

## **PATHOLOGY RESIDENTS AND FELLOWS**

We are pleased to welcome our new residents. They are Richard Hermann, M.D., St. Louis University, 1992; Michael Idowu, M.D., University of Ibadan, Nigeria, 1995; Vasavi Kaliki, M.D., Sri Venkateswara Medical College, India, 1995; and Shourong Zhao, M.D., Shandong Medical University, China, 1985. The New Housestaff Orientation will be held on July 5th, and the Department of Pathology will host a welcoming picnic later in the summer.

Our graduating residents are Catherine L.B. Palmer, M.D., who will begin part-time private practice at Williamsburg Community Hospital and Sentara Hampton General. Shaozeng Zhang, M.D., Ph.D., is beginning a breast pathology fellowship at Cornell Medical College/New York Hospital in New York City.

Mary Barcus, M.D. will complete a fellowship in Molecular Pathology and begins a part-time faculty position here in the Department of Pathology on July 1st. Lampros S. Karageorge, M.D. will complete a fellowship in Clinical Chemistry/ Informatics and will start a Cytopathology fellowship in the Department. Martha Quezado, M.D. will complete her two-year Neuropathology fellowship. Jennifer Brainard, M.D. will finish a Cytopathology fellowship and will join the faculty at the Cleveland Clinic. Christopher Ackley, M.D. will complete a cytopathology fellowship and is entering private practice in San Antonio, Texas.

***Congratulations and best wishes to all. The annual graduation banquet will be held on June 15th.***

### ***ACKNOWLEDGEMENTS***

***Thank you to the following individuals for their contributions to this issue of the Pathology Scope:***

**Phil Anderson, Violet Brown, Jeffrey Casterline, Thomas Dilts, Lynne Elmore, Margaret Grimes, Ann Harris, Garry Land, Mike Langley, June Lee, Judy Luck, Debbie Reynolds, Carol Rodgers, Alphonse Sirica, and Joy Ware.**

**Your submissions are encouraged.**  
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## **THE PATHOLOGY SCOPE**

SPRING 2000

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# THE PATHOLOGY



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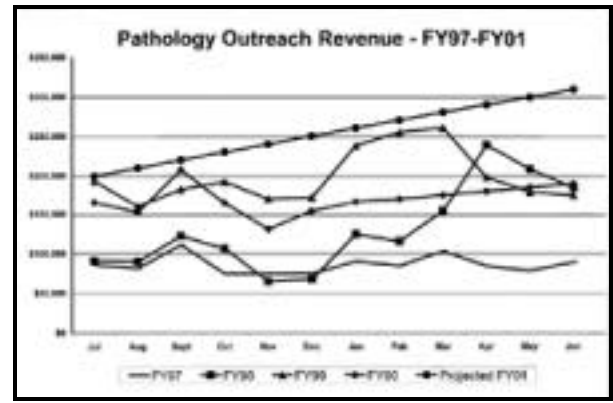
## VIEW FROM THE CHAIR

As reimbursement for healthcare services moves away from traditional fee-for-service to capitation, a primary goal of our laboratory managers has been to control costs while continuing to deliver accurate clinical services. Recent technological advances, consolidation of workstations, and multitasking of personnel have created additional testing capacity in our labs. Decreased length of stay and reduced outpatient visits have also contributed to increased testing capacity. Laboratory directors are challenged to find additional test volumes, discover new revenue sources, and explore outside markets to revitalize the lab operations and supplement the budget with fee-for-service reimbursements.

In response to these challenges, the Department of Pathology created an Outreach Program in 1996. Our outreach strategy is to pursue outside sources of revenue to expand the current (on-site) clinical laboratory testing business. The outreach sales team seeks to capitalize on our unique strengths in an academic medical center by promoting the cutting edge technology currently available from the Department of Pathology Laboratories and its Centers for Excellence.

Continued growth of the Outreach Program is reliant upon our ability to register, order, test, report, bill, collect, and electronically track (measure) the revenues associated with the sales effort. We are currently working to create a seamless infrastructure that will support new outreach business. Failure to develop an infrastructure that supports the Outreach Program will have a severe negative effect on our ability to grow and flourish. Recognizing the importance of an enhanced infrastructure, we have employed an interdisciplinary team approach to develop an integrated outreach system that meets and exceeds our customers' expectations.

Since 1996, the outreach business has grown to more than 130,000 tests per year from 200 new accounts, and contributed more than \$2,000,000 in net revenues to the hospital in FY1999 and FY2000. Over the next five years, the Department projects that it will introduce nearly \$9 million in new net revenues to the new Health System. Continued growth hinges on receiving support for the Outreach Program from hospital administration and buy-in from every member of our department.



Without an Outreach Program, we may be forced to downsize our present operation and send much of our specialty testing to commercial reference laboratories. This is contrary to our mission of "providing high-quality, cost-effective pathology services in a manner that supports the patient care, education, and research missions of the MCVH Academic Medical Center and the Virginia Commonwealth University School of Medicine". Our role in providing support to physicians and patients will diminish and patient care could ultimately be affected. We therefore intend to continue development of an Outreach infrastructure that works effectively at every level.

*By: David S. Wilkinson, M.D., Ph.D.  
- Professor and Chairman*

# PROSTATE CANCER IN MINORITY POPULATIONS

Prostate cancer is the most common solid tumor occurring among American men, but the incidence and mortality rates among African Americans is significantly higher than among other populations within the United States. The causes of this disparity are not known, although both socioeconomic and biological factors clearly play some role.

Under the leadership of Dr. Joy L. Ware, the Department of Pathology will host a two-day workshop and associated symposium called "Prostate Cancer in Minority Populations: Biological Factors" to examine the current state of our knowledge of the significance of biological factors that contribute to this phenomenon. The workshop, to be held June 2, 2000 at the Omni Richmond Hotel, will consist of 35 invited experts in areas of epidemiology and urology, genetics, cell biology, and pathology who will review existing data critically and identify future research directions. The symposium will be held on Saturday, June 3rd on the Academic Campus of Virginia Commonwealth University. It is open to the biomedical research and medical community at large and will feature an overview of the field and exciting new findings presented by some of the members of the workshop.

These activities are sponsored by the Office for Research on Minority Health (NIH), with additional support provided by the Department of Pathology, the Massey Cancer Center, and the Bayer Corporation, Diagnostics Division. Information and registration materials are available by contacting Angela Moulton at (804) 828-5144.

## FACULTY NOTES

**F. Philip Anderson**, Assistant Professor and Co-Director of Clinical Chemistry, was appointed to the RCMC Review Committee of the National Center for Research Resources/ National Institutes of Health.

**R. Tucker Burks**, Assistant Professor of Pathology, left the faculty of the Division of Surgical and Cytopathology on May 1st to join a private pathology practice in Greenville, South Carolina. Dr. Burks joined the faculty of the Department of Pathology in 1994. We wish him the best of success in his future pursuits.

Dr. Burks delivered a platform presentation at the 89th Annual United States and Canadian Academy of Pathology (USCAP) Meeting in New Orleans, Louisiana. The paper, "*p53 Expression and Mutational Status of Primary Peritoneal Micropapillary Serous Carcinoma with Comparison to Typical Primary Peritoneal Serous Carcinoma*" was written by **Lynne Elmore, M.E. Sherman, J.D. Seidman, R.J. Kurman** and **R. Tucker Burks**.

For the third consecutive year, **Thomas Dilts**, Director of Laboratory Operations, was appointed to serve on the Clinical Laboratory Management Association (CLMA) Annual Conference Program Committee. His term ends Dec 31, 2000.

At the Second International Symposium on the Molecular Biology of Breast Cancer in Lillhammer, Norway, **Lynne Elmore** presented the research poster "*Development of a High Throughput, Molecular Diagnostic Assay for Predicting Telomerase Activity in Breast Cancer Cell Lines and Tissues*". Authors were **Lynne Elmore, Ali Akalin, Lauren Gollahon, Gary Clark, Margaret Grimes, R. Tucker Burks, Andrea Ferreira-Gonzales, Carleton Garrett** and **Shawn Holt**.

**Andrea Ferreira-Gonzalez**, Assistant Professor and Associate Director of Molecular Diagnostics, has been appointed a member on the Clinical Laboratory Improvement Advisory (CLIA) Committee.

**Martha Quezado** presented a poster at the 89th Annual USCAP Meeting entitled "*WT1 Expression in Ovarian and Brain Cancer Cell Lines*". Authors were **Martha Quezado, Chavaboon Dechsukhum, Carleton Garrett, Andrea Ferreira-Gonzalez, V. Kish, William Broaddus, R. Tucker Burks** and **Lynne Elmore**.

**Alphonse Sirica**, Professor and Divisional Chairman of Cellular and Molecular Pathogenesis, presented an invited lecture entitled "*Cellular and Molecular Aspects of Intestinal Metaplasia in Liver-A Model for Multipotential Biliary Stem Cell Differentiation*" at the Experimental Biology 2000 Liver Stem Cells Workshop in San Diego, CA.

Dr. Sirica chaired the poster discussion session "*Highlights of Graduate Student Posters in Liver Pathobiology*", sponsored by the American Society for Investigative Pathology as part of the national Experimental Biology 2000 scientific program in San Diego on April 16, 2000.

## Division of Cellular and Molecular Pathogenesis

The Division of Cellular and Molecular Pathogenesis is proud to announce that in February, 2000, **Alphonse Sirica, Ph.D.** was awarded a National Institutes of Health/National Cancer Institute grant entitled "*Altered Growth Factor Pathways in Biliary Cancer*". The total project period will be five years, from 2000 to 2005. The total projected amount of the award will be \$1,381,457, and adds significantly to the department's growing enterprise in funded research.

We are pleased to introduce three new post-doctoral fellows to our laboratories. **Guan-Hua Lai** received his Ph.D. in Biochemistry from the Second Medical University of Shanghai. **Zichen Zhang** earned a Ph.D. from the University of Hong Kong in Cancer Biology. **Khadija Hormi** received her Ph.D. in Molecular Biology of Normal and Pathologic Cells from the Paris University of Rene Descartes.



Left to Right: Zichen Zhang, Khadija Hormi, Guan-Hua Lai

The Cellular and Molecular Pathogenesis labs have produced several significant publications recently, including "*Establishment of a Novel Rat Cholangiocarcinoma Cell Culture Model*" by Guan-Hua Lai and Alphonse Sirica, published in *Carcinogenesis* in December, 1999. Also, "*Expression of an Intestine-specific Transcription Factor (CDX1) in Intestinal Metaplasia and in Subsequently Developed Intestinal-type of Cholangiocarcinoma in Rat Liver*" in the *American Journal of Pathology*, February, 2000. Authors were Ping Ren, Oebra Silberg, and Alphonse Sirica.

Dr. Sirica will serve as an Invited Speaker at the American Association for the Study of Liver Diseases Clinical Single Topic Conference entitled "*Primary Sclerosing Cholangitis, Controversies and Consensus*" to be held in Atlanta from September 15-17, 2000. The title of his presentation will be "*Proliferation and Malignant Transformation of Biliary Epithelial Cells*." Furthermore, Dr. Sirica has been selected to organize and chair the FASEB Summer Research Conference on Growth Factor, Receptor Tyrosine Kinases in Mitogenesis, Morphogenesis, and Tumorigenesis. The conference will be held in Snowmass Village, Colorado from August 4-9, 2001. This international conference is currently under development.

## MOLECULAR DIAGNOSTICS

The Molecular Diagnostics Division is moving forward with a relocation to renovated space on the second floor of the Clinical Support Center building. The project was put on hold last year due to a revision in capital budget allocations. The Return on Investment showed significant return to MCV Hospitals for the capital outlay and the project was put back on track earlier this year. Baskervill and Sons Architects delivered completed plans and construction documents on April 10th. The current goal is a move-in date by November of this year.

This move will allow the Molecular Diagnostics Laboratory to decompress from its current surroundings and provide additional space for new testing which is on the horizon. Testing for HCV genotyping should be available in May 2000, to be followed by HIV resistance mutation detection by June 2000. A collaborative effort with the Department of Human Genetics will result in additional tests for inherited disorders, such as Prader-Willi/Angelman syndrome. These changes will position the Molecular Diagnostics Division and the Department of Pathology on the cutting edge of this ever-growing branch of clinical diagnostics.

## **ADMINISTRATOR'S CORNER**

**T**he Health Systems Authority is on the horizon. We are counting down the weeks until July 1, 2000, the date the Medical College of Virginia Hospital Authority morphs itself into the Medical College of Virginia Health Systems Authority. What's in a name?

The MCV Hospital Authority was created by the State legislature a few years ago, and granted to the hospital significant autonomy from State regulation and bureaucracy. This was a good first step and has allowed the hospital a fair amount of freedom in managing its operation. The Hospital, however, is not an island unto itself. It operates in tandem with the Medical School, other allied health care schools, and with MCV Physicians. The new Health System Authority merges the Hospital and the Physicians group into one entity, to pull the medical practices more closely into the management and operations of the medical center.

What changes will we see on July 1? For most of us this will be a non-event, rather like Y2K. The senior management structure is under revision. But for the most part, the executive leadership in the medical center will contain

the same names. The financial management of the University, Physicians group and Hospital will be more closely tied. But for the foreseeable future the bills will be paid as before and one's paycheck will come from the same place. Much of the detailed planning is yet to be completed and many key decisions have yet to be made.

Answering the question, what's in a name? From what I wrote you might infer very little. But I have ignored here so far the most important factor in all of this. And that is attitude. The merger is not merely a management exercise. It is a recognition that we are all in this together. We work and strive for success in a competitive market. Divided, without cohesive leadership and planning, our separate institutions were all separately at risk. Together, under one banner, we can jointly plan and react to our environment, and we are stronger for it. The challenges are great, and together we will meet them.

*By Jeffrey Casterline  
- Pathology Administrator*

## **WELCOME NEW EMPLOYEES**

*Please welcome the following people to our Department:*

**Bea Blake**, Client Services; **Roger Boucher**, Anatomic Pathology; **James Calloway**, Hematology; **Roslynn Christian**, Phlebotomy; **Kristina Cooper**, Specimen Processing; **Sherit Elhady**, Blood Bank; **Donna Fitzgerald**, Hematology; **Meron Getnet**, Anatomic Pathology; **Christopher Hatcher**, Microbiology; **Kadija Hormi**, post-doc fellow; **Florine Howell**, Pediatrics Oncology; **Keith Jenson**, Pathology Research; **Jennifer Lewis**, Pathology Research; **Daniella Montejano**, Pathology Research; **Wanda Mosely**, Phlebotomy; **Veldon Moser**, Blood Bank; **Luival Mulder**, Specimen Processing; **Angela Noury**, Microbiology; **LaTonya Powell**, Specimen Processing; **Devorah Taylor**, Phlebotomy; **Tewan Trent**, Phlebotomy; **Elizabeth Uhrig**, Transcription; **Priscilla Ward**, Phlebotomy.

# HISTOLOGY

**Roger Boucher, Jr.** is the new Pathologists' Assistant and Histology Supervisor. Roger joined the Department in March, 2000. He will supervise the Histology lab in addition to performing gross room duties as a PA and rotating on Autopsy Call. He comes to us from Columbia, Tennessee where he was a PA at Pathology Consultants of America-Southeast. At that location, he and another PA were responsible for 60,000 surgical specimens per year. Roger has extensive experience in autopsy procedures, and he has acquired significant experience teaching and working with residents and medical students during his employment at Yale University School of Medicine and during clinical rotations at the University of Connecticut Medical Center.

**Elizabeth (Lee) Uhrig** joined us as a transcriptionist on April 16, 2000. Lee has 13 years of experience in transcription including three years with MCVH Medical Records Department. We are looking forward to having her on our team in pathology.

Welcome also to **Meron Getnet** as the AP Support Coordinator. Meron will perform client services duties for our division, and her experience and enthusiasm will be a great benefit to our faculty and staff. We are happy to have her in her new role. Meron also serves as Data Retrieval specialist for the faculty.

## SAFETY *Training*

**T**he Department of Pathology is committed to providing a safe workplace for its staff, patients, and visitors. Safety training is an important part of that ongoing commitment. Required training is scheduled at various times throughout the year to accommodate all shifts.

The summer schedule for Bloodborne Pathogen Training is ready. Each session is between 30 and 45 minutes long. This annual training is required by OSHA for all employees who work with blood and/or body fluids or tissues.

Training/retraining should occur every 12 months. All employees are encouraged to attend, whether or not they work with blood and body fluids.

JCAHO-required Essential Education is conducted by the School of Nursing. Topics include the seven areas in the Environment of

Care (EOC), as well as infection control, latex precautions, and other subjects. Hospital employees are required to attend this session every twelve months. This self-paced training consists of instructional posters followed by a quiz. Smaller versions of the posters are available for individual training for staff who cannot attend regularly scheduled sessions.

Formaldehyde Training is required annually for individuals who work in areas where formaldehyde is monitored. This training is usually held in the summer shortly after our new residents have arrived.

Any of these sessions can be scheduled to fit the needs of individuals by calling Carol Rodgers, Safety Training Coordinator, at 8-6767, extension 253.