Moving Towards Competency-Based Training



new wave in Canadian medical education is approaching as it shifts from a primarily time-based learning model to one where core competency levels must be achieved and demonstrated by students before they move on. Competency-based training will be implemented at McGill for a number of residency training programs this year.

Dr. Jason Karamchandani is the current Director of the Pathology Residency Training program and we asked him to enlighten us on his desire to pursue his specialty, his leadership in residency training, and the new approach of competency-based medical education as it phases into our residency program in pathology at McGill.

What sparked your interest in Pathology?

One of the challenges affecting the specialty of pathology is the difficulty we have in attracting medical students who have increasingly less exposure to this exciting and interesting field. I was just lucky - I was extremely fortunate during my undergraduate education to participate in a research project in the lab of Dr. Fraser Scott of the Ottawa Health Research Institute that had me paired with a postdoc who was a fully trained and certified pathologist in China, Dr. Gen-Sheng Wang (currently a Senior Biologist at Health Canada). Working with Dr. Wang was an incredible experience, he made looking at mouse tissue samples so incredibly exciting and satisfying that I knew even as a 20-year-old I was going to spend the rest of my life enjoying looking down a microscope. As I was exposed to the

discipline of pathology, it has been extremely gratifying to learn that microscopic analysis (which is a critical element in the practice of pathology) is only one component of a larger clinicopathological dialogue in which pathologists play an essential role.

What brought you to McGill?

I'm entering my sixth year of clinical practice (where do the years go?!). I came to McGill via the University of Toronto where I spent three great years practicing surgical pathology and neuropathology. I came to McGill to practice full-time neuropathology at the Montréal Neurological Institute/ Hospital - an amazing institution which has played a key role in the history of neurosurgery and neuroscience.

As the new Program Director, what was your impression of the program compared to your own experience?

I could talk about this for days. I went to medical school at Stanford where I stayed for my residency training and additional fellowship training in surgical pathology and neuropathology. As many of my colleagues who have either trained in the United States or completed their fellowships in the United States will attest to, there is a real difference in the philosophy behind the training in these two countries. There are undoubtedly advantages and disadvantages to both systems. I was extremely fortunate to train in an environment where graded responsibility was truly embraced as a key component of the training. Consequently, I felt really comfortable practicing diagnostic pathology upon completion of my training. I have met occasional PGY-V residents who do not feel comfortable to practice without additional fellowship training. This is a stress that I would like to help residents avoid.

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Medical education at McGill moves to a competency-based approach

What is competency by design (CBD), and how does it differ from the current approach?

Excellent question! Constancy by design is the Royal College of Physicians and Surgeons of Canada's implementation of a competency-based medical education (CBME) framework. Competency by design moves away from a system in which a resident's competence is assumed to correlate with time in training (i.e. after 5 years in training, a resident has acquired competence). This new framework recognizes that the resident training experience is different for all trainees. The focus is now on obtaining competency as measured by "entrustable professional activities".

What are the advantages of CBD? Do you foresee any challenges with its implementation?

One of the greatest advantages of competency by design is that trainees will be evaluated significantly more frequently, and will be evaluated on many training "milestones" in order to be deemed competent within entrustable professional activity (e.g. grossing in a complex specimen).

What innovative measures has our residency training program put in place?

I'm extremely pleased that the residents have been enthusiastic to add a formal component of quality assurance/quality improvement as part of their training. Several recent projects such as Duc-Vinh Thai's and Lara Richers decalcification project have been entirely resident driven, have changed the workflow in the lab, and have directly improved the quality of patient care that we provide at the MUHC.

We are in the process of developing a rotation for our senior residents called "transition to practice". I hope that this rotation will provide our residents with an experience that further prepares and readies them for independent practice.

McGill Cytopathology Review Course May 7-10, 2016

The 13th edition of the McGill Cytopathology Review Course, led by our own **Dr. Manon Auger**, was a great success.

With only 40 spots available for the microscopic workshops, the course was over-registered with 44 participants, with four having registered for the lectures only.



Participants from Quebec, across Canada, the US, Puerto Rico, Barbados, Australia and Ireland included pathologists, pathology residents and fellows, as well as cytotechnologists.

This edition was somewhat historic as it was the last one to be held in the Duff Amphitheatre. The 14th edition will be held at the Glen site on Monday and Tuesday May 8th and 9th, 2017.

Success at the Royal College Exams!

On behalf of all the staff and fellow residents, we'd like to congratulate our recent graduates; Elisa Ferreira Brega, May Chergui, Mojgan Ebrahimi, Margaret Redpath, and Cristina Storoz for successfully passing their Royal College of Physicians and Surgeons of Canada exams. We wish you every success in your future careers. The department would also like to acknowledge the staff for their continuous support and dedication to the teaching of these outstanding residents.





USCAP Annual Meeting March 12-18, 2016 | Seattle, Washington

The 105th Annual Meeting of the **United States & Canadian Academy of Pathology** took place this year in Seattle, WA. This internationally recognized annual meeting is the world's largest meeting of pathology professionals offering a wealth of unique opportunities to learn, and collaborate. Among the thousands of participants that apply to have their scientific abstracts accepted and presented at this meeting each year, the following abstracts were presented from the Department of Pathology:

- ♦ Histological Predictors of Metastasis and Chemotherapy/ Radiotherapy Response in Pure Classic Seminoma. Linnea Duke, Zari Dastani, Bader Alsaikhan, Arman Aprikian, Fadi Brimo.
- ♦ Sinusoid Endotheliitis as a Histological Parameter for Diagnosing Liver Allograft Rejection. Yu Shi, Kun Dong, Yuguo Zhang, Yuyue Wang, Zu-hua Gao.



- ♦ The Paris System for Reporting urine Cytology (PSRUC) Improves the Prognostic value of an 'Atypical Urothelial Cell' Diagnosis. Muhannad Hassan, Derin Caglar, Yonca Kanber, Shraddha Solanki, Manon Auger, Fadi Brimo.
- Papillary Renal cell carcinoma is More Than One entity. Molecular Subtyping and Pathway Analysis. Rola Saleeb, Pamela Plant, Eriny Tawedrous, Adriana Krizova, Sahar Al-Haddad, Andrew Evans, Fadi Brimo, Samantha Wala, George Yousef.
- ♦ Neoadjuvant Chemotherapy (NAC)-Related Histological Changes in Radical Cystectomy (RC): Assessment Accuracy and Prediction of Response. HuiJun Wang, Wassim Kassouf, Fadi Brimo.
- ♦ Histopathological Study of 167 Cases of Blind Painful Eyes: A Topographic Analysis.
 Pablo Zoroquiain, Mohammed Qutub, Natalia Vila, Patrick Logan, Will Binotti, Miguel Burnier.
- ♦ Malignant Apocrine Tumors of the Eyelid in a Review of 5453 Specimens. Pablo Zoroquiain, Sultan Aldrees, Mohammed Qutub, Patrick Logan, Leonardo Dias, Miguel Burnier.



L to R: Drs. Victoria Marcus, Robert D. Odze, and Zu-hua Gao

The Annual Department of Pathology Alumni Luncheon at USCAP

The **McGill Department of Pathology Alumni Luncheon** took place at the Seattle Sheraton Hotel on March 15th. About 30 McGill Faculty and former graduates including Dr. Odze from Harvard Medical School attended this congenial event that aims to provide a platform for networking and collaborating with McGill Alumni across the world.



Henry C. Witelson Ocular Pathology Laboratory

ARVO 2016 - Association for Research in Vision and Ophthalmology



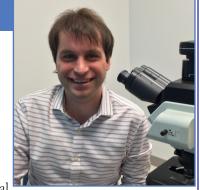
Dr. Miguel Burnier's team at the MUHC/McGill University Henry C. Witelson Ocular Pathology Laboratory submitted 22 abstracts for poster and/or oral presentations to the ARVO 2016 conference and all 22 of them were accepted! ARVO, the Association for Research in Vision and Ophthalmology, organizes one of the largest ophthalmological conferences worldwide. It was held from May 1-5, 2016 in Seattle, WA, USA.

The team was very excited to attend this conference to present their work and to promote the excellent research that is being done. The submitted abstracts involve several lab members who are either currently in the Lab or who have passed through in the last year. All together, 47 people are involved in these abstracts, either as first author or sharing authorship. This number of abstracts accepted at ARVO is a new record for Dr. Burnier's Lab!

The Lab also setup an academic booth at ARVO, where they had approximately 1000 visitors during the conference. This academic booth experience allowed for a very fruitful exchange between different companies, research institutions and researchers. It also presented an excellent opportunity to meet new researchers, discover new technologies and to harvest new collaborations.

Congratulations Pablo!

Pablo Zoroquiain has been selected as a USCAP Ambassador for a two--year term. Pablo is currently pursuing a clinical and research fellowship in ocular pathology at McGill University. During his fellowship, he has been the recipient of three awards from McGill and the Cedars Cancer Institute. He is the author of 30 publications and has been a guest speaker in several



international meetings. Pablo Zoroquiain has been an assistant professor in the Department of Pathology at Pontificia Universidad Catolica de Chile, Santiago, Chile, where he completed his residency in anatomical pathology.



We are pleased to announce that the 4th BIOPSY (Burnier International Ocular Pathology Society) Meeting was held in Montreal, from May 19-20, 2016.

BIOPSY is a society composed of Dr. Burnier's past and present Fellows from around the world, and the meetings provide a great opportunity to share and discuss interesting ocular pathology cases and research. This meeting marked a record of over 90 attendees, including Fellows from twelve different countries; Argentina, Brazil, Canada, Chile, Iran, Mexico, the Philippines, Portugal, Saudi Arabia, Spain, USA and Venezuela. The scientific program included influential guest speakers in both Ophthalmology and Pathology and housed the Vivian Saykaly Lecture in Ocular Oncology, presented by Dr. Arun Singh, Professor & Director of Ocular Oncology at the Cleveland Clinic. All presentations were recorded and will be available via a link that will be distributed shortly. The BIOPSY meeting is held every two years, with the next meeting to be held in the Amazon, Brazil 2018.



FINLAYSON RESEARCH DAY

McGill University Faculty Club 3450 McTavish Street Friday June 17, 2016

Finlayson Memorial Lecture: 14:00 "The Dualistic Model of Ovarian Cancer Revisited, Revised, and Expanded"



Dr. Robert Kurman, MD

Distinguished Professor of Gynecologic Pathology, Johns Hopkins University

