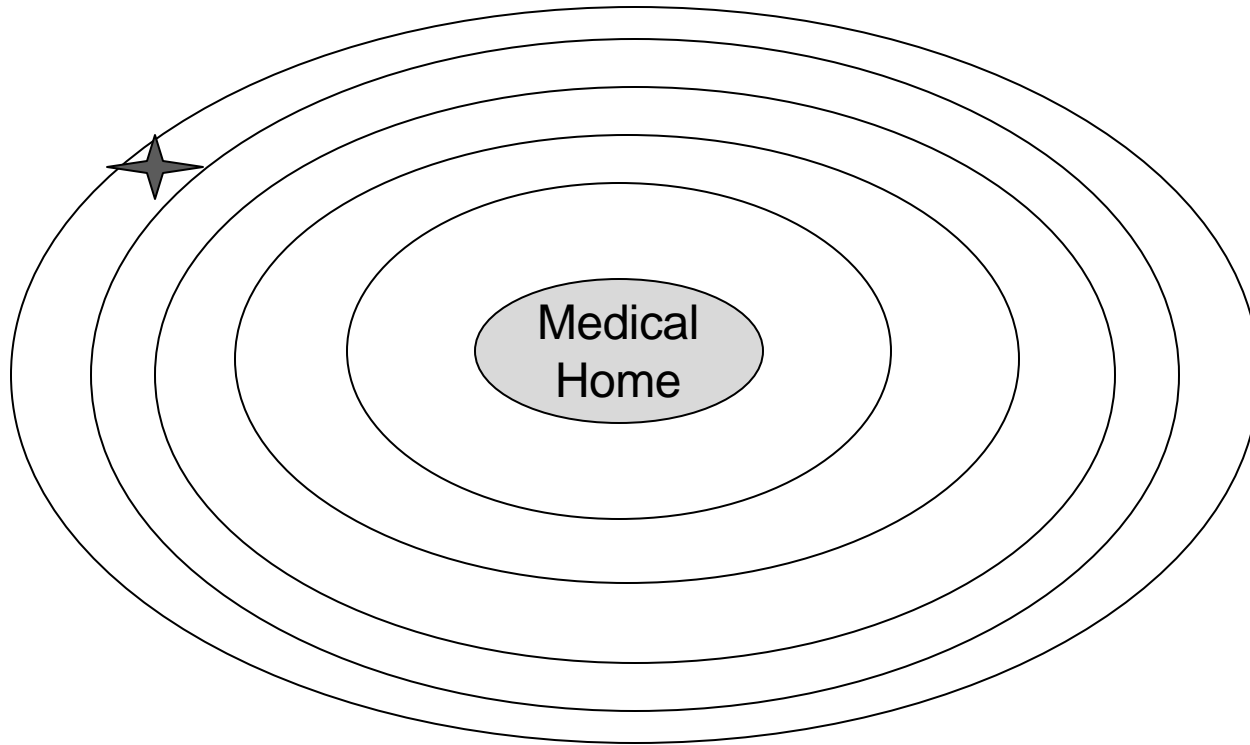
## **Time is of the essence.**

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- Personalized medicine offers great promise but updating graduate medical education and CME represents a huge challenge
  
- We don't yet have a seat at the healthcare reform table...and there are lots of hungry kids

# Where's our place in the medical universe?

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## What are we transforming into?

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- Pathologists who provide direct patient care through diagnostic selection, performance, interpretation, and direction on optimal therapy options to patients and to clinicians
- Pathologists who assure the quality of lab tests and collect, survey, analyze and use patient population clinical results to guide therapy, best practices and safety for patients and patient populations

**This is the core of the transformation!**

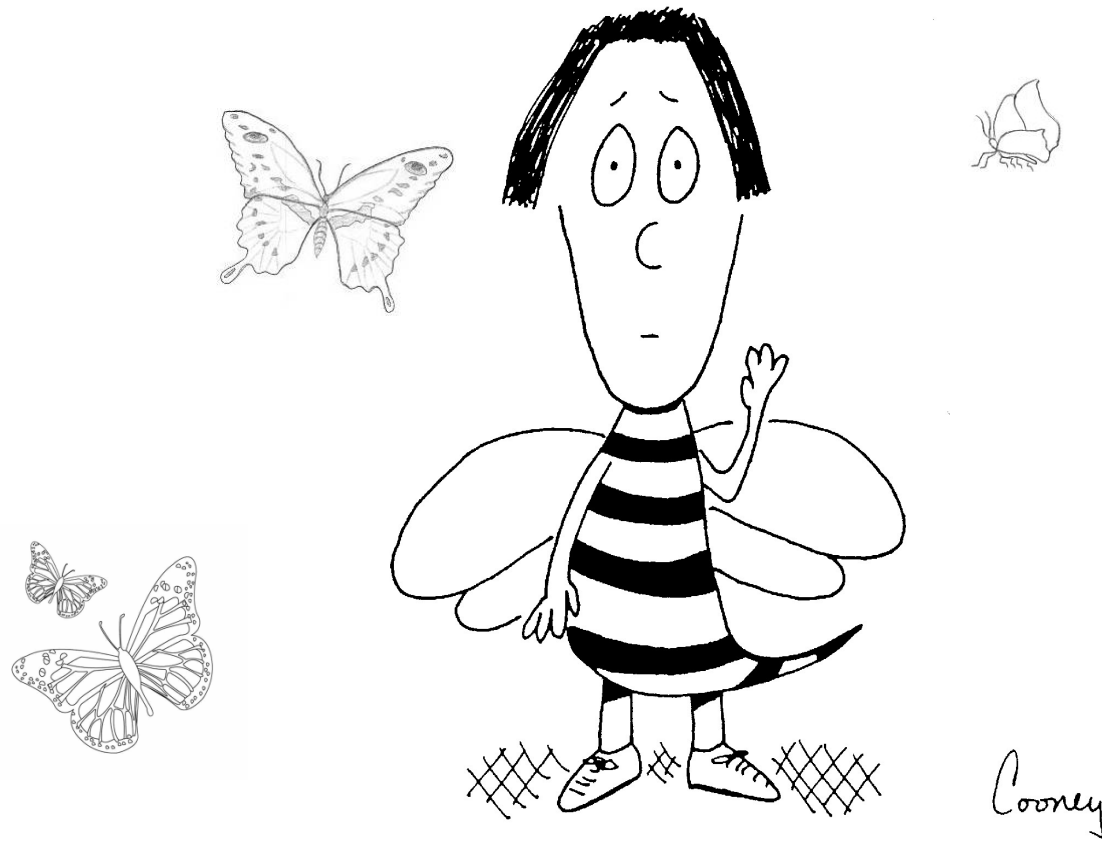
## **Transformation requires a new mindset.**

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- No AP/CP barriers
- Providing more than just the diagnosis
- New technology & technology integration
- New practice techniques
- One of the patient's physicians
- Assuming a central role in the treatment team
- Clinical involvement; greater patient interaction

# But I don't want to be transformed!

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Dr. John Jacob Jinglehymenoptera Schmitt

**How can we secure our place in medicine?**

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**We need to get our act together.**

**Together we need to act.**

# The transformation builds on the current mission and vision...

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- **CAP Mission** (*Who we are*): The leading organization of board-certified pathologists, serves patients, pathologists, and the public by fostering and advocating excellence in the practice of pathology and laboratory medicine.
- **Vision for Pathologists** (*Our aspiration for our field*): Pathologists are **physicians** who take an active role in patient care, utilizing all available tools to integrate and interpret diagnostic information to provide an accurate diagnosis of disease. Pathologists work closely with other members of the medical team to assess the patient condition and prognosis in order to determine optimum therapy alternatives.
- **Vision for CAP** (*Our proposed value proposition for realizing this aspiration*): The primary driver in the transformation of the specialty of pathology and pathologists to the central role in medicine and patient care

**...with some underlying assumptions.**

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- To transform the specialty, we must transform the College
- The transformation of the specialty and the College is a generational undertaking

## The transformation must be an iterative process with opportunities to learn.

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- Revolutionary goals, evolutionary steps
- Stay ahead of the pack but don't lose sight. Build *rhetorical bridges* from the present to the future
  - How we get paid is important
  - Whether we'll have jobs 10-15 years from now is even more important

# The College will drive transformation through specific *initiatives* that enable critical competencies and capabilities.

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## CAP-led Transformation Initiatives

## Initiative Focus

*Illustrative Only*

The Institute

Act as a resource for emerging practices; offer certificate and other educational programs

The Center

Set standards; promote best practices; and support research

CAP Roundtable


Promote the growth of the most viable practice models; offer consultative support

CAP Center for Informatics

Support wider use of decision support tools and the field of informatics

The Knowledge Exchange

Make CAP information/education easily accessible to rank and file members (e.g., scenarios of clinical circumstances)



*Pathologists are valued as leaders in applying new diagnostic and other technologies to improve patient outcomes*

## **The CAP will be jump-starting transformation-related efforts in the months to come.**

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- Making sure we understand the many viable future roles and requirements for tomorrow's pathologists
- Elbowing-in at the healthcare reform table
- Making sure we can sustain critical transformation programs over the foreseeable future
- Raising the alarm among rank and file pathologists

**The transformation has taken flight, but there are many miles to go.**

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