



NEWSLETTER

AMERICAN SOCIETY FOR VETERINARY CLINICAL PATHOLOGY

February 2004

Newsletter #1

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Important Dates

June 1, 2004	ASVCP/ACVP Annual Meeting Abstracts due
July 1, 2004	ASVCP Annual Case Review submissions due
November 14-17, 2004	Annual ASVCP/ACVP Meeting, Orlando, Florida
November 15, 2004	ASVCP Annual Business Meeting, Orlando

President's Message:

Committee Goals and President's Charges to ASVCP Committees for 2004

Colleagues,

The work of all societies is done mainly by small effective committees. That work results in recommendations to an elected leadership group (the Executive Board in the case of the ASVCP), which accepts, modifies or rejects those recommendations. Executive Board decisions are then presented to the Society as a whole. Only when specific decisions involve changes in our Constitution and By-laws is a proposal sent to the Society as a whole for a vote. The responsibility of the President is to assure that

the committees have specific charges and goals at the beginning of the year, to assist the committees in completing those charges, and to facilitate as timely an Executive Board decision as possible. The charges to committee chairs follow below.

My charges to the committees for 2004 have come mainly from the goals stated earlier by the committees, plus an attempt to coordinate the actions and goals of various committees towards more common goals. Some charges-goals have come from earlier discussions by the Executive Board, some are my ideas and some are challenges to the committees to be innovative. These goals are not rigid and may change through the year. I encourage the committees and all members to help direct the ASVCP in ways that best satisfy our needs. I will try to allow the committees to be innovative and create their own goals and thus be most enthusiastic in reaching those goals. Most committees are looking for new members that are willing and able to help. Please contact a committee chair or myself to volunteer. Suggestions and advice are always welcome. Because committee work is a continuous process, interested readers may want to refer to Immediate Past-president Bill Reagan's 2003 charges to our committees, which may be found on the ASVCP website (www.asvcp.org), in newsletter #1 of 2003 (found by clicking on "publications").

Looking forward to another good year,

Harold Tvedten

President, ASVCP 2004

DEVELOPMENT COMMITTEE: Karyn Bird (Chair), Frances Clemo, Denise Bounous, Mike Fry, Roberta Relford, Mike Scott, Betty Thompson, Judy Radin (Executive Board Liaison)

The Development Committee is responsible for all fund raising activities and coordination of those efforts. Members of this committee identify potential donors and help solicit financial contributions so that the Society may fulfill its many missions and functions. Contributions to the Society may be given for general support or designated for specific purposes such as journal support, the pre-meeting workshop, annual costs of the committees such as breakfast meetings at the annual meeting, the trainee reception at the annual meeting, outreach meetings with veterinary students, or new outreach programs with other clinical pathology societies. The Chair monitors all correspondence and works closely with the Treasurer. It is essential that the Development and Program Committees have excellent communication and share information quickly.

PRESIDENT'S CHARGE AND COMMITTEE GOALS FOR 2003-2004

1. Early in 2004 (e.g., January or February) organize a meeting of the committee to establish contact with all members and to set up a timetable of steps to meet the committee's goals for the year. The meeting can be by e-mail or teleconference. Add

new members, delete members unable to help this year and notify the executive board of the final committee membership by the end of March.

2. Continue with transition of technical portions of Development Committee activities (e.g., maintenance of the donor list, maintenance of the donor data base, preparing and mailing letters to previous and potential contributors to the Society) to the Rees Group. Develop the most optimal system of using ASVCP members for contacts with donors and the Rees group for consistency and advice.
3. Develop a program of giving to the ASVCP which includes Society members as well as corporate sponsors. Many of our members will give to the ASVCP if asked and if it is simple to give when one wants to (e.g., Internet system of taking credit card donations at the National Office along with payment of annual dues). The ACVP's programs can be a good model. Perhaps include a program encouraging employers to match contributions of ASVCP members.
4. Identify new sources of funding for the Society and its programs. Consider writing half-page to full page advertisements for our Journal, *Veterinary Clinical Pathology*, to recognize our donors and/or announce new programs or reasons for contributions.
5. The committee will develop or update a charter that outlines the structure and mission of the committee. It should include that the committee chair will serve at least 3 years at the discretion of the President. The committee chair will groom the new chair for 1 year prior to vacating his/her position. Committee members should serve a minimum of 3 years. To assure a constant supply of energy and new ideas, there should be an approximately 25 % turnover in the committee members per year.
6. Through the Executive Board Liaison, committee Chair Karyn Bird will keep the Board informed of the progress of the committee throughout the year. The Chair will provide oral and written reports for the Executive Board meeting, and an oral report at the ASVCP Annual Business Meeting during our annual conference.
7. Assure that the letter to the donors matches what we currently do in terms of recognizing donors in our membership directory, at our annual meeting, and on the ASVCP website.
8. Work with the editor of *Veterinary Clinical Pathology* (Mary Christopher) on the issue of sending copies of the journal to donors. Work also with her on seeking targeted donations toward the journal or specific journal activities. Use ASVCP members who already have made contacts to continue to negotiate for donations. Consider devising a means by which members can elect to buy an extra journal subscription that will be donated to a college of veterinary medicine or other group in an underdeveloped country that cannot afford to purchase a subscription.

These goals, although modest in some areas, are comprehensive and should put in place a program that can continue to develop and expand in the years to come, thus providing the Society the funds necessary to attain its goals and aspirations for the future. Any ideas that any other committees have will be welcomed as we move into the New Year and begin to work toward achieving our goals in 2004.

The Development Committee's budget consists primarily of mailings to donors (and potential donors) and several (3-5) teleconferences per year that will be taken care of through the Rees Group. A breakfast meeting of committee members should be arranged at the annual meeting.

EDUCATION COMMITTEE: Leslie Sharkey (Chair), Holly Bender, Pat McManus, Beverly Kidney, Rafael Ruiz, Armando Irizarry, Kathy Curtis, Vanessa Preast, Christine Olver (Executive Board Liaison), Sonjia Shelly, Mark Johnson, Maxey Wellman, Jennifer Brazzel,

The Education Committee performs many services for the Society including organizing the "Teaching Clinical Pathology – A Forum for Discussion" session and the Trainee "Meet the Expert" Reception at the annual meeting, developing guidelines for clinical pathology trainees in the areas of hematology and clinical chemistry, and expanding and refining informational web pages. In general, this group promotes discussion and exchanges regarding course materials, curricula, innovative teaching formats and methodology, teaching resources and other aspects of clinical pathology teaching as well as develops ideas and resources that promote veterinary clinical pathology education and expand learning opportunities in clinical pathology.

PRESIDENT'S CHARGE AND COMMITTEE GOALS FOR 2003-2004:

1. Prepare for publication residency training guidelines in hematology.
2. Prepare next year's Education Forum discussion.
3. Write and publish in the newsletter the results of the 2003 "Teaching Clinical Pathology" discussion session held at the annual meeting (Holly Bender).
4. Work with Mary Jo Burkhard and the ACVP Education committee to get a list of non-academic clinical pathology contacts willing to speak, teach, or sponsor preceptorships.
5. Continue to update and maintain the residency training program information on the website.
6. Work with Karyn Byrd and the Development Committee to encourage specific sponsorship of Education Committee projects such as the "Meet the Expert" reception, production of teaching materials (i.e., digital image CDs), and additional costs related to the "Teaching Clinical Pathology" forum at the annual meeting such as equipment, handouts, speakers and a light meal.
7. Devise a budget for the Education Committee.
8. Submit the Education Committee Charter to the Executive Board for approval.
9. Consider or begin development of a peer-reviewed collection of digital images and cases for distribution from the ASVCP for use in teaching.
10. Consider developing, together with the Program Committee, a "speaker's list" of speakers that would give effective presentations at our annual meeting, the ACVIM clinical pathology session, other clinical pathology society meetings, practitioner meetings, or student meetings.
11. Early in 2004 (January or February), organize a meeting of the committee to establish contact with all members and to set a timetable of steps to meet the committee's goals for the year. The meeting can be by e-mail or teleconference.

12. The committee should consider ways of supplementing or providing alternatives to our annual meeting for providing for the continuing education needs of ASVCP members. Electronic forms of learning should be considered. A separate 1-2 day in-depth workshop on a subject limited enough to achieve greatly improved competency for a small group of participants should be considered.
13. Committee Chair Leslie Sharkey will keep the Executive Board, through Executive Board Liaison Judy Radin, informed of the education committee's activities throughout the year. She will prepare a written and oral report to present to the Executive Board at the annual meeting and at our Annual Business Meeting.

ELECTRONIC COMMUNICATION AND TECHNOLOGY COMMITTEE: Lois Roth-Johnson (Chair), Mary Christopher, Roberta Relford, Christine Hotz, Mike Scott, Jennifer Thomas, Sue Tornquist (Executive Board Liaison)

The ASVCP Electronic Communication and Technology Committee is a relatively new committee, formed in 2003. The Executive Board saw a need to bring a group of people together with expertise in electronic communication and technology to help with Society projects that utilize these modalities.

PRESIDENT'S CHARGE AND COMMITTEE GOALS FOR 2003-2004

1. Internal Support – Roberta Relford will prepare a survey for ASVCP committee chairs and Executive Board members to obtain suggestions regarding how the ECTC committee can serve the Society. The committee will review the survey (via Sharepoint Website) before it is sent out. A list of needs (initial prioritization) will be prepared for committee review.
2. Infrastructure – Mike Scott will work with Tom Johnson to review website hosts and become familiar with Front Page (website editing software).
3. Membership - Jenny Thomas will work with Marlyn Whitney, ASVCP secretary, in publishing the ASVCP newsletter on the website and will write one article for the ASVCP newsletter.
4. Lois Roth-Johnson, as chairperson, will coordinate all committee and subcommittee activities and responsibilities. The chair will keep the executive board informed of progress and actions through the Executive Board Liaison, Susan Tornquist, and make a written and oral report to the Executive Board and at the ASVCP business meeting during our annual meeting. Lois will write a newsletter article to introduce our committee to the organization.
5. The committee will gradually take over management of the ASVCP website from Mary Christopher and evaluate the possibility of a future transfer of website management to a professional service. The committee should work with the ASVCP secretary, Marlyn Whitney, who is the Executive Board liaison to the website manager. The committee, specifically the Infrastructure Subcommittee, will eventually be responsible for posting material on the website. It is the responsibility of any committee, society member, or group to get approval of content from the Executive Committee before material is posted on the website. Mary Christopher will serve on the Infrastructure Committee until 2005. Mary will help smooth

transitioning of website management to the ECT committee. Mary will do the final editing for material posted.

6. The committee will review its charter, which outlines the structure and mission of the committee. In accord with the charter, the committee chair will serve at least 3 years at the discretion of the President. The committee chair will groom the new chair for 1 year prior to vacating his/her position. Committee members should serve a minimum of 3 years. To assure a constant supply of energy and new ideas, there should be an approximately 25 % turnover in the committee members per year.
7. Early in 2004 (January or February) a meeting of the committee should be held to establish contact with all members and to set up a timetable of steps to meet the committee's goals for the year. The meeting can be by e-mail or teleconference. New members should be added, members unable to help this year should be rotated off the committee, and the Executive Board should be notified of the final committee membership by the end of March.
8. The committee should work with the First-year Executive Board member, Christine Olver, to help enter case material for the annual Case Review Session CD into a uniform template or form, to simplify editing. They should also advise her on handling of digital images etc.
9. The committee should work with the Education Committee regarding potential development of a CD of peer-reviewed images that can be made available by the ASVCP for educational purposes.
10. The committee should consider means of supplementing or providing alternatives to our annual meeting for meeting the continuing education needs of ASVCP members.
11. The committee should consider and make a recommendation regarding whether the ASVCP Listserv should remain under a list-serve manager, or be incorporated into the ECT committee activities.

The 2004 committee budget should include Website host costs, teleconference meetings, software requests, and a breakfast meeting in Orlando, FL.

MEMBERSHIP COMMITTEE: Tracy Stokol (Chair) Judy Radin (Executive Board Liaison), Julie Stickle, Andy Torrance, Shelley Burton, Bill Vernau, Sean Owens, Paula Krimer, Karen Hayes, Sharon Dial, Andrea Bohn, Nate Collins, Laura Keener

The objectives of the ASVCP Membership Committee are: (1.) to raise the international profile of the Society through positive promotion of the Society's members, its functions, and of clinical pathology as a specialty; and (2.) to increase membership by making applications available to interested individuals. The committee has been expanded to serve our members more effectively. The Executive Board is confident that the committee will prosper and develop new methods to expand the membership and raise the profile of our Society on an international basis.

PRESIDENT'S CHARGE AND COMMITTEE GOALS FOR 2003-2004

1. As early as possible in 2004 a meeting of the committee should be held to establish contact with all members and to set a timetable of steps to meet the committee's goals for the year. The meeting can be by e-mail or teleconference. New members should be added and members that are unable to help this year should be rotated off the committee. A new Chair should be identified. The Executive Board should be notified of the final list of committee members by the end of March.
2. The committee should prioritize its goals and develop its own ideas.
3. The committee shall work with the Veterinary Laboratory Professionals Committee and similar groups to seek ways to improve the ASVCP's benefit to non-DVM professionals and thus make our Society more attractive to them as members.
4. Outreach activities to veterinary students should be continued. Perhaps a Power Point or interactive computer program on "What is a Veterinary Clinical Pathologist?" similar to the ACVP program on "What is a Veterinary Pathologist?" could be developed to encourage more interest in and understanding of veterinary clinical pathology. The committee should work with the Development Committee to obtain donors for outreach program, and should brainstorm on an educational give-away for the SCAVMA meeting.
5. The committee should provide historical (last 5 years) demographic information on our current members, and capture demographic information on new members.
6. The committee should attempt to determine why people leave the Society.
7. The committee should work with the Electronic Communication and Technology Committee and Mary Christopher to review the ASVCP website and devise a plan to expand the website, thereby increasing the benefits of ASVCP membership.
8. The committee should work with the Education Committee, Electronic Communications and Technology Committee and the First-year Executive Board Member (Christine Olver) to develop a product (e.g., a CD of digital images, an ASVCP Case Review CD), that can make ASVCP membership more attractive.
9. The committee should develop a list of benefits of ASVCP membership that makes membership more attractive.
10. The committee should work with Mary Christopher and Harold Tvedten to find contacts and ways of forming closer associations with other veterinary clinical pathology societies such as the ESVCP, JSVCP and BSVCP (European, Japanese and Brazilian Societies for Veterinary Clinical Pathology, respectively).
11. Committee Chair Tracy Stokol, through liaison Judy Radin, will keep the Executive Board informed of the progress of the Membership Committee throughout the year. The chair will make a written and oral report to the Executive Board and to the membership at the Annual Business Meeting during our annual meeting.
12. The committee will develop or update a charter that outlines the structure and mission of the committee. It should include that the committee chair will serve at least 3 years at the discretion of the President. The committee chair should identify and begin to groom a new chair. Committee members should serve a minimum of 3 years. To assure a constant supply of energy and new ideas, there should be an approximately 25 % turnover in the committee members per year.

PROGRAM COMMITTEE: Joanne Messick (Chair), Susan Tornquist (Executive Board Liaison), Judy Radin, Linda Vap, Dennis Olexson, John Harvey, Denise Bounous

The Program Committee advises the ASVCP Executive Board and ACVP Council in planning for our concurrent annual meetings. The Chair of the Program Committee is the ASVCP member with the greatest responsibility for coordinating the ASVCP portion of the annual concurrent ASVCP/ACVP meetings. The other person with major responsibility for organizing the ASCVP portions of the meeting is Rees Group representative Jane Shepard.

PRESIDENT'S CHARGE AND COMMITTEE GOALS FOR 2003-2004

1. Early in 2004 (January or February) a meeting of the committee should be held to establish contact with all members and to set a timetable of steps to meet the committee's goals for the year. The meeting can be by e-mail or teleconference.
2. The Chair, Joanne Messick, with the help of her committee, will plan the concurrent ASVCP/ACVP meeting in Orlando Florida in November 2004. This meeting should be equivalent to or exceed in scientific content, attendance and hospitality, the excellent meeting that was held in Banff in 2003.
3. The Chair, Joanne Messick, will continue to function as primary point of contact with the Rees group for ASVCP meeting planning.
4. Committee Chair Joanne Messick, through the Executive Board Liaison Susan Tornquist, will keep the Executive Board informed of the upcoming meeting plans. A written report should be prepared for the Executive Board meeting to describe the committee's accomplishments. The committee's chair or her representative should be ready to orally present the same report to the Executive Board and to the membership at the Annual Business Meeting.
5. The committee will develop a one-day, in-depth pre-meeting workshop designed to educate participants to a reasonable level of competence on an important topic that is of basic need for clinical pathologists and other laboratory professionals. The current suggested topic is method validation.
6. The committee will work with the Veterinary Laboratory Professionals Committee to provide a program that will attract medical technologists, clinical pathologists and others interested in basic and practical issues in laboratory testing. Recall that with 2004, VLP members will pay the same registration fees as all ASVCP members, and this should be reflected in the quality of the speakers and program. We do not want to reverse a trend of growing participation in VLP sessions because of cost issues.
7. The committee will also work with the VLP group and other committees to prepare a better list of potential exhibitors for the annual meeting. The goal is to attract all companies possible to the meeting that might provide products our members would like to purchase.
8. The committee should develop a better system to avoid conflicts in scheduling speakers and events at ASVCP/ACVP Annual Meeting.
9. The committee should begin a transition from planning the meetings on a yearly basis to a longer-term strategy (i.e., planning themes, workshops, obtaining

speakers, etc. 2-3 years in advance). Because of the great success of the 1st quality assurance workshop and 1st hepatotoxicity workshop, it is suggested that the committee work with the Quality Assurance and Standards Committee and with the Regulatory Affairs Committee to determine the feasibility of a series of quality control/quality assurance workshop for the 2004 meeting.

10. The committee should consider ways of supplementing or providing alternatives to our annual meeting to provide for the continuing education needs of ASVCP members. Electronic forms of learning might be considered. Production of videotapes or CD-rom coverage of lectures are ideas that have been discussed. Consideration could be given to a separate 1-2 day in-depth workshop on a subject limited enough to achieve greatly improved competency for a small group of participants in an effective learning environment.
11. The committee should develop speaker and topic lists that can be used by the ASVCP to choose speakers for the annual meeting, pre-meeting workshop, and potential regional courses. Speaker and topic lists of ASVCP members that may be recommended to other clinical pathology societies (e.g., ESVCP, JSVCP, BSVCP) and ACVIM for their meetings could be developed.
12. The committee should develop or update a charter that outlines the structure and mission of the committee. Each committee's charter should include that the committee chair will serve at least 3 years at the discretion of the President. The committee chair will groom the new chair for 1 year prior to vacating his/her position. Committee members should serve a minimum of 3 years. To assure a constant supply of energy and new ideas, there should be an approximately 25 % turnover in the committee members per year.

REGULATORY AFFAIRS COMMITTEE: Vince Meador (Chair), Christine Olver (Executive Board Liaison), Nancy Everds, Pat Cusick, Ellen Evans, Glenn Elliott, Laura Boone, Daniela Ennulat, David Honor, Vince Meador, Pat Benson, Dennis Meyer

Many of our members are employed in the pharmaceutical, Ag-Chem and food industries, and in private diagnostic laboratories. It is imperative that the membership be advised of current and impending legislation/regulations that may affect our daily business. We need individuals to advise us of the issues, form consensus opinions, and respond appropriately to these agencies on behalf of the ASVCP. This is the responsibility of the ASVCP Regulatory Affairs Committee. The Executive Board encourages this committee to develop a higher profile and to provide more information to the growing membership in industry and diagnostic laboratories.

PRESIDENT'S CHARGE AND COMMITTEE GOALS FOR 2003-2004

1. Early in 2004 (January or February) a meeting of the committee should be organized, to establish contact with all members and to set a timetable of steps to meet the committee's goals for the year. The meeting can be by e-mail or teleconference. New members should be added to the committee and members that are unable to help this year should be deleted. The Executive Board should be notified of the final list of committee members by the end of March.

2. Work actively with a new tricommittee of members of the ASVCP, ACVP and STP to evaluate new documents and proposals that affect our members, such as one expected from an ILSE subcommittee in 2004.
3. The committee will develop or update a charter that outlines the structure and mission of the committee. It should include that the committee chair will serve at least 3 years at the discretion of the President. The committee chair will groom the new chair for 1 year prior to vacating his/her position. Committee members should serve a minimum of 3 years. To assure a constant supply of energy and new ideas, there should be an approximately 25 % turnover in the committee members per year.
4. The committee will survey government regulatory agencies, the pharmaceutical industry, national and international committees, proceedings of meetings, and other oral and written communications for issues affecting our membership, responding to these communications when appropriate.
5. Committee Chair Vince Meador, through liaison Christine Olver, will keep the Executive Board informed of regulatory issues and their impact on our membership.
6. The committee will begin development of a pre-meeting workshop or similar activity covering an important topic for those involved in drug development for our annual meeting in 2005 or 2006. This workshop should be complimentary to any that are being developed by the ACVP and ILSI and be as successful and helpful to our members as their first workshop, held in Banff in 2003.

QUALITY ASSURANCE AND STANDARDS COMMITTEE: Renee Pearson (Chair), Christine Olver (Executive Board Liaison), Jane Wardrop, Joyce Knoll, Carolyn Haines, Jim Matthews, Barry Mitzner, Dennis Olexson, Karen Russel, Brent Hoff

The Quality Assurance and Standards (QAS) Committee is involved with quality assurance and quality control issues in veterinary clinical pathology laboratories. The committee has worked diligently to develop recommendations and checklists regarding QAS for laboratories performing testing of animal samples. This has resulted in the development of position papers for the ASVCP regarding QAS, and these will soon be published in *Veterinary Clinical Pathology*, as well as being made available in a booklet for distribution. The committee also helped organize an excellent workshop on quality assurance in 2002, which was the ASVCP's first pre-meeting workshop.

PRESIDENT'S CHARGE AND COMMITTEE GOALS FOR 2003-2004

1. The committee will develop or update a charter that outlines the structure and mission of the committee. It should include that the committee chair will serve at least 3 years at the discretion of the President. The committee chair will groom the new chair for 1 year prior to vacating his/her position. Committee members should serve a minimum of 3 years. To assure a constant supply of energy and new ideas, there should be an approximately 25 % turnover in the committee members per year.
2. Early in 2004 (January or February), a meeting of the committee should be organized, to establish contact with all members and to set up a timetable of steps

to meet the committee's goals for the year. The meeting can be conducted by e-mail or teleconference. New members should be added, and members unable to help this year should be deleted. The Executive Board should be notified of the final committee membership by the end of March.

3. Guidelines for urinalysis, cross matching, blood typing, and in-hospital veterinary laboratory testing should be developed for posting on the ASVCP website.
4. The possibility of also publishing the guidelines in a smaller format, similar to that used for Good Laboratory Practice's Code of Federal Regulations, should be investigated.
5. Existing guidelines (for clinical chemistry and hematology) should be reformatted and refined.
6. It is recommended that the committee work together with the Program Committee to plan another excellent QAS workshop for the 2004 or 2005 meeting. Consideration should also be given to a separate 1-2 day workshop, perhaps in the Northwest USA, entirely on training on one aspect or limited aspects of quality assurance. The goal should be to achieve competency among a group small enough for effective learning.
7. The committee should form a liaison with the Regulatory Affairs Committee regarding the issue of 21 CFR Part 11 compliance.
8. The chair will keep the Executive Board informed of progress and actions through the Executive Board liaison, Christine Olver, and make written and oral reports at the Executive Board Meeting and at the ASVCP Annual Business Meeting during the annual conference.

VETERINARY LABORATORY PROFESSIONALS COMMITTEE: Linda Vap (Chair), Dennis Olexson, Carolyn Haines, Betty Thompson, Roberta Moorhead, Nicole Rosen, Ellen Willet, Susan Atkinson, Lisa Shipp, Rick DeFrancisco, Susan Tornquist (Executive Board Liaison)

The Veterinary Laboratory Professionals Committee (VLP) recently became a new standing committee. The group grew from the desire of laboratory managers from various veterinary colleges to have better communication, education, and development of competence. The VLP has organized very popular and successful sessions at our annual meeting. The group was made a standing committee of the ASVCP to better incorporate them into the Society. We still are trying to better define who they are, how they fit in the ASVCP, and their goals. Your President sees them as members of the ASVCP who focus our attention on the practical daily aspects of laboratory diagnosis and management. This attention on routine aspects of laboratory testing should not be and is not less important than new cutting edge topics. This focus has strengthened the ASVCP and has brought positive and popular educational sessions and topics to our members. This direction should be encouraged and supported. The name of the ASVCP was changed many years ago from the "American Society of Veterinary Clinical Pathologists" to the "American Society for Veterinary Clinical Pathology" to reflect the fact that we encourage laboratory professionals who are not veterinarians to be active in our Society. The VLP committee can reflect the desires of those members in directing what the ASVCP does.

PRESIDENT'S CHARGE AND COMMITTEE GOALS FOR 2003-2004

1. The committee should recommend to the Executive Board the best administrative structure to serve the needs of the Veterinary Laboratory Professionals. President Reagan made the VLP a standing committee of the ASVCP last year. All VLP members attending the 2004 meeting will pay the same registration fees as other ASVCP members. Will the VLP continue to thrive and improve with this structure? Consider the total costs of attending the annual meeting. Is some type of discount to annual meeting registration fees for certain ASVCP members (including VLP members) going to increase attendance or the quality of meeting's programs? President Tvedten's goal is a seamless association of ASVCP and VLP members in which both thrive.
2. The committee shall work with the Program Committee to again organize attractive and useful sessions for the 2004 annual meeting in Orlando Florida. The VLP sessions at our annual meetings have been very successful and popular. This trend should be continued. Speakers and topics should provide laboratory professionals useful skills and practical information. Speakers in 2004 will be offered full speaker fees and travel expenses. I recommend selecting one or two major speakers that can give several hours of education to improve the depth of the subject. This also minimizes travel expenses compared to bringing in several speakers for short talks. In addition, at least 3 round table topics should be identified. Consider how those that organize and prepare the round table sessions may split speaker fees for that time slot. Continue offering PACE continuing education credits with at least 7 credits. Organize the VLP sessions so that an afternoon is free for members to attend other scheduled activities of an open meeting day.
3. Work with the Program Committee to insure our pre-meeting workshop satisfies the needs of interested VLP members. Consider and recommend alternatives if this cannot be arranged.
4. Brainstorm on new ways to satisfy the needs of VLP interested members. This could take the form of a 1-2 day separate meeting at another site and time than the annual meeting, or electronic methods of giving new skills to our members. If a need is identified, we should find a way of satisfying it.
5. VLP demographics should be added to the conference registration to better identify potential participants.
6. A budget for committee activities should be developed, to cover such activities as a breakfast meeting for VLP committee members at the annual meeting, mailings, teleconferences and new ways of providing information and training.
7. Quarterly committee updates should be provided for the newsletter.
8. The committee should get at least 3 new or repeat committee members, as 3 will have fulfilled their commitments at the 2004 conference.
9. The VLP Listserv should be updated for those attending 2004 conference.

Call for Nominations

The Nominations Committee is seeking nominations for two officers: First-Year Executive Board Member and President-elect. Nominees must be able to attend the ASVCP Executive Board meetings on an annual basis.

The First Year Executive Board member participates in all decisions of the Board, coordinates the annual Case Review Session, and serves as liaison to several standing committees. The term of service is two years. The President-elect serves on the Executive Board, coordinates the Scientific Session at the annual meeting, acts as liaison to several standing committees, and becomes the President at the end of the President's term of office or if the President is unable to fulfill the duties of the office.

To make nominations please contact one the members of the Nominations Committee.

William J. Reagan -Chair (Pfizer)	william_j_reagan@groton.pfizer.com
Andrea Bohn (Washington State Univ.)	abohn@vetmed.wsu.edu
Mary Jo Burkhard (Ohio State University)	burkhard.19@osu.edu
Holly Bender (Iowa State University)	hbender@iastate.edu
Ken Latimer (University of Georgia)	Latimer@vet.uga.edu

Call for ASVCP/ACVP Meeting Abstracts

Initial Call for Abstracts

The next concurrent meeting of the ASVCP and the ACVP will be held November 14-17, 2004, in Orlando, Florida. There will be a combined ASVCP/ACVP Clinical Pathology Scientific Session for everyone that has interest in clinical pathology. The format will be similar to that of the 2003 annual meeting. This will be a great opportunity to present experimental or clinical research data to colleagues and we will have both oral platform and poster presentations. The final decision regarding presentation format is at the discretion of the program committee. We encourage participation by a wide variety of individuals including faculty, senior scientists, diagnostic veterinary pathologists/clinical pathologists, and trainees. Presenters are required to attend the meeting. Now is the time for you to start planning your presentations! The deadline for abstract submission will be June 1st, 2004. For questions or further information contact Sue Tornquist at: Susan.Tornquist@oregonstate.edu or (541)737-6943

ASVCP Young Investigator Award

The ASVCP will present a \$500 award to the resident or graduate student whose platform presentation is judged best among the competing presentations. Eligibility requirements include a degree in veterinary medicine and enrollment in a residency or graduate program in pathology/clinical pathology or a related discipline. The oral presentation must describe original work of the competitor involving clinical or

experimental research that relates to clinical pathology. Presenters are required to attend the meeting. Award selection will be based on the scientific content, abstract composition, clarity of presentation and ability to answer questions. Each trainee may submit only one presentation in this competition.

ACVP Young Investigator Award

If you are a trainee and have a poster presentation, you can submit it for consideration in the ACVP Young Investigator Award. Any abstract submitted for the ACVP Young Investigator Award is not eligible for the ASVCP Young Investigator Award.

SUBMITTING YOUR ABSTRACTS FOR CONSIDERATION

Detailed instructions that explain how to submit an abstract and how to enroll in the ASVCP or ACVP Young Investigator Award competition will follow in the next newsletter and will then be posted on the ASVCP website (www.asvcp.org). Sue Tornquist will coordinate the combined ASVCP/ ACVP Clinical Pathology Scientific Session of this meeting. Please direct your inquiries for this session to Sue at: Susan.Tornquist@oregonstate.edu or phone: (541)737-6943

Call for Annual ASVCP Case Review Session Submissions CALL FOR SLIDES AND CASES

Submissions are requested for the 2004 ASVCP Case Review Session. Materials that may be submitted include hematology, cytology or surgical pathology slides, electron photomicrographs, and interesting clinical chemistry or hematology cases. This is a popular and interactive opportunity to share cases and experiences among attendees.

TYPES OF MATERIAL REQUESTED

Cases should be classic examples or unique or unusual representations of diseases, clinical cases, or research data with a clinical pathologic focus. Cases may represent any species. Analytic problems that are associated with instrumentation, assay conditions, statistical analysis or specimen handling are welcome. Stained, cover-slipped glass slides are preferred, but in certain cases, 2x2 transparencies will be considered. Surgical biopsies should be from lesions that would be examined cytologically, and ideally the submission should include a cytologic preparation.

Case Submission:

MATERIAL NEEDED

Eighty (80) glass slides are needed for each case. The submitter must check all glass slides to assure their quality. Please do not attach adhesive labels to the glass slides. If 2x2 transparencies or histologic sections are submitted, send only one transparency or

histologic section. If the case is accepted, the submitter will supply 80 copies of the transparency or histologic slide.

For clinical chemistry or hematology cases, laboratory data including reference intervals for your laboratory should be submitted.

PRINTED MATERIAL / CASE INFORMATION / DIGITAL IMAGES

Please send a hard copy of case information with the slides or data. In addition, send 2 Word files as e-mail attachments to colver@colostate.edu. If e-mail or e-mail attachments are a problem, these files may be sent on disk. The first file is the case history to be distributed with the slides sets prior to the meeting and should include contributors, specimen submitted, signalment, concise history, and clinical findings. Please only include pertinent laboratory data and summarize this if possible. The second file is information that will be distributed at the meeting and should include the information on the first file, plus slide description, diagnosis, discussion, and references.

In addition, please send 2-3 digital images that are representative of the lesions on the glass slide for inclusion in the case summary CD. If 2x2 or electron photomicrographs are submitted, digital images of these must be submitted in addition to the non-electronic image. Digital images should be 1024 x 768 pixels in the JPEG format with compression set on high quality. Digital images may be sent by email or disk. A figure legend in Word should accompany the images. Inclusion of digital images is **required as part of the submission process**.

The goal of this session is to stimulate discussion. Presentation of common laboratory abnormalities that are not related to the case is unnecessary as is a lecture or a literature review with each case. If preferred, the submitter may include discussion questions to be answered at the case review session. These questions may inspire members to review cases before the meeting.

WHEN AND WHERE TO SUBMIT

The deadline for submission of cases is July 1, 2004. Submitters will be notified of the results of the selection process by August 15, 2004. Only 20 cases will be presented at the meeting. Cases not selected for presentation may be returned to the submitter, retained for consideration as a 2005 presentation, or included in the 2004 cases as an interesting case, but not presented. Be sure to include your e-mail address with your submission. Inquires and case submissions should be sent to:

Dr. Christine Olver
1619 Campus Delivery
Department of Microbiology, Immunology and Pathology
College of Veterinary Medicine and Biomedical Sciences
Colorado State University
Fort Collins, CO 80523
Phone: (970) 491-7550
FAX: (970) 491-0603
E-mail: colver@colostate.edu

Call for 2005 ACVIM Forum Speakers

The ASVCP arranges speaker(s) for the ACVIM meeting each year. The speaker(s) provide 8 hours of talks reflecting current knowledge and/or in-depth reviews of topics in veterinary clinical pathology. The 2005 meeting will be June 1-4 in Baltimore, MD. Please send suggestions for ASVCP speakers and topics for the 2005 ACVIM meeting to Judy Radin at radin.1@osu.edu

Teaching Clinical Pathology: A Forum for Discussion

Establishing Core Concepts in Clinical Pathology

Banff, Alberta, Canada, November 16, 2003

By Holly Bender, Karen Young, Mary Christopher and Leslie Sharkey

Which clinical pathology core concepts and competencies should be taught to veterinary students? Do you want to know what your colleagues think? Participants at the 2003 Teaching Clinical Pathology Forum discussed these and other related issues facing clinical pathologists. Holly Bender, Karen Young, Mary Christopher, and Leslie Sharkey led a low-tech, low-cost pilot process for determining the degree of consensus that exists among clinical pathologist regarding core concepts and competencies for graduating veterinarians. This process helped the participants evaluate the feasibility of a comprehensive web-based survey.

Meeting Format

The meeting was well attended with over 50 participants. During the meeting, each participant ranked a pre-selected set of core concepts and competencies by importance. A sheet of paper was posted on the wall for each concept and competency. Participants posted their rankings on each sheet using color-coded sticky notes. The degree of consensus for each concept and competency was immediately obvious by the numbers and colors of sticky notes on each sheet. In addition, participants could see how their rankings compared with others. Participants then divided into small groups to discuss a series of questions (see Table 1) aimed at determining the merits and costs of the survey approach. After small group discussions, participants reconvened and spokespersons from each group reported their findings to the entire group.

Results

The pilot process was very effective and informative. The importance of defining core concepts and competencies to the participants was virtually unanimous. Participants engaged with great interest in the sample survey and their passion for teaching was evident during the enthusiastic and lively small group discussions that followed. The small groups were particularly effective for surfacing the issues and ideas of all participants. The large group discussion was a valuable exchange, as participants debated the small group findings. The participants concluded that the idea of a

comprehensive Web-based survey to rank a pre-selected list of clinical pathology concepts and competencies has merit. In addition, the results of the survey would be valuable to a wide range of users such as: new faculty, experienced faculty, trainees, curriculum committees, national board examination committees, and accreditation groups. Potential uses would be to guide 1) lecture and course development, 2) veterinary school curriculum planning and revamping, 3) communication of clinical pathology educational priorities with faculty in other disciplines, 4) comparisons of curricula between veterinary schools, and 5) the studies of veterinary and graduate students for board exams. It was also the group's consensus that this web-based survey should 1) be broken into sections by major topic (RBC, WBC etc), 2) sent to clinical pathologists from all fields of service, 3) track demographics of survey participants such as, number of years teaching, where employed, experience in developing curricula, years post DVM, years post certification, previous employment history, etc., 4) be guided by textbooks and course syllabi (objectives) from various schools, 5) require participants to invest no more than 15 minutes to one hour per week. Some participants saw value in surveying clinical pathology residents and veterinarians outside of the domain of clinical pathology, such as medicine clinicians and practitioners.

After the benefits of a comprehensive Web-based survey were firmly established, the group turned its attention to the realities of such a complex undertaking. The biggest concern was the logistics of selecting an appropriate list of concepts and competencies for ranking. One suggestion was to extract a list of concepts directly from several widely used clinical pathology textbooks. The participants agreed that this approach would include most of the concepts taught, but would result in an unmanageable number of concepts for ranking, and would exceed the time commitment of most survey respondents. Though many participants commented that the concepts in the sample set (which were derived directly from a major textbook) were too detailed, it was difficult to define a process for reducing the number without excluding material perceived as core by some. Even if a process were chosen, preprocessing the survey list would be extremely labor intensive and maintaining such a list would require significant resources. A committee with rotating membership was suggested, but there were no volunteers. Some urged that clinical relevance be the determining factor for inclusion of concepts in a survey list, but again no suggestions emerged on a process to determine relevance. Collecting a number of course objectives was offered as an alternative measure for creating a concept list for the survey, but few faculty believed that their objectives were detailed enough to guide the process. On the other hand, Drs. Steve Stockham and Mike Scott generously offered to share with ASVCP members their comprehensive list of testable instructional objectives. These instructional objectives are based on desired clinical pathology learning outcomes for veterinary students, and are posted on the Internet at www.vet.ksu.edu/depts/dmp/personnel/faculty/fvcp.htm.

One final issue of concern was a faculty member's academic autonomy. If a ranking of core concepts and competencies were established, how would it be used? Could faculty be compelled to teach some concepts and exclude others based on rank? Could students use the ranking as a basis for grievance? It was clear after the meeting that a

comprehensive ranking of concepts and competencies by a wide range of clinical pathologists was desired, but issues such as resources, logistics, and potential misuse must be resolved.

As clinical pathologists face an ever-expanding amount of information and skills, deciding which concepts and competencies should be taught to veterinary students should always be retained as the prerogative of the faculty member. However, knowing the views of one's colleagues would be helpful in making informed teaching decisions. We deeply appreciate everyone's participation and input at the meeting.

Table 1.

1. How useful would this list be?
2. Who would use the list – new faculty, trainees, existing faculty?
3. What are potential uses for list, eg, evaluating existing course for curriculum planning?
4. Should this include opinions about what % of the clinical pathology curriculum should be devoted to each topic (RBC, WBC, etc)?
5. Is a series of ranking surveys a good process for developing this list?
6. How much time would you devote to filling out each survey to support development of the list?
7. How would the list of concepts/skills for each topic be defined, eg, by using textbooks?
8. How to determine the level of detail, and how much grouping of concepts?
9. Who should complete the survey: academic clinical pathologists, industry clinical pathologists, diagnostic lab clinical pathologists, residents, etc? Practitioners?
10. What demographic information should be collected from those completing the survey, eg, employment type, teaching experience, gender, board certification, etc?
11. How would this effort be funded: grants, ASVCP, etc?
12. What are the advantages and disadvantages to this process?
13. Who would maintain the list?

--Submitted by Holly Bender

ASVCP Committee Updates

Veterinary Laboratory Professionals Committee

One of the roundtable topics at the 2003 annual meeting was "Performance Reviews and Development". The discussion was led by Dennis Olexson. The idea was to compare and contrast the way technicians/technologists are evaluated at different institutions.

Employee Job Description	Measurable Goals, Scoring Process, Working Review Plan	Evaluation Types	Reviewed by	Set Goals, Merit Increases
Job description provided	5 categories with comment sections	Probationary Annually	Supervisor Director/Chair Employee	Not included in performance evaluation
Job priority summary provided	3 categories with specific prompts	Probationary Annually	Supervisor Employee	Self appraisal done, not included in performance development program. If satisfactory no performance improvement plan is initiated
Job description	5 categories with comments	Annually	Supervisor Employee	Not included
SPA Work Plan Job Responsibilities and expectation outlined in Plan	10 categories with expected levels of performance	Probationary Annually	Supervisor Manager Employee	Action plan/development goals initiated with resources needed and target time frames
Position summary and/or dept. objective(s) provided	7 categories with prompts	Probationary Annually	Supervisor Manager Employee	Development goals/training for coming year. Job goals determined.
Technical skills, Mastery list. Detailed list of task standards specific to the job	Skills/Tasks listed evaluated by: Policy review, Proficiency testing, written exam	Probationary Annually	Supervisor Employee	No goals set
Planning session with core behaviors to develop performance plan	10 behaviors with success...examples: job knowledge, competence, conduct	Probationary Annually	Supervisor Employee	Goals set during performance cycle. Goal to achieve behaviors to success
Job fact sheet with an employee performance sheet indicating date of review and items to consider to have ready	25 categories ranked from Needs Improvement to Outstanding (4 levels)	Probationary Annually	Supervisor Employee	Goals and plans for unit and employee set Establish scoring system base (weighted system)

There are many different categories used to evaluate the scoring process (from the second column). Here are a few examples: attendance, customer service, safety, communication, job effectiveness and peer development.

Thank you to the participating institutions.

Submitted by Lisa Shipp

Electronic Communication and Technology Committee

The Electronics Information and Communications Committee, a newly formed service committee has the general goal of assisting the Executive Board, other committees, and

the ASVCP membership at large in finding more efficient methods for communication, accomplishing organizational goals, and disseminating information. Our charter and the specific goals for this year are included in this newsletter. Another goal is that members of this committee learn about evaluating and using innovative software. Currently, we are learning to use Microsoft Sharepoint to share documents, create discussion groups, conduct surveys and communicate within the committee. We are seeking two or three new members to join our group. Please contact Lois Roth-Johnson (lroth@pceext.com) if you are interested.

Submitted by: Lois Roth-Johnson, Chair, Electronic Communication and Technology Committee

Regulatory Affairs Committee

Since the 2003 Annual meeting in Banff, there has been little activity in the Regulatory Affairs Committee. Draft Objectives for 2004 have been sent to the members of the committee for their input. A meeting to adjust and finalize the Objectives will follow, and the final Objectives will target meeting the committee charter.

Submitted by: Vincent P. Meador, Chair, Regulatory Affairs Committee

Executive Board News

In addition to the Executive Board and Annual Business Meeting sessions held at the Annual Meeting of the ASVCP, the members of the ASVCP Executive Board correspond regularly during the year via electronic mail and telephone conferences to accomplish the Society's Business. Since publication of ASVCP Newsletter #4, 2003, the Board has made a number of decisions by majority vote. We have proposed to enter for 2 years into a Memorandum of Understanding with the Japanese Society for Veterinary Clinical Pathology (JSVCP) which would allow the JSVCP to either become a Member Organization at a cost of \$45/year/member and to have *Veterinary Clinical Pathology (VCP)* be recognized as its official journal, or, alternatively, to have its members become Affiliate Members at a cost of \$65/year/ member. We have decided to make changes to the inside front cover of *VCP*, including ceasing to put our Sponsor list and the list of Executive Board Members of the European Society for Veterinary Clinical Pathology in that location and making subscription information more prominent. We will add a list of our Sponsors to ASVCP website. We have decided to cease providing a free 1 year subscription to *VCP* to our Sponsors. Instead we will send a copy of Issue #3 of *VCP* along with the solicitation letters that go out annually to our Sponsors and potential Sponsors. Issue #3 is the one that contains the announcement and schedule of our Annual Meeting, and it will heretofore also contain a list of our Sponsors. Lastly, but very importantly, we have accepted 5 new members: Elizabeth Bestemann, Jennifer Franklin, Wendy Hull, Heidi Peta, and Elizabeth Skuba.

In Memoriam

One of our valued colleagues, Dr. Bernard (Bernie) Feldman died in a motor vehicle accident on February 19, 2004. Dr. Feldman was an extremely accomplished clinical pathologist. He was a long-time, well known and very active member of the ASVCP, having served terms as Executive Board Member, President-elect, President, and Secretary-Treasurer. He received the DVM degree from the University of Illinois, and the PhD degree in Comparative Pathology from the University of California at Davis. At the time of his death, he was a Professor in the Department of Biomedical Sciences and Pathobiology at the Virginia-Maryland Regional College of Veterinary Medicine. Prior to that, from 1978-1990, he served on the faculty of the University of California at Davis. He played a major role in organized veterinary medicine in the United States and also helped to develop the discipline of veterinary clinical pathology internationally, including in The Netherlands, Denmark, Kenya, and Argentina. He taught and mentored numerous DVM and graduate students. He served as editor of several research journals, published more than 300 manuscripts, lectured extensively world-wide, and received numerous awards for excellence in teaching and research. He will be sorely missed. Memorial contributions may be made to either the Floyd County Animal Shelter Expansion Program, P.O. Box, 218, Floyd, VA 24091, or the Floyd County Humane Society, P. O. Box 862, Floyd, VA, 24091.

Announcements

New ASVCP National Office: Management of the ASVCP by the Rees Group, Inc. allows us to have a centralized National Office for our Society. Members can contact the ASVCP National Office at 7600 Terrace Avenue, Suite 203, Middleton, WI 53562; Phone 608-831-7829; Fax 608-831-5122; E-mail info@asvcp.org.

Electronic Newsletters: Effective with ASVCP Newsletter #1 for 2004 (February), paper copies of the newsletters will no longer be mailed to all ASVCP members. Those members who have provided the Society with an e-mail address will receive an e-mail containing a link to the newsletter as soon as each issue is posted to the ASVCP website. The newsletters are posted in PDF format. If you have any problems accessing the newsletter electronically, please contact the ASVCP National Office (info@asvcp.org) or Secretary Marlyn Whitney (whitneym@missouri.edu). Those members without e-mail access will continue to receive paper copies of the newsletter.

Change of Address: Please send any changes in mailing address or electronic mail address to the ASVCP National Office at 7600 Terrace Avenue, Suite 203, Middleton, WI 53562; Email: info@asvcp.org; FAX 608-831-5122.

ASVCP Newsletter and/ or Website Submissions: If you have any material of interest to post in the newsletter or on the ASVCP website (www.asvcp.org), please contact the ASVCP Secretary, Marlyn Whitney, at D102 Veterinary Medical Diagnostic Lab, University of Missouri, Columbia, MO 65211; Email: whitneym@missouri.edu, or contact the ASVCP National Office at 7600 Terrace Avenue, Suite 203, Middleton, WI 53562-3174; Email: info@asvcp.org.

ASVCP Membership Application: Member application forms are available at the ASVCP website (www.asvcp.org), by contacting ASVCP Secretary Marlyn Whitney at whitneym@missouri.edu, or by contacting the ASVCP National office at 7600 Terrace Avenue, Suite 203, Middleton, WI 53562-3174; phone 608-831-7829; Email: info@asvcp.org.

Upcoming Meetings

The Division of Animal Clinical Chemistry of the AACC is hosting a one-day conference entitled "Biomarkers of Cardiac and Vascular Injury" on Friday, April 23, 2004 at Hoffmann-LaRoche, Inc, Nutley NJ. There will be 5 speakers including Elizabeth Hausner and Eugene Herman (FDA, CDER), Calvert Loudon (Astra-Zeneca), Robert Hamlin (OSU), and Ken Wallace (Univ. MN School of Medicine). Topics will include regulatory issues, biomarkers of drug-induced cardiac toxicity, endothelin receptors in vascular injury, unique biomarkers and cardiac distress, pediatric cardiac injury and examples of cardiovascular studies. Bayer Diagnostics Corp. will host a one-day user's group meeting on Thursday April 22. The Bayer meeting and accommodations for both meetings will be at the Renaissance Meadowlands Hotel, 801 Rutherford Ave, Rutherford, NJ 07070 (ph 201-231-3100). For further information, contact Rosemary Nicklaus (rosemary.nicklaus@roche.com). Additional information and on-line registration will be available in early March in the meeting section at www.aacc.org.

2004 ACVIM Forum: June 9th-12th, Minneapolis. See www.ACVIM.org for program and registration materials.

2004 AVMA Annual Convention: July 24th -28th, Philadelphia. See www.AVMA.org for more information.

Job Opportunities

CLINICAL PATHOLOGIST - The Department of Veterinary Pathobiology, College of Veterinary Medicine, Oklahoma State University invite applications for a tenure-track position in clinical pathology at the rank of Assistant, Associate, or full Professor with 50 to 75% assignment to teaching and diagnostic service. The remaining assignment allows for abundant opportunities in research or other scholarly activities. Areas of College research emphasis are toxicology, microbial pathogenesis, immunity, and reproduction. Qualifications for this position include DVM or equivalent degree. Appointment at Associate or full Professor requires board certification by ACVP, while appointment at Assistant Professor requires ACVP certification or eligibility. A PhD degree is preferred, but not required. Salary is competitive and commensurate with experience. Interested individuals are encouraged to apply by submitting a letter stating professional goals and interests, a curriculum vitae, and the names and contact information for 3 references to Dr. James Meinkoth, Department of Veterinary Pathobiology, 250 McElroy Hall, Oklahoma State University, Stillwater, OK 74078-2007. Additional information available by phone: 405-744-6747, website: www.cvm.okstate.edu, or email (jhm@cvm.okstate.edu). Review of applications will begin March 15th and continue until the position is filled. Oklahoma State University is an AA/EOE.

DIAGNOSTIC CLINICAL PATHOLOGIST (7 Month Contract Position): The Department of Pathology and Microbiology, Atlantic Veterinary College, University of Prince Edward Island, invites applications for a contract position in diagnostic clinical pathology. This is a 7-month position (October 4, 2004 - April 29, 2005). The successful candidate will work with a team of 3 other academic and contract diagnostic clinical pathologists (all ACVP board certified). His/her primary responsibility will be to provide interpretation on chemistry, hematology, and endocrine data as well as cytology sample examination and interpretation on samples from domestic animals submitted to the AVC Diagnostic Laboratory Service. The clients of this service include the AVC teaching hospital, researchers, and private practitioners in the

four Atlantic Provinces. The candidate will also participate in the instruction of fourth year veterinary students during the clinical rotations in clinical pathology, as well as the second year hematology laboratories. Applicants must have a DVM (or equivalent) degree, graduate training and experience in diagnostic clinical pathology. ACVP Board certification or eligibility is also an asset. Applications will be received until April 1, 2004 or until a suitable candidate is found. Preferred starting date is October 4, 2004 or as soon as possible thereafter. Submit a letter of intent, a curriculum vitae and the names, and contact information of 3 references to: Dr. Basil O. Ikede, Professor and Chair, Department of Pathology and Microbiology, Atlantic Veterinary College, University of Prince Edward Island, 550 University Ave., Charlottetown, PEI, Canada C1A 4P3. Phone: (902)566-0948, Fax: (902)566-0851. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and Permanent residents will be given priority. The University of Prince Edward Island is committed to gender equity in employment. Information about Prince Edward Island, the University, and the Atlantic Veterinary College can be found on the web at: www.upei.ca and www.upei.ca/~avc. For an overview of the Department visit www.upei.ca/~pathmicr/.

RESIDENCY TRAINING IN VETERINARY CLINICAL PATHOLOGY: As part of the most comprehensive health sciences center in America, the Department of Veterinary Biosciences at The Ohio State University offers outstanding training opportunities for students whose career goals include specialty education in clinical pathology training leading to a PhD degree. The department has a successful program in experimental and applied veterinary pathology demonstrated by sustained extramural funding and an excellent record of graduates who successfully pass the certifying examination of the ACVP. Trainees receive excellent training in clinical chemistry, cytology, hematology, immunology, surgical pathology, and molecular techniques. Trainees are directly involved in the teaching and diagnostic services of the clinical pathology laboratories, which provide support services for the large caseload in the Veterinary Teaching Hospital, regional practitioners, and the Columbus Zoo. Areas of research training are Cellular and Molecular Biology, Oncology, Microbiology and Immunology, and Pathophysiology and Pharmacology. Research training includes experience with transgenic animal pathobiology. Stipends begin at \$24,500, and successful applicants will receive a \$2,000 bonus to apply toward the cost of educational supplies. Tuition is provided (\$9,608/resident or \$24,556/non-resident per year), and the university will pay \$600 of the cost of student health insurance per year. A DVM from an AVMA-accredited institution is preferred and a GRE score is required. Applications are reviewed upon receipt and will continue until suitable applicants are selected for positions beginning June 21, 2004. Interested individuals should submit a Graduate School application to the Admissions Office of The Ohio State University (<http://gradadmissions.osu.edu>). A curriculum vitae, statement of career goals, and three letters of reference should be submitted to Dr. Michael Oglesbee, Graduate Studies Committee Chair, Department of Veterinary Biosciences, Ohio State University, 1925 Coffey Road, Columbus, OH 43210-1092. For more information, contact Dr. Maxey Wellman at (614) 292-1877, Wellman.3@osu.edu or visit the department website, www.vet.ohio-state.edu. The Ohio State University is an AA/EOE.