



# NEWSLETTER

## AMERICAN SOCIETY FOR VETERINARY CLINICAL PATHOLOGY

December 2003

Newsletter #4

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### Important Dates

February 29, 2003	Annual dues and address corrections due to ASVCP National Office
November 14-17, 2004	Annual ASVCP/ACVP Meeting, Orlando, Florida
November 15, 2004	ASVCP Annual Business Meeting, Orlando

### President's Message:

Colleagues,

As we begin a new year we should be thankful for the contributions many have made to the ASVCP in the past and attempt to maintain the success we have had as a Society. I point now to the great strides forward that presidents Bill Reagan, Eric Schultze and Jeanne George orchestrated in the 3 years I have been on the executive board with

them. Jeanne started the updating of our constitution so that it would be in step with what the ASVCP actually does. Jeanne was excellent in her visions of what we should be doing and personal contacts with people to stimulate them to work towards specific goals. Eric put great structure into our organization. He insisted, for example, that we all describe in detail what we did each year so that the next person stepping into that position had a clear template of what to do. Eric also identified the need for a management firm and selected (with a subcommittee of effective and appropriate members he organized) the Rees Group to manage many of our services. The ASVCP has grown too large for volunteers to perform all of the management tasks, given the limited time available for active professionals to complete these tasks. Bill was also involved in selecting the management firm and coordinating how it would function. Bill also negotiated an economic agreement with the ACVP this year for financing of the annual meeting which satisfied both organizations. It was no small task to preserve how each organization wished to function yet work out a compromise that was acceptable to each group. Bill had each committee develop a charter of how it would function so that we would have consistency in the grass roots decision making. This was in part an extension of the manner in which Eric developed a uniform structure and system for change in each committee. We are fortunate to have this effective, self-perpetuating system for delegation of tasks established. The ASVCP has a well structured system to change with time, thanks to the efforts of these presidents and others before them.

Committees do the work of the Society and I encourage members to indicate their willingness to work on various committees. A fill-in box will be on your membership renewal form, to indicate which committee you would like to work in. A tough job is development, for few enjoy finding sponsors and contributors, or encouraging them to give more each year. Even if you do not serve on the development committee, give them suggestions of contact persons in businesses that may be willing to support some of our activities such as the journal, list serv, annual meeting or pre-meeting in-depth session or other activities. Those members in various corporations can help greatly with some personal contacts in their institution. Costs to the Society increase each year and the more successful associations find outside support to allow them to increase and improve their services. Eric and Bill have added structure to the various committees to establish a system of rotation so that no one becomes too fatigued with a task and that new members with new ideas are funneled into each committee each year. Think also of nominations of members for Executive Board membership. We have a call for nominations each year but rarely get a nomination from the membership. Helping us identify one effective, new officer will greatly help the Society.

I look forward to another successful year and take great pride in being a part of a Society with so many active, effective members that work so hard to make the ASVCP so productive and fun.

Harold Tvedten  
President, ASVCP

## State of the Society

Dear Colleagues,

As the year ends and the New Year begins it is time to review the accomplishments of the ASVCP in 2003. Throughout this past year I had the opportunity to interact with many of our talented and dedicated Society members. The people that serve on the Executive Board and committees, and those that oversee the journal and list-serv spend countless hours serving this great organization. It is the energy and productivity of these people, as well as the support of the members, that moves the Society forward. There have been many accomplishments this past year and I encourage you to review the minutes of the annual ASVCP Executive Board Meeting and Business Meeting to see the breadth of these accomplishments. Below I will highlight some of the major ones.

1. Our 38<sup>th</sup> annual meeting in Banff, Alberta, Canada was an outstanding success. This was the 4<sup>th</sup> concurrent meeting with the ACVP. For those of you that could not attend, you missed a venue with exhilarating scenery and an excellent program.
2. Our second annual pre-meeting workshop, entitled "Hepatotoxicity Assessment for Investigative Toxicology and Drug Development" was well attended, with 58 participants. Thanks again to Vince Meador, Chair of the Regulatory Affairs Committee, for directing and implementing this event.
3. The ASVCP signed a three-year contract with The Rees Group for active management of selected functions of the Society. The Rees Group will be helping with national office administration, member services, and development. As part of this contract, Susan Rees was named Executive Director of the ASVCP.
4. The ASVCP signed a two-year Memorandum of Understanding with the ACVP that is a new cost sharing agreement between ASVCP and ACVP for the joint annual meeting. This agreement should be beneficial to all parties involved and confirms our mutual interest to continue to meet with this group.
5. The Veterinary Laboratory Professionals group was transitioned from a special interest group to the Veterinary Laboratory Professionals Committee. Linda Vap currently chairs the committee. Having an official standing committee within the organization confirms the Society's commitment to serve those individuals with interests in applied clinical pathology issues.
6. A new committee, the Electronic Communications and Technology Committee, was formed and is currently chaired by Lois Roth. This committee will help

advance computer technology issues within the Society and serves as a resource for other members of the Society.

7. Charters were developed by most of the Society's standing committees, to better define their scope and responsibilities. The practice of setting committee goals at the beginning of the year was continued, to increase productivity of the committees.
8. The Executive Board reviewed and recommended for publication the "Guidelines for Resident Training in Clinical Pathology: Clinical Chemistry", developed by the Education Committee. Special thanks go to Leslie Sharkey, Tracy Stokol and Mary Christopher for spearheading this effort.

As you can see, we had another outstanding year! Thanks again to the ASVCP members that dedicated their time to the organization this past year and made this all happen. If you have not done so in the past, please consider volunteering in the future to help the Society continue to grow and prosper. I know you will find it as rewarding an experience as I had in leading the organization this past year.

Best wishes,  
William J. Reagan  
ASVCP Immediate Past President

## ASVCP Officers for 2003-2004

New officers were inducted at the conclusion of the ASVCP Annual Business Meeting on November 16, 2003, in Banff, Alberta, Canada. The ASVCP officers and Executive Board members for the upcoming year are:

**President**

Harold Tvedten

**Secretary**

Marlyn Whitney

**President-Elect**

Sue Tornquist

**Treasurer**

Sonjia Shelly

**Second Year Executive Board Member**

Judy Radin

**Immediate Past-President**

Bill Reagan

**First Year Executive Board Member**

Christine Olver

## Membership Report

As of December 19, 50 new members have been accepted into the ASVCP during 2003. Welcome to all! The new members are as follows:

Agustin Montes Deoca Acosta	Kathryn Kewish
Hatzis Aristodimos	Michael Logan
Jill Arnold	Guy McKee
Raquel Arriola	Mary Nabity
Christian Bedard	Douglas Nepton
Jeff Blair	Carol Nishikawa
Susan Boyd	Dennis Olexson
Camilo Bulla	Sharron O'Neill
Karen Conrad	Valarie Pallatto
Natalie Courtman	Claudio Petterino
Carlos Frederico Teixeira Da Silva	Drury Reavill
Gina Davis-Wurzler	Felipe Reggeti
Daniel deBarros Macieira	Joan Shewmaker
Richard DeFrancisco	Susan Smith
Joyce P. DeMaio	Roger D. Stobbs
Nicole Fernandez	Balazs Szladovits
Elaine Flores	Elizabeth Spangler
Maria Eugenia Martinez Garcia	Walter B. Stein
Amy F. Gill	Jennifer Steinberg
Roberta Graca	Connie Stevenson
Susan Hart	Elaine Tobias
Carol Howard	Niraj Kumar Tripathi
Judith Howard	Flavia de Medonca Uchoa
Penny Hylton	Carlos Vasquez
Jennifer Johns	Nicole Weinstein

In addition, Soesanto Mangkoewidjojo was approved for ASVCP Lifetime Membership.

## ASVCP Young Investigator Award

Each year, the Society presents a cash award to the resident or graduate student whose oral platform presentation is judged best among the competing presentations given during the scientific sessions at the annual meeting. 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. At our meeting in Banff, Felipe Reggeti (University of Guelph), Wendy Sprague (Colorado State University), Roberta Graca (University of Illinois), Karen Dolce (Kansas State University), Peter Christopherson (Auburn University), and Kurt Zimmerman (Virginia Tech University) gave well-organized

scientific presentations. Award selection was determined by an independent panel of judges and was based on the scientific content, abstract composition, clarity of presentation, and the contestants' ability to answer questions. Judges were Ty McSherry (former ASVCP YIA winner, IDEXX Laboratories), Jenny Thomas (Michigan State University), and Roberta Relford (IDEXX Laboratories). At the annual ASVCP Business Meeting, Past President Eric Schultze presented a check for \$500 to the winner, Wendy Sprague, for her presentation entitled, "Culture and Characterization of Feline Dendritic Cells." Congratulations to all participants for excellent presentations!

## **ASVCP Committee Updates**

### **Veterinary Laboratory Professionals Committee**

The 2003 ACVP/ASVCP meeting was held at the Fairmont Banff Springs Hotel in Canada. The VLP had several excellent speakers again this year. Dr. Christine Olver spoke to us about "Reticulocyte Size and Hemoglobin Content for the Diagnosis of Iron Deficiency", and she also presented "Immunological and Molecular Methods to Aid in the Diagnosis of Lymphoproliferative Disorders". Dr. David Williams discussed "An Overview of Markers for Digestive Disease". A "Comparison of Cell-Dyn 3500 and Advia 120 Hematology Analyzers" was presented by Dr. Jim Klaassen. A total of 7 P.A.C.E. credits was available for these sessions.

Three Roundtable discussions were also offered. Nicole Rosen led the discussion for "The Who, What and How of Determining Test Prices". Dennis Olexson led "Performance Reviews and Development". "Coombs Testing" was presented by Nancy Papenfuss.

These annual meetings give us a chance to get together with our peers and talk about the similarities and differences between our laboratories. These informal discussions can be just as valuable as the scheduled presentations.

Thank you to everyone that worked to make this meeting a success.

--Submitted by Lisa Shipp

## **ACVIM Forum 2004**

Each year the ASVCP coordinates speakers for the American College of Veterinary Internal Medicine (ACVIM) Forum. Our goal is to provide continuing education that appeals to clinicians, practitioners and scientists who deal with a variety of animal species. Presentations should focus on one or two themes. Speakers are obtained from the ASVCP membership. Volunteers are solicited via postings in the ASVCP Newsletter, personal invitations and recommendations.

The ACVIM Forum 2004 will be held in Minneapolis, Minnesota, on June 9<sup>th</sup> through the 12<sup>th</sup>. The ASVCP is pleased to present the following program that will focus on the themes of veterinary hematopoietic neoplasia and updates/current information on diagnostic techniques and instrumentation in hematology:

“Myelodysplastic Conditions in the Dog” and “Hemophagocytic Conditions in the Dog”, presented by Doug Weiss, DVM, PhD, Dip. ACVP, Professor, College of Veterinary Medicine, University of Minnesota.

“Canine Lymphoid Malignancies and the New Clinically Relevant WHO Classification” and “Myelofibrosis with Myeloid Metaplasia, a Form of Chronic Myeloproliferative Disease”, presented by Rose Raskin, DVM, PhD, Dip. ACVP, College of Veterinary Medicine, Purdue University.

“21<sup>st</sup> Century Applications of Flow Cytometry in Veterinary Medicine: a Glimpse of the Future” and “Lineage Differentiation of Canine Hematopoietic Disorders: Lessons from the Human Side”, presented by Mindy Wilkerson, DVM, PhD, Diplomate ACVP, Associate Professor, College of Veterinary Medicine, Kansas State University.

“Interpretation of Hematology Instrument Graphics in Diagnosis of Anemia and Other Erythrocyte Alterations” and “Interpretation of Hematology Instrument Graphics in Diagnosis of Alterations in Leukocytes and Platelets”, presented by Harold Tvedten, DVM, PhD, Dip. ACVP, Professor Emeritus, College of Veterinary Medicine, Michigan State University, currently at Dept. of Clinical Chemistry, Swedish University of Agricultural Sciences, Uppsala, SWEDEN.

## 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](mailto:radin.1@osu.edu)

## 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 #3, 2003, the Board agreed by majority vote: (1) to accept a joint meeting cost-sharing agreement proposed by the ACVP; (2) to accept new members Hatzis Aristodimos, Raquel Arriola,

Camilo Bulla, Natalie Courtman, Carlos Frederico Teixeira Da Silva, Richard DeFrancisco, Nicole Fernandez, Elaine Flores, Amy F. Gill, Susan Hart, Judith Howard, Penny Hylton, Jennifer Johns, Kathryn Kewish, Guy McFee, Mary Nabity, Douglas Nepton, Dennis Olexson, Valarie Pallatto, Susan Smith, Roger Stobbs, Flavia de Mendonca Uchoa, and Carlos Vasquez; (3) to recognize Soesanto Mankoewidjojo as a Life Member; (4) to charge a \$15 shipping and handling fee to non-US, non-Canadian members who would like to get a copy of the urinalysis book recently provided by Bayer, (5) to extend the membership of new members who apply after September 1<sup>st</sup> through the end of the following year, (6) to transfer layout and composition for *Veterinary Clinical Pathology* to Allen Press (thus increasing efficiency and poising us for eventual full-text online publication of our journal), and (7) to begin sending the newsletter in electronic form to those members who have provided e-mail addresses. As regards the final item, the change will take effect with the first newsletter of 2004, scheduled for publication in February. At least initially, members will receive an e-mail message containing a link to the newsletter when it is posted to the website, rather than receiving individual electronic copies of the newsletter. Of course, paper copies of the newsletters will continue to be mailed to those members without e-mail access.

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## Summary of the Executive Board Meeting

### Banff, Alberta, Canada, November 14-15, 2003

**Present:** President William Reagan, President-Elect Harold Tvedten, Immediate Past President Eric Schultze, Treasurer Sonjia Shelly, Secretary Marilyn Whitney, 1<sup>st</sup> Year Executive Board Member Judy Radin, 2<sup>nd</sup> Year Executive Board Member Susan Tornquist, Incoming Executive Board Member Christine Olver, Executive Director Susan Rees

#### CALL TO ORDER

W. Reagan called the meeting to order at 2:04 p.m. MT on November 14. Several changes to the agenda were announced: Mary Anna Thrall will present at 4:40 pm, Susan Rees will provide her update at 5:00 p.m. On Saturday, the meeting will begin at 1:30 p.m., instead of 2:00 p.m. Leslie Sharkey has been informed of the earlier time, as well as Mary Christopher. This change should allow more time for the journal report.

#### APPROVAL OF MINUTES OF 2002 MEETING, CONFERENCE CALLS, RECORDS OF ELECTRONIC MAIL VOTES

S. Shelly made the motion to accept the meeting minutes, conference call minutes and electronic mail votes as presented. H. Tvedten provided the second. The motion carried.

#### OLD BUSINESS

W. Reagan reviewed the checklist of action items. In regard to the possibility of taping workshops, education sessions, etc., he reported that the DACC (Division of Animal Clinical Chemistry) had videotaped educational sessions at their meeting, which had approximately 90 attendees. 30 attendees purchased copies of the video. This year DACC took preorders and it worked well. DACC netted about \$1,000, but Novartis paid some costs. The video issue was tabled.

W. Reagan distributed a new version of the ASVCP logo and the revised membership brochure for approval, requesting that we vote on it at another time. W. Reagan will transfer electronic files containing the graphics for the membership brochure and the new logo to the ASVCP National Office. S. Rees will proof for correct contact information on the brochure.

H. Tvedten reported Christine Hotz has stepped down as Chair of the Electronic Communications Committee. Lois Roth has been appointed as the new Chair by W. Reagan.

S. Shelly reported the PACE credits issue has been resolved. Carolyn Haines will maintain PACE credits for the Veterinary Laboratory Professionals for the coming year. After much investigation by former ASCVP Secretaries and Treasurers, no one can find any documentation that ASVCP has ever incorporated.

M. Whitney coordinated the reports for the Executive Board book in a timely fashion.

S. Tornquist reported that Membership Committee Chair Tracy Stokol felt that the ASVCP booth was not an effective recruitment tool for use at conferences. The Executive Board concurred. The Membership Committee would like to continue support, on a rotating basis, of student seminars at veterinary schools, to raise interest in joining the ASVCP. The committee has requested funds for continuation of the pizza meetings, but have not requested a specific budget amount. The Executive Board will discuss the issue further after seeing Committee Chair Tracy Stokol's proposed budget. S. Tornquist confirmed with S. Rees that the new membership database would include fields to capture the demographic information the Membership Committee would like to begin to collect. Collection will begin on the 2004 renewal forms.

S. Rees stated the ASVCP National Office is able to fulfill orders for the Bayer urinalysis book for ASVCP members outside of the United States. The ability to order this book will be included on all renewal notices for ASVCP members outside of the United States and Canada. S. Shelly will contact Bayer to request a stock of books for order fulfillment. Books will be shipped to the ASVCP National Office. S. Rees will send an order form with the membership renewal notice to all ASVCP members outside of the United States and Canada.

Members of the European Society for Veterinary Clinical Pathology (ESVCP) have also expressed interest in obtaining the urinalysis book. S. Shelly will discuss with the Bayer contact if there is adequate inventory to ship to ESVCP as well. S. Shelly will contact Nick Carmichael with ESVCP to request the number of ESVCP members and establish a conduit to notify these members about pricing and order procedures.

H. Tvedten suggested that, if books are to be shipped to ESVCP members, N. Carmichael could collect the \$15 shipping and handling fee and then pay the ASVCP.

#### **1<sup>ST</sup> YEAR EXECUTIVE BOARD MEMBER'S REPORT – Judy Radin**

J. Radin reported that all case review material sets have been sold. The case session CDs have been completed and shipped to Banff. Expenses for the project will include an additional customs charge and UPS charges. The CD consists of a .PDF of a one hundred forty page document, complete with embedded images. Two hundred copies have been made, with 80 to go to purchasers of the case materials sets. C. Olver will assist with fulfillment at the session. Case session attendees will receive a CD. J. Radin will provide S. Rees with a list of those individuals who purchased a case review material set, but do not pick up the CD at the session. The ASVCP National Office will ship to those individuals after the meeting.

J. Radin reported that the case review session preparation process was challenging and H. Tvedten suggested charging the Electronic Communications Committee with assisting on the project. A standard submission format should be devised. The CD is currently bookmarked by case. Project costs in 2002 were \$1600. Current project costs for 2003 are \$970, with shipping and customs charges still outstanding. The Membership Committee is discussing distribution for promotional purposes. J. Radin has retained the master copies, if more CDs need to be burned. The current plan is to post the cases to the web site, but the file size needs to be addressed. S. Shelly reported 12 more sets of glass slides could have been sold. J. Radin will forward the one remaining case review materials set, which is missing one glass slide, to C. Olver. C. Olver will informally survey individuals who receive the CD on how well they like this format for case studies. C. Olver will write the copy for a message notifying members when the cases are posted to our website, asking for feedback on the CD, and promoting the availability of the Case Session CD. This message will be sent via email through the National Office.

J. Radin reported that Renee Pearson has been appointed by W. Reagan as the new Quality Assurance and Standards Committee Chair. Regulatory Affairs has been a very active committee and the workshop it organized has 60 individuals pre-registered.

#### **2<sup>ND</sup> YEAR EXECUTIVE BOARD MEMBER'S REPORT – Susan Tornquist**

S. Tornquist reported that notification came from ACVIM on November 12 that the ASVCP submitted program for the 2004 ACVIM Forum has been accepted. J. Radin asked for suggestions for ACVIM speakers for 2005.

S. Tornquist will be President during the ASVCP 40<sup>th</sup> Anniversary. The Executive Board suggested that she begin to plan a special function and charge the Development Committee with securing additional funding for the event. S. Tornquist will discuss potential special event locations and costs with meeting planner Jane Shepard.

#### **PRESIDENT ELECT'S REPORT – Harold Tvedten**

H. Tvedten reminded S. Tornquist that the president-elect writes a summary, both positive and negative, of the meeting. Additional information was requested of the National Office, including copies of the meeting evaluations. S. Tornquist will prepare a summary of the Banff meeting for the Executive Board. S. Rees and J. Shepard will provide staff comments on the meeting and will forward the evaluation summary to the Executive Board.

Scheduling of sessions was a problem in 2003. H. Tvedten requested a more complete program schedule be forwarded to the Program Chair and Incoming President. In addition, an ASVCP yearly master calendar will be provided to the Executive Board and Committee Chairs. The spreadsheet of the master meeting program will be forwarded to Program Chair J. Messick and Incoming President S. Tornquist. S. Rees will draft and distribute the ASVCP Annual Calendar to the Executive Board and Committee Chairs.

With an increased number of abstracts submitted, discussion revolved around whether it was time to begin using more stringent criteria for accepting abstracts. Those abstracts not selected for presentations can be submitted as posters. H. Tvedten raised the issue that more and more students prefer to give oral presentations and not posters, and some submitted abstracts are not specific to Clinical Pathology. This makes the selection process more cumbersome. W. Reagan will bring up to ACVP Council the non-clinical pathology submissions of oral presentations, with the suggestion that Council may wish to consider offering oral presentations.

Due to computer difficulties and other problems, C. Hotz eventually found it necessary to step down as Chair of the Electronic Communication and Technology Committee. W. Reagan acted as informal liaison to the VLP Committee.

H. Tvedten reviewed the correspondence included in the Executive Board book. A suggestion was made to notify those individuals whose abstract was accepted for platform presentation first by email, with a follow up letter mailed via USPS. The National Office will mail the letters.

ACVP Councilor Keith Harris sent H. Tvedten a request that specialty session attendance be determined for each speaker. H. Tvedten will request more information from Keith Harris about how this information is to be used and whether or not ASVCP can receive a copy.

#### **PRESIDENT'S REPORT – William Reagan**

W. Reagan requested of H. Tvedten that setting the agenda for the ASVCP Business Meeting and the Executive Board Meeting be added to the job duties of the President.

W. Reagan reported accomplishments for the past year, including: hiring The Rees Group Inc. (TRG) as ASVCP's management company; negotiating a favorable Memorandum of Understanding with the ACVP concerning management and cost sharing for the annual meeting; transition of the VLP from a special interest group to full standing committee status; the charge to each standing committee to write a charter; formation of the Electronic Communications and Technology Committee; facilitation of the premeeting workshop and assistance in fundraising for its sponsorship; and facilitation of the work of the Program Committee for the 38<sup>th</sup> Annual Meeting. W. Reagan will write a summary of the year's accomplishments for the Newsletter.

#### **IMMEDIATE PAST PRESIDENT'S REPORT – Eric Schultze**

E. Schultze reported that the Nominating Committee worked very well. There are an increasing number of individuals who want to serve on committees and serve as officers. The timeline for the election process was reviewed. Historically, there has always been a line on the ballot for write-in candidates and several were received this year. The election was close, but Christine Olver was elected as incoming Executive Board member. Discussion revolved around electronic voting, but the process is expensive and security is an issue.

The Young Investigator Award (YIA) process has gone well, with a slate of six YIA competitor presentations scheduled for the meeting. All judges are identified ahead of time (though after the candidates are known, to avoid the possibility of any institutional favoritism). As there is an odd number of judges the President-elect will vote only if there is a tie. E. Schultze thanked the Executive Board and The Rees Group for their support and assistance.

#### **SECRETARY'S REPORT – Marlyn Whitney**

M. Whitney raised concerns about the rising cost of printing the newsletter and would like ASVCP to consider moving to an electronic version. She is currently sending a .PDF file to Mary Christopher for posting on the ASVCP website. M. Whitney has altered the list of Secretary's duties to reflect those duties assumed by the new management company. Marlyn requested all committee member lists be finalized by February 1, 2004 to facilitate the publication of the Membership Directory. H. Tvedten will communicate to all committee chairs that committee members must be in place by February 1, 2004. S. Shelly will provide a list of individuals who have volunteered for a committee to H. Tvedten. W. Reagan suggested H. Tvedten adopt the incoming president's practice of writing a charge for each committee.

Communication with new members was discussed. M. Whitney will send the National Office copies of the Introduction to ASVCP letter, copies of the membership directory, and any additional newsletter copies she has. These will be mailed by the National Office upon acceptance of a new member by the Executive Board.

Continued discussion of adding the membership directory to the website concluded that the privacy concerns have not been resolved. Comments were made regarding the excellent changes Mary Christopher has made to the website, including the continuation of job advertisements and the addition of the QA guidelines.

The redesigned membership brochure was distributed. It needs to be printed and distributed for use as needed.

Creating a formal archive was discussed as well as the possibility of putting out a call for a society historian. M. Whitney will make a formal request to former Secretaries for archival materials. This information will be shipped to TRG. S. Rees will investigate with the University of Wisconsin the costs to establish an archive.

#### **ACVP LIAISON REPORT– Mary Anna Thrall**

W. Reagan welcomed Mary Anna Thrall to the meeting as ACVP's liaison to the ASVCP Executive Board. Bob Hall will replace M. Thrall as the liaison on November 16, 2003. W. Reagan thanked M. Thrall for her assistance negotiating the ACVP/ASVCP Memorandum of Understanding (MOU) regarding cost sharing for the annual meeting. M. Thrall conveyed ACVP's commitment to work with ASVCP on a successful meeting and an increasingly strong relationship. She stressed that since ACVP Council has made the change to always have a Clinical Pathologist on Council, ASVCP should always have strong representation. W. Reagan requested that the National Office track individual expenses for all ASVCP meeting functions for use at the time of the MOU renegotiation in 2 years.

M. Thrall stressed that ACVP recognizes the importance of maintaining a strong relationship with ASVCP to continue to attract clinical pathologists to the joint meeting and to encourage those individuals to maintain membership in both organizations.

W. Reagan welcomed Bob Hall to the meeting as the incoming ACVP Council liaison to the ASVCP. He encouraged Bob to be a strong voice for clinical pathology and the ASVCP to Council. B. Hall reported Corrie Brown has resigned from Council and Peg Miller will assume her last year as councilor. B. Hall requested that he be copied on information that might be useful for him to know.

#### **TREASURER'S REPORT: Sonjia Shelly**

S. Shelly reported the Treasurer's duties have changed greatly due to the addition of the management company. The Rees Group has assumed many of the day-to-day duties, such as depositing checks, processing credit cards and issuing checks. A new bank account has been established near the National Office in Middleton and the existing account will be closed at the time the last check written on that account has cleared. A sample of the new financial reports was distributed. ASVCP will move from a cash accounting system to an accrual accounting system.

Year-to-date income for the ASVCP is \$75,854 and year-to-date expenses are \$65,493. 2003 has been a good year for new member applications. Expenses still remain for the current meeting. Journal subscription prices will be higher in 2004, although Journal income is keeping up with expenses. S. Rees suggested that in the future the annual EB meeting be used as the place where approval of the next year's budget takes place. S. Shelly will provide a year-end financial report to M. Whitney by February 1 for publication in the newsletter. S. Rees will work with S. Shelly to develop a 2004 budget. Committee Chairs will need to provide any budget items to S. Shelly by January 1, 2004.

S. Shelly raised a continuing problem, applicants who become new members late in the year feel penalized when they immediately receive a renewal notice at the first of each year. Discussion included consideration for residents who aren't able to join until after their program begins in the fall.

**MOTION:** M. Whitney made a motion that individuals who apply for membership after September 1 receive a 16-month membership year. H. Tvedten seconded the motion. The motion passed unanimously. The new policy became effective immediately.

A slate of new applicants for membership was presented for approval (Hatzis Aristodimos, Raquel Bulla, Camilo Bulla, Nicole Fernandez, Penny Hylton, Dennis Olexson).

**MOTION:** J. Radin made a motion to accept the applicants as members, it was seconded by S. Tornquist, and it passed unanimously.

#### **PROGRAM COMMITTEE REPORT – Joanne Messick**

J. Messick joined the meeting. She reported that there have been some changes in the VLP portion of the program, with Christine Olver replacing Ann Avery as presenter. J. Radin reported 22 submissions for the Case Review session, with 20 cases to be presented. Vince Meador developed the pre-meeting workshop, Hepatotoxicity Assessment for Investigative Toxicology and Drug Development. Registration is very strong at 60 individuals, with the workshop designed to break even at 45. J. Messick communicated two issues to the ACVP meeting planning staff for the future: lunch breaks need to be 1.5 hours long, and the Program Chairs should be informed as soon as possible of any potential scheduling conflicts. J. Messick and W.

Reagan will write thank you letters to both presenters and sponsors of the workshop. J. Messick recommended using pre-meeting workshop speakers for the annual conference's main program as well, when possible.

VLP has requested an afternoon off during the meeting. After much discussion, J. Messick will ask VLP for schedule change suggestions, which may allow for this time off. Discussion revolved around whether or not VLP members had a lower registration fee. Note: While during the meeting it was thought that VLP paid the same registration fee as other registrants, it was found later that VLP members paid a lower fee in 2003. This registration fee will change in 2004. It will be raised to match all other registration fees.

J. Messick discussed items for the Program Committee meeting, including plans for celebrating the ASVCP's 40<sup>th</sup> anniversary at the Boston meeting, and the succession plan for her position. Discussion included honoraria and travel expenses for presenters for the VLP portion of the meeting. It was agreed that VLP is a part of the larger ASVCP/ACVP meeting and their speaker honoraria and travel expenses should be equal to those of other speakers. W. Reagan will speak with M. Thrall and B. Hall concerning VLP expenses. J. Messick will submit the Program Committee Charter to the Executive Board. S. Rees will develop the Master Calendar of ASVCP Annual Activities. Copies will be distributed to the Executive Board, J. Messick and M. Christopher.

#### **REGULATORY AFFAIRS COMMITTEE REPORT – Vince Meador**

V. Meador reported two of the four objectives set by the Regulatory Affairs Committee have been accomplished, and a charter was written and submitted to the Executive Board. The two successfully accomplished objectives were: objective #2, to liaison with each major Toxicology and Pathology professional association; and objective #4, to hold a workshop on a topic directly relevant to clinical pathology in the drug development environment. A Regulatory Affairs committee has been established with ASVCP, ACVP and STP. Many of the issues will be related to toxicological pathology. In the near future, a document is expected from a small ILSE subcommittee, which will require the attention of the tricommittee for response. Objective #1, to monitor regulatory expectations for clinical pathology in safety assessment studies has been informal, although topics were identified. Objective #3, to affect regulatory expectations through publication, dissemination of information, and proactive activities has not been undertaken. Objectives for 2004 include continuing to work on objectives 1, 2 and 3. W. Reagan asked that the Regulatory Affairs Committee submit a committee budget by the middle of January.

V. Meador requested a definition of the scope of the committee, with clarification as to whether it should consider issues affecting diagnostic, agricultural and contract labs, rather than just the pharmaceutical industry. Further direction will be needed to govern the committee. E. Schultze suggested that the Regulatory Affairs Committee have a subcommittee to handle issues affecting diagnostic laboratories. It was suggested that the QAS Committee could possibly address this instead. J. Radin will communicate with the QAS Committee regarding the possibility of a subcommittee within that entity for addressing regulatory issues that affect diagnostic laboratories.

V. Meador outlined the costs for the workshop, including those items donated by Eli Lilly, such as \$1,000 for the workshop materials. V. Meador will provide the Executive Committee with a complete report of workshop expenses, to help guide the workshop pricing process for the future.

#### **NEW BUSINESS**

W. Reagan reviewed issues he would like to bring before ACVP Council in the joint meeting on Saturday. These include a review of accomplishments, such as the Annual Meeting MOU, the combined Regulatory Affairs Committee, and ASVCP's move to a full-service management company. He also reviewed issues of concern, such as overlapping sessions at the Annual Meeting. In addition, ACVP would like ASVCP's recommendations for future meetings sites. The Executive Board will suggest San Diego, Toronto, Charleston, Hilton Head, Portland, Savannah, San Francisco, Santa Fe, Washington, DC, and Baltimore. W. Reagan requested that each Executive Board member add ACVP liaison Bob Hall to his or her email list.

W. Reagan raised several issues of concern. Liaisons to the committees are working well. The committees have done a good job of setting goals. Liaisons should feel free to take control of their committees and not elevate issues to the President unless the issue is of a sensitive nature or cannot be resolved. H. Tvedten raised the idea that liaisons should be making more of an effort to link appropriate committees on like or joint issues.

The Treasurer's position has been rewritten to reflect those duties now handled through the management company. In addition, all materials need to reflect the new National Office address. M. Whitney will review the website, membership brochure, and letterhead to reflect the new address. S. Rees will have a new letterhead designed reflecting the redesigned ASVCP logo.

#### **FIRST DAY ADJOURNMENT AND SECOND DAY RECALL TO ORDER**

The EB meeting adjourned for the night at 9:27 p.m. MT.

W. Reagan called the second day of the meeting to order at 1:45 p.m. MT on November 15.

M. Whitney raised a question about the future direction of the ASVCP website. Mary Christopher recently moved hosting from Purdue University to the University of California-Davis, but may not want future responsibility for the site. ASVCP would eventually like to have the website professionally managed, but cost is a factor at this time. W. Reagan suggested the Electronic Communications and Technology Committee is the appropriate home for the creative force for the website. M. Whitney is the EB liaison to the website manager. M. Whitney will determine through a meeting with M. Christopher if she wishes to retain the duties of the website, including posting information.

#### **QUALITY ASSURANCE AND STANDARDS COMMITTEE REPORT – Renee Pearson**

A written report was submitted to the Executive Board but no oral report was given. The committee was inactive for most of 2003, but R. Pearson, who has just been appointed by W. Reagan as the committee Chair, reported that plans are already being made for 2004 committee action.

#### **DEVELOPMENT COMMITTEE REPORT – Karyn Bird**

K. Bird joined the meeting and began her report by thanking the Development Committee, especially Mike Fry and Betty Thompson, for their work. One teleconference was held in the early spring. Changes were made to the fundraising letter sent out in September to solicit Sponsor support for ASVCP. Address changes and new contacts continue to be added to the sponsorship database. In addition, new companies and branches of companies have been added over the past year. Sponsorship income was up in 2003, with 19 companies donating \$24,500, meeting the committee goal of a 25% increase. Several past sponsoring companies did not contribute in 2003. In 2002, total donations were \$18,000. The committee has set the goal of a 15% increase in sponsorship donations for 2004.

An additional sponsorship solicitation letter specifically for the pre-meeting workshop was sent in August. Three companies donated specifically for the workshop, Eli Lilly, Pfizer and Allergan. Lilly's contribution included financial support, as well as supporting the speakers and materials printing for the workshop.

Covance sponsored breaks at the meeting. IDEXX made a 2 year commitment to support the trainee reception.

Sponsorship funds break down as follows: 78% of funding was from annual giving, 14% from sponsorship of the workshop, and 8% from sponsorship of the trainee reception. Personal contact was made with those individuals who have donated in the past, but did not donate in 2003. While the addition of the management company has changed some of the duties of the committee, the committee chair is still responsible for thanking contributing corporations. The management company has assumed the responsibility for maintaining the database, mailing solicitation letters, depositing donations and reporting them to the committee chair. Committee goals for 2004 include identifying new sources for funding, such as grants from pharmaceutical companies or foundations. K. Bird, with the assistance of S. Rees, will develop a "big picture" corporate development plan for the ASVCP. K. Bird will develop a charter for the Development Committee. S. Rees and K. Bird will assume responsibility for having ASVCP sponsorship information appear in the 2004 Annual Meeting Exhibit Prospectus. K. Bird will forward copies of thank you letters to M. Whitney for the archive. K. Bird will submit a list of new committee members to the President by mid January.

#### **EDUCATION COMMITTEE REPORT – Leslie Sharkey**

L. Sharkey joined the meeting. She reported that Holly Bender and she will present the 2003 "Teaching Clinical Pathology Session, entitled, "Establishing Core Concepts in Clinical Pathology: A Forum for Discussion". Holly Bender, Karen Young, and Mary Christopher have suggested developing a more global process for establishing core concepts, and the NSF has been approached for funding. The 2002 Forum will soon be added to the website. IDEXX has committed to sponsoring the "Meet the Experts" reception through 2004. Executive Board member Judy Radin has reviewed the committee charter draft. Additional comments were incorporated, and the committee will discuss final changes at the upcoming committee meeting.

Residency training guidelines for clinical chemistry are complete and have been submitted to *Veterinary Clinical Pathology* for publication. Goals for 2004 include preparation of the next set of training guidelines, this time in hematology. L. Sharkey requested the Executive Board provide direction concerning the need for general pathology guidelines. The Executive Board will discuss the need for general pathology guidelines and communicate their decision to the Education Committee. In addition, L. Sharkey wants a committee member to work with V. Meador of the Regulatory Affairs Committee to identify individuals working in private and government laboratories and in the biotech and pharmaceutical industries who might be willing to mentor students interested in pathology or to take residents for training. She wants to develop an annually updated list of contacts. L. Sharkey will work with J. Radin to establish an annually updated list of contacts in industry who might undertake mentoring or training responsibilities.

L. Sharkey suggested developing an image database to be used as a teaching resource. J. Radin mentioned that the Case Review cases for 2003 have been put on CD and the plan is to post them to the website in the members only section. This could be the beginning of such a resource. Additional discussion revealed a similar project might already exist at the Ohio

State University. L. Sharkey will submit a list of potential new committee members to the President by January 15, 2004. L. Sharkey will submit a committee budget by January 2, 2004.

**ASVCP WEBSITE AND VETERINARY CLINICAL PATHOLOGY JOURNAL REPORT – Mary Christopher**

M. Christopher joined the meeting. She reported that the ASVCP website was moved from Purdue University to the University of California-Davis, which allowed her more access to the site and shortened the time necessary to update materials. Her recommendation is to ultimately move the site to professional web design and management. M. Christopher reviewed the goals for the website and outlined the recent changes to the site. In addition, she reported the site receives 18,461 visits per year, with over 91,929 hits. Activity on the site has more than doubled since last year. She requested assistance with creating content and identifying useful links. M. Christopher feels the best use of her ability is to post information, rather than creating it. W. Reagan requested that M. Christopher, L. Roth, M. Whitney, and S. Tornquist consult together to work out a plan for eventually transitioning to professional management of the website. M. Christopher pointed out that, even with professional management of the website, someone will need to remain responsible for creating, approving, and updating content. M. Christopher will coordinate mailing address and email address changes with S. Rees and M. Whitney.

M. Christopher reported changes to the *VCP* Editorial Board. Karen Young, who did much of the editing for the journal while M. Christopher was on sabbatical, is moving into an Associate Editor position; M. Christopher will remain as Editor-in-Chief. K. Young will assume work with the images and Allen Press. She will review manuscripts after the section editors provide the scientific review. The section editors will be: John Harvey for Hematology, Rose Raskin for Cytology and Surgical Pathology, Asger Jensen for Clinical Chemistry, and Jean-Pierre Braun for Quality Assurance and Instrumentation. M. Christopher will do the editorial review and continue to manage the editorial office. Both M. Christopher and K. Young will assemble the issues, review layout, covers, table of contents, etc.

The European Society for Veterinary Clinical Pathology's adoption of *VCP* as its official publication is going very well. The *ESVCP* has raised dues to include *VCP* as a member benefit. In addition, the *VCP* journal has seen a 25% increase in manuscript submissions with the inclusion of the Europeans. However, there have been payment issues with *ESVCP* and M. Christopher continues to work with the new treasurer, Nick Carmichael.

M. Christopher reviewed the budget for *VCP*. Income (including \$45 from each member's annual dues) was \$47,340, expenses were \$46,241. The *VCP* journal operates at slightly more than break-even. The expense for archiving past issues on Medline will eventually end. M. Christopher requested discretionary funds of \$2,500 per year. W. Reagan instructed her to include the \$2,500 of discretionary funds as part of a budget request, and the EB will most likely approve it when the 2004 budget is approved.

M. Christopher outlined her research on publishing expenses. The journal currently has \$42,929 in operating expenses. The quote from Allen Press was \$74,715 and a similar quote from Blackwell Publishing was \$88,704.

The 2003 subscription price increase will mean income for 2004 is projected at \$51,580. Currently the *VCP* subscription is \$45 per member, a very low price when compared to other veterinary journals. The ASVCP currently charges \$200 per color plate, significantly lower than the ACVP costs of \$500-\$600 per color plate. M. Christopher recommends maintaining the lower fee for the time being to encourage submissions. She reported that the call for papers earlier this year was successful in increasing interest in *VCP*. She recommended moving the layout and composition to Allen Press, as there would be no increase in cost, it would smooth out the production process, and it would facilitate the eventual move to an online, full text version of the Journal.

**MOTION:** A motion made by H. Tvedten to accept M. Christopher's proposal to move journal layout to Allen Press was seconded by S. Shelly and carried unanimously.

M. Christopher presented a Partnership Proposal, which seeks to position *VCP* as the official publication of clinical pathology organizations worldwide. She requested further e-mail and teleconference discussion regarding this.

E. Schultze suggested M. Christopher write an article for the ASVCP Newsletter on what a great deal *VCP* is for members, not just as a publication, but also as a forum for research. He also suggested adding information on this valuable resource to the new member welcome letter.

Discussion on the abstract submission system brought to light the need for more required fields and a document that outlines the abstract submission process. S. Rees will communicate to ACVP the need for more required fields on the abstract submission form.

E. Schultze noted the abstract SOP is in the 2001 president-elect report.

**MEMBERSHIP COMMITTEE REPORT – Tracy Stokol**

S. Tornquist reported on behalf of T. Stokol. The goals in 2003 were to develop a charter; raise the profile of the society internationally; grow membership by 25% over 2 years, including non-DVM and individuals outside of North America; pursue outreach to veterinary students; compile demographic information on ASVCP members; determine why individuals leave the society and work with Mary Christopher and the Electronic Communications and Technology Committee to boost the benefits of membership. Not all goals were undertaken. A charter was submitted. A trial student outreach program was undertaken at three veterinary schools, which was very encouraging. ASVCP sponsored a clinical pathology educational session and provided \$150 per school for refreshments. The committee has asked that this be continued in 2004. In addition, the committee would like to explore a senior student clinical pathology prize, which would be a free membership to ASVCP. The booth will again be displayed at SCAVMA and the committee has requested pens, pins or some sort of give-away to attract traffic to the booth.

A survey was sent to all ACVP members by email. The Executive Board raised issues of concern, as no one on the EB had seen the survey before it was distributed. The question was raised of who was compiling the data. S. Rees reported no one had approached the ASVCP National Office requesting data collection or compilation. S. Tornquist will discuss the Executive Board's above concerns with T. Stokol.

E. Schultze mentioned South America has an increasing number of veterinary pathologists and individuals interested in pathology who could become ASVCP members. He suggested T. Stokol and her committee brainstorm ideas to capture these individuals as members. H. Tvedten also mentioned the growing number of veterinarians in Europe, especially in Italy. T. Stokol will submit a committee budget by January 15 and can include the student clinical pathology educational sessions in the budget, but must provide feedback on the effectiveness of the student interfaces. The Membership Committee should brainstorm about an educational give-away for the SCAVMA meeting and add it to the budget. T. Stokol and H. Tvedten will discuss ways to communicate more effectively with the ECVCP. T. Stokol and the Membership Committee will develop a plan and schedule to contact by telephone all members who have not renewed.

**ELECTRONIC COMMUNICATIONS AND TECHNOLOGY COMMITTEE REPORT – Lois Roth-Johnson**

Lois Roth joined the meeting and outlined the newly active committee's proposed structure. The proposed structure includes six committee members, with staggered rotations. There will be three subcommittees: Internal support (for supporting the Executive Board and committees), Infrastructure support (support for the website and email), and Membership support (providing communication and technical services to benefit the general membership, e.g., educational materials, surveys, newsletter articles, etc.). Goals for 2004 were stated as follows. For internal support: to survey the committee chairs, to prioritize committee requests so as to fulfill as many as possible, and to make it possible for committee chairs to control their portion of the website. For infrastructure: to research and review options for website and e-mail hosting, to select an infrastructure and design authoring rights, to design a membership database, and to create mailing lists for the general membership, standing committees, and committee chairs. For membership support: to publish the newsletter on the website, to author a technology article for each newsletter, to create standardized survey mechanisms, and to create interactive PDF forms for as many requests as possible.

The Executive Board liaison is Sue Tornquist, with Marlyn Whitney acting as liaison to the website manager. L. Roth will develop a member list and a refined proposal of committee functions and submit it to H. Tvedten by December 15, 2003. L. Roth will submit a committee budget by January 2, 2004. L. Roth will work with C. Olver to develop an online case submission form for our annual case review session.

**ASVCP DISCUSSION LIST (LISTSERV) MANAGER REPORT– Mike Scott**

Mike Scott joined the meeting to report on the discussion list. Currently 501 people subscribe, an increase of 33 people over 2002. Subscriptions are limited to ASVCP, ESVCP, VLP and ASVCP members. Maintaining current email addresses continues to be a challenge. S. Shelly has emailed any changes to M. Scott, and the National Office will now assume that duty.

ESVCP is sending out a newsletter and would like to include Listserv subscription information. H. Tvedten will work with M. Scott to ensure those ESVCP members who ask to subscribe are current members. Peter O'Brien of the ECVCP has requested a more global name for the listserv to encourage European participation. H. Tvedten will discuss the above with the Executive Board and provide direction to M. Scott. W. Reagan will write a thank you note to Willie Reed of Michigan State University, for his part in housing the discussion list.

**VETERINARY LABORATORY PROFESSIONALS COMMITTEE REPORT—Linda Vap**

Linda Vap joined the meeting. She reported that the VLP charter has been developed and submitted to the Executive Board. The VLP group has grown from 59 to 80 participants in 2003. An article was written and published on the website and in the May newsletter, "Immunophenotyping – Just the Basics." PACE continuing education credits are offered at the 2003 Annual Meeting, with a total of 7 credits possible. VLP sessions at the Annual meeting were organized and will be held Sunday, Monday and Tuesday. The VLP listserv has increased from 59 to 79 members, of which 27 are ASVCP members. L. Vap said

that all VLP listserv subscribers are encouraged to join the ASVCP. S. Rees will ensure that the conference registration fee is raised to the regular \$240 price for the 2004 conference.

L. Vap outlined comments from listserv participants, including positive comments from those technical staff in foreign countries who can't attend the conference, but want to communicate with their peers through the listserv. She also reported the VLP program planning committee voiced a desire for an afternoon off during the meeting. The Executive Board charged the VLP Committee with developing a proposal on how educational sessions would be structured to facilitate this afternoon off.

#### **NEW BUSINESS**

H. Tvedten urged that planning of the 2004 pre-meeting workshop begin as soon as possible. He proposed a topic for the 2004 pre-meeting workshop, "Design and Interpretation of Method Comparison Experiments", presented by David Rhoads. Dr. Rhoads has developed software for method evaluation, called EP Evaluator, Release 5, which could be used in the day long course for participants to work through examples in order to better understand the principles presented. The ASVCP pre-meeting course could be a modification of a course that Dr. Rhoads currently gives, entitled "Design and Interpretation of Method Comparison Experiments Using EP Evaluator, Release 5." Topics covered could include: introduction of EP Evaluator, including installation of EE5 on participants' laptop computers; discussion of the need for method evaluation, types of error, and performance standards; linearity problems; method comparison problems; and reference intervals, including their establishment and verification, and the use of ROC curves.

Dr. Rhoads usually limits attendance to a maximum of 35 for his course, and his fee is \$1,000 plus travel expenses. The Executive Board voiced concern at limiting attendance at the workshop. H. Tvedten will contact Dr. Rhoads to discuss allowing for greater attendance.

E. Schultze suggested that the Education Committee could take on the planning of the pre-meeting workshop for 2004.

#### **ADJOURNMENT**

S. Shelly made a motion to adjourn the meeting, and J. Radin provided the second. The motion passed and the meeting was adjourned at 6:13 p.m., MT.

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## **2003 ASVCP Annual Business Meeting Minutes**

### **Banff, Alberta, Canada, November 16, 2003**

#### **CALL TO ORDER**

President William Reagan called the Business Meeting to order at 1:05 p.m. Mountain Time.

#### **APPROVAL OF MINUTES**

A motion to approve the Minutes of the 2002 Annual Business Meeting was made and seconded. The motion carried.

#### **PRESENTATION OF TRAINEE AWARD**

Immediate Past-president Eric Schultze made the 2003 Young Investigator Award presentation. He stated the criteria for the award and recognized the 6 competitors: Felipe Reggeti (University of Guelph), Wendy Sprague (Colorado State University), Roberta Graca (University of Illinois), Karen Dolce (Kansas State University), Peter Christopherson (Auburn University), and Kurt Zimmerman (Virginia Tech University). He also recognized the 3 judges: Jennifer Thomas, Ty McSherry, and Roberta Relford. Eric then announced the winner of the award and its \$500 prize for this year: Wendy Sprague, for her presentation entitled, "Characterization of Feline Dendritic Cells." Congratulations were extended to all participants for excellent presentations.

#### **UNFINISHED BUSINESS**

##### **Implementation of the New Constitution and Bylaws**

President Reagan stated that the revisions to our Constitution and Bylaws, which were voted on and passed by the membership in 2002, have been successfully implemented. He thanked the ad hoc committee that developed the revisions (Janver Krehbiel, Rose Raskin, Jeanne George, and Eric Schultze).

##### **Management of ASVCP by The Rees Group, Inc.**

President Reagan gave an update on the recent three-year management contract signed with The Rees Group, Inc. He then introduced Susan Rees, President and CEO of the company, who is now acting as Executive Director for the ASVCP. Ms.

Rees thanked Bill Reagan and the entire Executive Board for their work over the last few months, and asked ASVCP members to think of the new National Office as a resource for membership and general society information.

#### **COMMITTEE REPORTS**

##### **Development Committee – Karyn Bird**

Karyn thanked her committee and announced to membership that she has additional openings on the committee. She thanked IDEXX for sponsorship of the trainee reception. She reported that donations were up in 2003 by 30% over 2002. She thanked the 19 corporate sponsors for supporting the Society. She reported that 78% of the funds were received through annual giving, 14% through sponsorship of the pre-meeting workshop, and 8% through sponsorship of the reception.

Goals for 2004 include increasing donations by 15%, gaining new corporate donors, and encouraging previous donors to contribute at a higher level. The Development Committee will be working more closely with Joanne Messick and the Program Committee to identify funding needs early in the year.

##### **Education Committee – Leslie Sharkey**

Leslie reported that the 2003 Teaching Clinical Pathology session, which was held on November 15 in Banff, was a consensus-building forum on determining a core curriculum in clinical pathology for DVM level teaching, coordinated by Holly Bender and herself. She announced that the 2004 Teaching Clinical Pathology session will concern continuing education in clinical pathology for practicing veterinarians. A summary of the 2002 session "Teaching Concepts of Quality Assurance, Assay Validation, and Analytical and Diagnostic Properties of Tests" was published in the May, 2003 ASVCP Newsletter. She thanked IDEXX for sponsoring the Trainee Reception and Pat McManus for updating the residency portion of the ASVCP website. A draft of a charter for the Education Committee was written and reviewed over the course of the year and will be submitted to the Executive Board. Guidelines for residency training in clinical chemistry, authored by Mary Christopher, Tracy Stokol, and Leslie Sharkey, have been completed and submitted for publication in *Veterinary Clinical Pathology*.

##### **Membership Committee – Tracy Stokol (report given by Susan Tornquist)**

The committee wrote and submitted to the Executive Board the committee charter. Susan reported 45 new Society members in 2003; these include 25 US members, 4 Latin American ones, 4 European and 4 Canadian. There were 20 members who did not renew, making membership a net gain for the year. An activity survey was sent to ACVP members and the results will be compiled and distributed after the first of the year. 2004 goals include: completion of the committee charter; expansion of seminars to veterinary students; continuing to look for ways to improve the interactions of the ASVCP with other societies, including ECVCV, ACVIM, ACVP, and DACC; continuing to look for ways to boost member benefits, such as expansion of the members only section of the website or development of additional teaching materials; compiling demographic information on ASVCP members; and contacting non-renewing members. In regard to demographic information gathering, members were asked to fill out survey questions that will be included on this year's member renewal form.

##### **Program Committee – Joanne Messick**

Joanne began by thanking the 12 members of her committee for developing such a strong educational program for the annual conference. Special thanks were extended to Judy Radin for compilation of materials for the Case Review session. The materials will be distributed on CD for the first time this year. In addition, thanks were extended to Vincent Meador for his work on the pre-meeting workshop. Planning for the 2004 Conference begins immediately and Joanne requested suggestions for the 2004 meeting. Goals for 2004 include assisting with the development of a pre-meeting workshop, establishing a strong educational program, and finalizing the Program Committee Charter, begun by former chair, Betsy Wells.

##### **Quality Assurance and Standards Committee – Renee Pearson**

Renee thanked Laurie O'Rourke, former Chair, for her assistance in the transition. 2004 goals for this committee include: development of additional guidelines for urinalysis, cross matching, blood typing, and in-hospital veterinary laboratory testing for posting on the website; investigation into the possibility of also publishing the guidelines in a smaller format, similar to that used for Good Laboratory Practice's Code of Federal Regulations; reformatting and refining sections of the existing guidelines; investigating, with the Program Committee, the feasibility of producing another QAS workshop for the 2004 meeting; developing the committee charter; and forming a liaison with the Regulatory Affairs Committee regarding the issue of 21 CFR Part 11 compliance.

##### **Regulatory Affairs Committee– Vincent Meador**

Vincent reported that two of the four objectives set by the Regulatory Affairs Committee have been accomplished, and that a committee charter has been written and submitted to the Executive Board. The two successfully accomplished goals were: to liaison with each major veterinary toxicology and pathology professional association; and to hold a workshop on a topic directly relevant to clinical pathology in the drug development environment. The workshop, entitled "Hepatotoxicity Assessment for Investigative Toxicology and Drug Development," was held on November 15 and was highly successful. Vincent thanked the workshop sponsors: Allergan, Bristol Myers-Squibb, Eli Lilly, Covance, and Pfizer.

A new committee with representatives from the ASVCP, the ACVP, and the STP (Society of Toxicologic Pathology) has been established. Many of the issues addressed by this committee will be related to toxicological pathology. In the near future, a document is expected from a small ILSI (International Life Sciences Institute) subcommittee, which will require the attention of the tricommittee for response.

Plans for 2004 include: continued support of the work to be undertaken by the combined committee described above, and working to accomplish the 2 objectives for 2003 that were not accomplished. These 2 objectives are: to monitor in a more formal manner the regulatory expectations that are established for clinical pathology in safety assessment studies; and to affect regulatory expectations through publication, dissemination of information, and other proactive activities.

Vincent closed by calling for volunteers to serve on his committee.

#### **Veterinary Laboratory Professionals Committee – Linda Vap**

Linda acknowledged her Assistant Chair, Dennis Olexson. She reported that the VLP Committee charter has been developed and submitted to the Executive Board. The VLP group has grown from 59 to 80 participants in 2003. An article, "Immunophenotyping—Just the Basics," was written and published on the ASVCP website and in the May issue of the ASVCP Newsletter. PACE continuing education credits are again offered at this Annual Meeting, with a total of 7 credits possible. VLP sessions at the Annual meeting were organized and will be held Sunday, Monday and Tuesday. Subscribers to the VLP listserv have increased from 59 to 79, of which 27 are ASVCP members. The VLP listserv is open to anyone. Linda outlined comments from VLP listserv participants, including positive comments from those technical staff in foreign countries that can't attend the annual meeting, but want to communicate with their peers through the listserv. Goals for 2004 include continuing to offer PACE credits at the meeting, expanding the topics and presenters at the annual meeting to include more VLP members and technical staff, altering the meeting schedule to include an afternoon off, continuing to contribute to the newsletter, and expanding membership. Linda concluded her report with a call for volunteers to serve on the committee.

#### **Electronic Communication and Technology Committee – Lois Roth**

Lois stated that since her committee is a newly active committee her report would be based on 2004 goals. Her proposed structure includes six committee members, with staggered rotations. There will be three subcommittees: Internal support (for the Executive Board and committees), Infrastructure support (website and email), and Membership support. Goals for 2004 were stated as follows. For internal support: to survey committee chairpersons; to prioritize committee requests so as to fulfill as many as possible; and to enable the committee Chairs to control their portions of the ASVCP website. For infrastructure: to research and review options for website and e-mail hosting; to select an infrastructure and design authoring rights; to design a membership database; and to create mailing lists for the general membership, standing committees, and committee chairs. For membership support: to publish the newsletter on the website; to author a technology article for each newsletter; to create a standardized survey mechanism; and to create interactive PDF forms for as many requests as possible.

#### **VETERINARY CLINICAL PATHOLOGY REPORT—Mary Christopher**

Mary thanked those who helped keep *VCP* going while she was out of the country on sabbatical. In particular, she thanked Karen Young, who handled US editorial responsibilities in her absence. Karen was presented with a small painted plate from Greece. Mary thanked Sonjia Shelly, who serves as liaison to the Executive Board, Sharron O'Neill, who manages the editorial office, Julie Reagan, who helped with production, and Becky Wisdom at Allen Press. Mary next thanked her section editors: Rose Raskin for Cytology and Surgical Pathology, Asger Jensen for Clinical Chemistry, Jean-Pierre Braun for Quality Assurance and Instrumentation, and John Harvey, who has just taken over as section editor for Hematology. She announced that Karen Young has moved into an Associate Editor position. Mary will remain Editor-in-chief.

Mary provided an overview of income and expenses for *VCP*.

EXPENSES: \$37,813 for production and mailing, \$4,187 for Medline/PubMed, \$4,044 for editorial office expenses, and \$197 for the website host, for a total of \$46,241. INCOME: \$13,700 from subscriptions, \$3,400 from payment for color plates, \$1,950 from advertising, \$1,020 from fulfillment of orders for back issues, \$23,490 from ASVCP member dues, and \$3,780 from ESVCP member dues, for a total of \$47,340. She mentioned that the color plate charge will increase to \$200, which is still only a fraction of the actual cost. She stated that approximately \$45 of the ASVCP dues goes toward *VCP*, and pointed out that this is quite a bargain relative to the cost of other professional journals.

Mary reported that manuscript submissions increased by 24% in 2003, due in large part to an increase in European submissions. Manuscript turnaround time remains good, with a 2003 average of 54 days in review, 52 days with the author and 134 days in press. Mary encouraged the membership to submit more manuscripts.

A call for papers went to 25 organizations in the summer of 2003. The call was posted on many of the organizations' websites. With this call for papers, a three-month free subscription to the on-line version of *VCP* was offered, and the use of the *VCP* website increased dramatically. *VCP* website use has increased 100% over 2002.

Goals for 2004 include providing free .PDF files to authors, continuing to add articles to the website, and an option on the 2004 renewal notice to only receive the on-line version of *VCP*.

#### **LIST SERVE REPORT – Mike Scott**

Mike thanked Willie Reed (his Department Chair) for bearing the cost of maintaining the listserv. Mike reported there are currently 501 people who subscribe to the discussion list, an increase of 33 people from 2002. Subscriptions are limited to ASVCP, ESVCP, VLP and ASVCP members. Maintaining current email addresses continues to be a challenge. He asked everyone to let him and the National Office know if e-mail or physical addresses change. Mike also reminded members of general list courtesy, to encourage continued involvement from all members.

#### **SECRETARY'S REPORT – Marlyn Whitney**

Marlyn reported that newsletters were mailed in 2003 using the University of Missouri's nonprofit mailing permit. She mentioned the eventual move to distributing the newsletter predominantly by electronic means. This will cut costs for the Society by decreasing the amounts spent on printing and postage. It will also get information to the membership more quickly. An electronic version of the newsletter is already posted on the website. New to the newsletter in 2003 are the In Memoriam section honoring ASVCP members who have died, and the section on upcoming meetings. Marlyn requested submissions to the newsletter, which can be mailed to her or to the National Office. The newsletter is used to publish the minutes of the annual Executive Board Meeting and of the Annual Business Meeting, and also summarizes actions taken via e-mail or during Executive Board teleconferences. This serves to keep members informed of all decisions made by the Executive Board. Marlyn has created a new member welcome letter, which will be mailed to new members to provide them with some general information about ASVCP.

#### **TREASURER'S REPORT – Sonjia Shelly**

Sonjia reported that the Treasurer's duties have changed greatly due to the services provided by the management company. The Rees Group has assumed many of the day-to-day duties, such as depositing checks, processing credit cards and issuing checks. Year-to-date income for the ASVCP is \$75,854 and year-to-date expenses are \$65,493. 2003 has been a good year for new member applications, but expenses still remain to be paid for the current meeting. Journal subscription prices for non-members will be higher in 2004, although *VCP* income is keeping up with expenses.

#### **NEW BUSINESS**

##### **Recognition of New and Lifetime Members**

Sonjia Shelly presented a list of the 45 new members approved since the 2002 Annual Business Meeting. She recognized Soesanto Mangkoewidjojo, who was approved as a Life Member during 2003.

##### **European Update—Dr. Anne Provencher-Bolliger**

Anne gave a report from the European Society for Veterinary Clinical Pathology. The ESVCP had its 2003 meeting in Upsalla, Sweden, with more than 100 attendees. During the meeting, they had their first case review session. They elected a new Executive Board. Their 2004 meeting will be in Poland, in conjunction with the EVCP (a College of Veterinary Internal Medicine). The European College of Veterinary Clinical Pathology now has 20 Diplomates. The first certifying examination will be given in 2004.

##### **ACVIM Speakers**

Any individuals interested in providing a presentation at the American College of Veterinary Internal Medicine's Forum should contact Judy Radin.

#### **INDUCTION OF OFFICERS**

Bill Reagan presented Eric Schultze with an embroidered ASVCP logo shirt and thanked him for his guidance over the last five years, and for the very fundamental changes he has made to the ASVCP. Bill then introduced new ASVCP President Harold Tvedten, new Executive Board member Christine Olver, and the rest of the ASVCP Executive Board. The President's gavel was passed to Harold, and his first action as President was to present a plaque expressing thanks to Bill for his service as President.

#### **ADJOURNMENT**

The session was adjourned at 6:07 p.m. MT.

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## 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](mailto: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](mailto:info@asvcp.org)) or Secretary Marlyn Whitney ([whitneym@missouri.edu](mailto: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](mailto:info@asvcp.org); FAX 608-831-5122. Changes received after **February 29, 2004** will not be included in the 2004 Membership Directory.

**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](http://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](mailto:whitneym@missouri.edu), or contact the ASVCP National Office at 7600 Terrace Avenue, Suite 203, Middleton, WI 53562-3174; Email: [info@asvcp.org](mailto:info@asvcp.org).

**ASVCP Membership Application:** Member application forms are available at the ASVCP website ([www.asvcp.org](http://www.asvcp.org)), by contacting ASVCP Secretary Marlyn Whitney at [whitneym@missouri.edu](mailto: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](mailto:info@asvcp.org).

## Upcoming Meetings

**2004 ACVIM Forum:** June 9<sup>th</sup>-12<sup>th</sup>, Minneapolis. See [www.ACVIM.org](http://www.ACVIM.org) for program and registration materials.

**2004 AVMA Annual Convention:** July 24<sup>th</sup> -28<sup>th</sup>, Philadelphia. See [www.AVMA.org](http://www.AVMA.org) for more information.

## Job Opportunities

**CLINICAL PATHOLOGY POSITION:** The Department of Biomedical Sciences at Tufts University School of Veterinary Medicine has an opening in its pathology section for a clinical pathologist. The appointment may be either at the Clinical Instructor or Clinical Assistant Professor level, depending on the qualifications of the candidates.

The Clinical Pathology Laboratory has 2 Clinical Pathologists (including this position), a laboratory supervisor, and 4 laboratory technologists/technicians and is responsible for providing diagnostic

laboratory services to the TUSVM small and large animal hospitals, exotics/wildlife services, as well as basic/clinical science investigators on campus. In addition, faculty/staff instruct in DVM courses in the first, second, and fourth year of the veterinary curriculum. The primary responsibilities of this position are to actively participate in clinical diagnostic services and DVM-teaching activities. Rich opportunities for collaborative clinical/applied research are also available, as well as opportunities to present clinical education seminars to local practitioners or their technicians. The individual in this position is encouraged to pursue some type of scholarly activity, although research is not a requirement of the position.

Qualified candidates must hold a DVM degree (or equivalent) and be certified or eligible for certification by the American College of Veterinary Pathologists in Clinical Pathology. Applications will be reviewed until the position is filled. Interested individuals should send a curriculum vitae, letter of intent concerning career goals, and the names and addresses of 3 professional references to: Dr. Sawkat Anwer, Chair, Department of Biomedical Sciences, College of Veterinary Medicine, Tufts University, N. Grafton, MA, 01536. Tufts University is an AffirmativeAction/Equal Opportunity Employer and Educator.

**CLINICAL PATHOLOGIST:** The Department of Biomedical Sciences at Tufts University School of Veterinary Medicine (TUSVM) has an opening in its Pathology section for a clinical pathologist. The appointment will be at the Assistant Professor level.

The Clinical Pathology Laboratory has two Clinical Pathologists (including this position), a laboratory supervisor, and four laboratory technologists/technicians and is responsible for providing diagnostic laboratory services to the TUSVM small and large animal hospitals, exotics/wildlife services, as well as basic/clinical science investigators on campus. In addition, faculty/staff instruct in DVM courses in the first, second, and fourth year of the veterinary curriculum. The primary responsibilities of this position are to actively participate in clinical diagnostic services and DVM-teaching activities. Rich opportunities for collaborative clinical/applied research are also available as well as opportunities to present clinical education seminars to local practitioners or their technicians.

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**A UNIQUE LEADERSHIP OPPORTUNITY IN RODENT PHENOTYPING:** The Johns Hopkins University School of Medicine and the Department of Comparative Medicine has opened a search for a Director of the institution's Rodent Phenotyping Center. The Director will have a faculty appointment in the Department of Comparative Medicine and should have experience in rodent phenotype analyses and a DVM, PhD or MD with demonstrated leadership in program development and management. The Johns Hopkins University School of Medicine has just opened a state of the art rodent vivarium that will house the Phenotyping Center. In addition, the vivarium has a Rodent Imaging Center that will be a component of the phenotypic analyses of rodents.

This position offers the opportunity to collaborate with investigators throughout the Johns Hopkins Medical School and university community as well as investigators in the McKusick-Nathans Institute for Genetic Medicine, and the Institute for Cell Engineering. The Transgenic Core at the Johns Hopkins Medical School has generated hundreds of genetically modified strains affording the director of the center the opportunity to analyze and collaborate with investigators on unique rodent models.

For further information about the position or to send a curriculum vitae, please contact the Chair of the Search Committee: Dr. Christian Newcomer, Department of Comparative Medicine, 720 Rutland Ave., 459 Ross Building, Baltimore, MD 21205, 410-955-3723, cnewcom4@jhmi.edu.

**HEAD OF VETERINARY PATHOLOGY:** IDEXX Laboratories is a world leader in veterinary diagnostics in the areas of in-clinic testing and reference laboratories. Due to continuing expansion and restructuring of our Wetherby UK laboratory, we have an immediate opening for a Head of Veterinary Pathology. Applications are invited from Veterinary Pathologists, with advanced qualifications in anatomical and/or clinical pathology, for this newly created position. The appointee will lead a team of 15 veterinary pathologists providing interpretative clinical pathology, cytology and histopathology services to veterinary clinicians and industry in the UK and Europe.

In addition to participating in the general diagnostic roster (approx 50% of time), you will be responsible for the overall management of the pathologists and have a key role in the maintenance of the laboratory's QA accreditation. The right person will be a first-rate manager, an effective communicator, and will have a good sense of business and commercial priorities in a service industry. An ability to think strategically and contribute to the continued growth of IDEXX Laboratories in Europe is essential.

In addition to a very competitive salary package (including stock purchase plan and employer pension), entitlements include 1 week paid CPD with financial support for conference attendance. Time will be allowed for pursuit of special interest activities relevant to the IDEXX corporate mission. A veterinary degree eligible for registration with the RCVS and advanced qualifications in veterinary pathology are essential qualifications.

If you feel you meet our requirements, please send a full CV to: Mrs. Gill Grainger, IDEXX Laboratories, Grange House, Wetherby, West Yorkshire, LS22 4DN, United Kingdom. Telephone: +44 1937 544000. Fax: +44 1937 544001. e-mail: [gill-grainger@idexx.com](mailto:gill-grainger@idexx.com).

For further information on the Head of Veterinary Pathology position, please contact Dr. Rob Rahaley, General Laboratory Manager, ([rob-rahaley@idexx.com](mailto:rob-rahaley@idexx.com)) or +44 1937 544000.

**EXPERIENCED CLINICAL AND ANATOMICAL PATHOLOGISTS (FULL-TIME AND LOCUM):** IDEXX Laboratories is a world leader in veterinary diagnostics in the areas of in-clinic testing and reference laboratories. Due to continuing expansion and restructuring of our Wetherby UK laboratory, we have immediate openings for experienced clinical and anatomical pathologists. We would also like to hear from experienced pathologists who would be interested in a position combining both anatomical and clinical pathology, and pathologists seeking locum periods of employment.

There is a strong, collaborative relationship between our pathology team, and we encourage and value diversity and have a commitment to excellence, continued training and professional development as part of the worldwide team of IDEXX pathologists.

In addition to an enviable reputation for laboratory analytical quality, expertise and experience we offer the opportunity for you to develop, extend and integrate your diagnostic skills across the sphere of laboratory medicine.

For the clinical pathology post, we are looking for applicants with postgraduate experience and qualification in clinical pathology. For the anatomical post applicants must possess previous experience in diagnostic pathology and will preferably hold a DipRCPath, DipECVP or DipACVP. First-class communication and personal organisational skills, a commitment to teamwork and the highest levels of client service are essential. Applicants currently enrolled for qualification examinations will be considered.

All positions hold a 40 hour/five-day week, which will include some Saturdays. In return we offer a competitive benefits package to include funded CPD, share purchase plan, EAP and pension.

If you feel you meet our requirements, please send a full CV to: Mrs. Gill Grainger, IDEXX Laboratories, Grange House, Wetherby, West Yorkshire, LS22 4DN, United Kingdom. Telephone: +44 1937 544000. Fax: +44 1937 544001. e-mail: [gill-grainger@idexx.com](mailto:gill-grainger@idexx.com)

Alternatively, if you wish to discuss the posts in more detail, please telephone Dr Irene McCandlish, Head of Anatomical Pathology; or Nick Carmichael, Head of Clinical Pathology, on +44 1937 544000.

**RESIDENCY IN VETERINARY CLINICAL PATHOLOGY:** The Department of Diagnostic Medicine/Pathobiology, College of Veterinary Medicine, Kansas State University, is accepting applications for a residency in veterinary clinical pathology with a starting date between August 1 and October 1, 2004. The program consists of a 3-year experience that provides in-depth clinical pathology training through informal training sessions, diagnostic service responsibilities, teaching of clinical pathology to veterinary medical students, participation in seminars, presentations at national meetings, and writing manuscripts for publication. The program is designed to meet the training requirements to sit for the certification examination of The American College of Veterinary Pathologists (<http://www.acvp.org/exam/train.php>). The successful applicant will work and study with board-certified clinical and anatomic pathologists who provide direct instruction and guidance. The beginning stipend is \$25,000 with \$1000 increases in the second and third years; residents also receive faculty/staff benefits. Candidates must have a DVM or equivalent degree; candidates with one or more years of clinical experience are preferred. Applications should include curriculum vitae, statement of professional goals, veterinary school transcript, and a list of three references (name, address, phone number, e-mail address). Send applications to Dr. S.L. Stockham, Department of Diagnostic Medicine/Pathobiology, College of Veterinary Medicine, Manhattan, KS 66506; e-mail: [stockham@vet.k-state.edu](mailto:stockham@vet.k-state.edu), fax: 785-532-4039. Additional information about the program is available in the Department's website (<http://www.vet.ksu.edu/depts/dmp/teach/residency.htm>). The deadline for receipt of applications is February 1, 2004, but applications will be accepted after that date if the position is not filled. Kansas State University is an AA/EOE.

**ASSISTANT/ASSOCIATE PROFESSOR OF CLINICAL PATHOLOGY:** The Department of Pathobiology at the University of Tennessee College of Veterinary Medicine seeks candidates for a full time, 12-month tenure track position in Clinical Pathology. Requirements include a DVM degree or its equivalent, and ACVP board certification or board eligibility in clinical pathology. A PhD is desirable but not required. The position will involve a combination of teaching, clinical diagnostic work, and research. Effort allocation is highly flexible, and candidates with established research programs or the desire to focus on research are strongly encouraged to apply. The Department of Pathobiology currently has two board-certified clinical pathologists and five board-certified anatomic pathologists. Seven faculty members in the department have active research programs. Current funding includes NIH and DOD grants for investigation of cancer of the lung, pancreas, and colon, with an emphasis on the role of arachidonic acid metabolism in carcinogenesis; molecular mechanisms of Alzheimer's disease and cardiovascular disease; and three areas of research in microbiology: development of vaccines for herpes viral infections, molecular biology of coronaviruses, and the molecular basis of mycobacterial infections. Our clinical diagnostic service is supported by a diverse case load, well-equipped laboratory, and ancillary resources including in-house flow cytometry. Salary will be highly competitive and a comprehensive benefits package is included. The position is available immediately. Applications will be reviewed as received until the position is filled. Informal inquiries are cordially invited. Candidates should send curriculum vitae, three letters of reference, and a statement of professional and career goals to: Dr. David F. Edwards, Search Committee Chair, Department of Pathobiology, College of Veterinary Medicine, University of Tennessee, 2407 River Drive, Knoxville, TN, 37996-4542 (Phone: 865/974-8210, Fax: 865/974-5616, E-mail: [dfedwards@utk.edu](mailto:dfedwards@utk.edu)). The University of Tennessee is an EEOA/AA/TitleVI/Title IX/Section 504/ADA/ADEA employer.