



# NEWSLETTER

## AMERICAN SOCIETY FOR VETERINARY CLINICAL PATHOLOGY

February 2006

Newsletter #1

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### Important Dates

February 28, 2006	Annual dues and address corrections due to ASVCP National Office
December 2-6, 2006	Annual ASVCP/ACVP Meeting, Tucson, Arizona
December 3, 2006	ASVCP Annual Business Meeting, Tucson, Arizona

### President's Message:

Greetings, ASVCP colleagues,

With publication of this edition of the newsletter, I realize the year is well underway. Our committees are busy with a variety of projects, not the least of which is planning and implementing various aspects of the upcoming program for the annual meeting to be held in Tucson, AZ. The Quality Assurance and Standards Committee is putting together what

promises to be a terrific pre-meeting workshop. Keep watch on the ASVCP web site and in the newsletter to see how the program shapes up. Information regarding deadlines and procedures for submission of case materials for the case review session as well as abstracts for the scientific sessions appear later in this issue of the newsletter. I cannot stress enough how important the work of our committees is to the success of the ASVCP. If you are looking for a way to be more involved with ASVCP, I encourage you to participate by joining one of our committees. Descriptions of each Committee's purpose and rosters of members are available on the ASVCP website.

I also want to highlight that we are seeking nominations for the second annual ASVCP Lifetime Achievement Award. This award is a way to honor members of our Society who have made lasting contributions to the field of veterinary clinical pathology and the ASVCP. Sue Tornquist is heading the committee to evaluate nominees for this award and will accept nominations through March 15, 2006. Please contact her with names of deserving candidates.

You will soon receive a ballot in the mail to vote on some final changes to our Constitution and Bylaws to allow electronic voting. As mentioned at the annual business meeting, the Society previously approved use of electronic voting as an alternative to paper mailing. However, we subsequently discovered several additional places in the Constitution and Bylaws where the wording needs to be changed to clear the way for the society to implement electronic voting. A prompt return of the ballot will help facilitate this process and allow us to use electronic voting in the future.

Best wishes for the upcoming New Year. Again, if you have any questions, please feel free to contact me or other members of the Executive Board at any time.

Best Regards,  
Judy Radin, ASVCP President

## **Call for Nominations for the 2006 ASVCP Election**

The Nominations Committee is seeking nominations for three officers: First-Year Executive Board Member, President-elect and Secretary. Nominees must be able to attend the ASVCP Executive Board meetings at the annual meeting and participate in telephone conferences and e-mail discussions.

The First Year Executive Board member participates in all decisions of the Executive Board, coordinates the annual Case Review Session, and serves as liaison to three standing committees. The term of service is two years, but traditionally the First Year Executive Board member continues on through to President-elect, President and Immediate Past-president. Thus this is a 5 year commitment to the ASVCP. The President-elect serves on the Executive Board, coordinates the Scientific Session at the annual meeting, acts as liaison to several standing committees, and becomes the President at the end of the President's term of office or if the President is unable to fulfill

the duties of the office. The Secretary serves on the Executive Board, records minutes of the annual Executive Board meeting, all Executive Board teleconferences and the Society's Annual Business Meeting, performs other secretarial functions for the Executive Board and is the editor of the Society's newsletter. The term of service is 4 years.

To make nominations please contact the chair of the Nominations Committee:

Sue Tornquist  
College of Veterinary Medicine  
Magruder Hall  
Oregon State University  
Corvallis, OR 97331-4802  
Ph: 541-737-6943, Fax: 541-737-6817  
Susan.Tornquist@oregonstate.edu

## **Call for ASVCP/ACVP Meeting Abstracts**

### **Initial Call for Abstracts**

The next concurrent meeting of the ASVCP and the ACVP will be held December 2-4, 2006, in Tucson, Arizona. The combined ASVCP/ACVP Clinical Pathology Scientific Session is a great opportunity to present experimental or clinical research data to colleagues with an interest in clinical pathology. The format will be similar to that of the 2005 annual meeting, and both oral and poster presentations will be included. The final decision regarding presentation format is at the discretion of the program committee. We encourage participation by a wide variety of individuals including faculty, senior scientists, diagnostic veterinary pathologists/clinical pathologists, and trainees. Also, we look forward to receiving submissions that include all aspects of the profession, including the pharmaceutical industry, academic clinical pathology and diagnostic clinical pathology. Presenters are required to attend the meeting. Please consider planning your presentations now! The deadline for abstract submission is June 1<sup>st</sup>, 2006. For questions or further information contact Christine Olver at: [colver@colostate.edu](mailto:colver@colostate.edu) or (970) 491-7550.

### **ASVCP Young Investigator Award**

The ASVCP will present a \$500 award to the resident or graduate student whose platform presentation is judged best among the competing presentations. Eligibility requirements include a degree in veterinary medicine and enrollment in a residency or graduate program in pathology/clinical pathology or a related discipline. The oral presentation must describe original work of the competitor involving clinical or experimental research that relates to clinical pathology. Presenters are required to attend the meeting. Award selection will be based on the scientific content, abstract composition, clarity of presentation and ability to answer questions. Each trainee may submit only one presentation in this competition.

**ACVP Young Investigator Award**

If you are a trainee and have a poster presentation, you can submit it for consideration in the ACVP Young Investigator Award. Any abstract submitted for the ACVP Young Investigator Award is ineligible for the ASVCP Young Investigator Award.

**SUBMITTING YOUR ABSTRACTS FOR CONSIDERATION**

Detailed instructions that explain how to submit an abstract and how to enroll in the ASVCP or ACVP Young Investigator Award competition will follow in the next newsletter and will then be posted on the ASVCP website ([www.asvcp.org](http://www.asvcp.org)). Christine Olver will coordinate the combined ASVCP/ ACVP Clinical Pathology Scientific Session of this meeting. Please direct your inquiries for this session to Christine Olver at: [colver@colostate.edu](mailto:colver@colostate.edu) or phone: 970-491-7550.

## **Call for Annual ASVCP Case Review Session Submissions Call for Slides and Cases**

Submissions are requested for the 2006 ASVCP Case Review Session. Materials that may be submitted include hematology, cytology or surgical pathology slides, electron photomicrographs, and interesting clinical chemistry or hematology cases. This is a popular and interactive opportunity to share cases and experiences among attendees.

**Types of Material Requested**

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

**Case Submission:  
Material Needed**

Eighty (80) glass slides are needed for each case. The submitter must check all glass slides to assure their quality. Please do not attach adhesive labels to the glass slides. If digital images are submitted, send only one image. For surgical biopsy cases, submit one glass slide and if the case is accepted, the submitter will supply 80 copies of the stained specimen. For clinical chemistry or hematology cases, laboratory data including reference intervals for your laboratory should be submitted.

**Printed Material / Case Information / Digital Images**

Please send a hard copy of case information with the slides or data. Cases must be submitted by the online format posted at the ASVCP website (<http://www.asvcp.org/>). Two files will be submitted. The first file is the case history to be distributed with the slides sets prior to the meeting and should include contributors, specimen submitted, signalment, concise history, and clinical findings. Please only include pertinent laboratory data and summarize this if possible. The second file is information that will be distributed at the meeting and should include the information on the first file, plus slide description, diagnosis, discussion, and references.

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

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

**When and Where to Submit**

The deadline for submission of cases is July 1, 2006. Submitters will be notified of the results of the selection process by August 15, 2006. Only 20 cases will be presented at the meeting. Cases not selected for presentation may be returned to the submitter, or included in the 2006 cases as an interesting case, but not presented. Be sure to include your e-mail address with your submission.

Inquires and case submissions should be sent to:

Dr. Melinda J. Wilkerson  
Dept. Diagnostic Medicine/Pathobiology  
Kansas State University, College of Veterinary Medicine  
340 Coles Hall  
1800 Denison Ave.  
Manhattan, KS 66506  
Phone: (785) 532-4818  
FAX: (785) 532-4072  
**E-mail: [wilkerns@vet.k-state.edu](mailto:wilkerns@vet.k-state.edu)**

## Call for 2007 ACVIM Forum Speakers

The ASVCP arranges speakers for the ACVIM meeting each year. The speakers provide 8 hours of talks reflecting current knowledge and/or in-depth reviews of topics in veterinary clinical pathology. The 2007 ACVIM Forum will be held June 6-9 in Seattle, Washington. Please send suggestions for ASVCP speakers and topics for the 2007 ACVIM meeting to Holly Jordan at [holly.l.jordan@gsk.com](mailto:holly.l.jordan@gsk.com).

## Teaching Clinical Pathology: A Forum for Discussion

The 2005 Teaching Clinical Pathology Forum topic was "Teaching with Technology". After a short delay due to technical difficulties, two presentations were given as examples of currently available teaching tools. Darren Wood (University of Guelph) presented Diagnostic Pathfinder, a problem-based learning software tool developed by a consortium of individuals including Holly Bender, Karen Young, Darren Wood, Mary Christopher, Jeanne George and Paul Pion with funding from a FIPSE grant. The software provides a problem-solving format for evaluating clinical pathology and other diagnostic tests in the context of mechanisms. The program allows the student to work through the case, develop a list of abnormalities with proposed mechanisms, determine a diagnosis and then compare their thoughts with the "expert's" evaluation of the case. The program is currently being used in teaching Clinical pathology to veterinary students and practitioners. Jeanne George presented a continuing education program on VIN for practitioners that was well received. She presented her results with this program in the ACVP education session. Anyone interested in the program can contact Holly ([hbender@iastate.edu](mailto:hbender@iastate.edu)).

Sharon Dial (University of Arizona) presented her experience teaching with virtual slides in an undergraduate histology course. She demonstrated the use of Aperio Scanscope ([www.scanscope.com](http://www.scanscope.com)) generated slides of a blood film. She shared the results of a post course survey on the utility of the slides that indicated good acceptance of the technology by the students. However, all students still felt that the technology should not replace hands-on experience with microscopy.

Following the presentations, the forum was opened up to the participants with four areas of directed discussion: what is the current experience with technology in teaching, what are the perceived advantages of teaching with technology, what are the perceived disadvantages of teaching with technology and what are possible strategies for the use of technology in teaching. As expected, there was a wide spectrum of experience

including software programs (Diagnostic Pathfinder), online PowerPoint presentations, Web-CT, digital photomicroscopy, group discussions of web-based cases, virtual slides, Cybertables and videomicroscopy. The advantages identified by the group included availability of online material for students (especially the nocturnal ones). Faster group based teaching, standardization of images and less pressure during laboratory time. The disadvantages included expense, large amount of time up front for development, necessity of access to high-speed connections for students, authorship issues for developers, and necessity of multi-disciplinary expertise for program development. The session provided participants with a wide range of ideas for the future use of technology in their teaching strategies. While there are some exciting new techniques for teaching, it was generally agreed that technology would not be able to replace the teacher/mentor-student relationship.

--Report submitted by Sharon Dial

## **ASVCP Committee Updates**

### **Veterinary Laboratory Professionals Committee**

Although we have just begun 2006, it is time to start thinking about what we will be doing at the end of the year. How about taking in a little sunshine, visiting with old friends and making some new ones? If this sounds good to you it's time to make a commitment to yourself to go to the 2006 ASVCP annual meeting at the Hilton Tucson El Conquistador Golf and Tennis Resort, Tucson, Arizona. The VLP portion of the meeting will be held December 3 – December 5.

The topics that have been confirmed so far are: Symex Series of Veterinary Hematology Instruments, PFA-Platelet Function Analyzer-a diagnostic tool, Abbott Cell-Dyn Veterinary Hematology Instruments, Bayer Advia Veterinary Hematology Instrument, and Immunoassays – an overview. This is a wonderful opportunity to gather information from several different vendors in one place.

You can find out more about the ASVCP and the annual meeting at [www.asvcp.org](http://www.asvcp.org).

Pathologists, please don't let this information stop in your hands. Pass it on to your technical staff and urge them to come to the annual meeting.

--Submitted by Lisa Shipp

### Electronic Communication and Technology Committee

The Electronic Communication and Technology Committee worked on several projects during 2005. Some are still ongoing.

1. Organized a "related links" section for the ASVCP website. Mark Johnson will be updating this in 2006, so Mark Johnson ([mjohnson@cvm.tamu.edu](mailto:mjohnson@cvm.tamu.edu)) with any suggestions.
2. Betsy Aird worked with Holly Jordan to create a form for electronic submission of case histories and summaries for Case Presentation program at the annual meeting. They almost got it down. Melinda Wilkerson, who is organizing the session for 2006, will be adding the finishing touches. Instructions along with the form will be on the website soon.
3. A form for on-line membership renewal and new membership applications was created with the approval of the membership committee.
4. Programs for archiving documents were reviewed, as requested by the Executive Board. A program was suggested.

--Submitted by Lois Roth-Johnson, Committee Chair

### Program Committee

First of all, the committee would like to thank those who worked so tirelessly to assemble such a great meeting in Boston (especially Joanne Messick and our certified meeting planner from the Rees Group, Ms. Jane Shepherd). Currently, your Program committee is hard at work preparing for the Tucson meeting. The Pre-Meeting workshop for Tucson will be presented by the Quality Assurance and Standards committee, which under the leadership of Kristen Friedrichs is making good progress towards another rewarding workshop. Similarly, other members of the committee are also working towards high-value presentations for the Education Symposium, Clinical Pathology Specialty Group, and Veterinary Laboratory Professionals sessions. We also have some exciting ideas for future meetings, and will continue striving to provide top-quality continuing education on cutting-edge topics in veterinary clinical pathology that will benefit as many members of our Society as possible. We always appreciate specific topic or speaker recommendations from our membership, which can be emailed to [bleroy@vet.uga.edu](mailto:bleroy@vet.uga.edu).

At the Boston meeting, I met with the ACVP Education Committee and also with Council to help provide continuity with the ACVP component of our shared meeting. These interactions have been very helpful and allow us great opportunities to brainstorm and further cross-pollination between anatomic and clinical pathology. Mary Jo Burkhard (Chair) and the rest of the ACVP Education Committee often have valuable

suggestions, and also are quite interested in increasing meeting exposure to clinical pathology, especially in the arena of toxicologic pathology.

Additionally, for the first time all of the ASVCP program chairs got together to discuss shared needs, such as development issues, recruiting, etc. This gathering was spearheaded by Judy Radin, and served as a great opportunity to get to know one another personally as well as discuss innovative ideas for the betterment of our Society. Interactions such as this will pay dividends for the future of our Society.

In closing, we are indebted to the previous Program Committee for leaving us so well-positioned for future meetings. The committee and I are dedicated to maintaining a high level of excellence for our annual meeting. I appreciate the support of all the committee members as we continue to work through the year, because assembling a successful meeting is truly a team effort.

--Submitted by Bruce LeRoy, Committee Chair

## 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 teleconferences to accomplish the Society's business. Since publication of the ASVCP Newsletter #4, 2005 (December issue), the Board has approved the 2006 budgets of the ASVCP standing committees. In order to allow voting and other Society business to be conducted electronically, a ballot containing proposed amendments to our Constitution and Bylaws has been prepared. (Additional information regarding the proposed amendments is available in the December, 2005 newsletter.) Members should soon be receiving the ballot and are encouraged to vote. We have extended our contract for management services with The Rees Group (TRG) until December of this year. Our contract with TRG will now come up for renewal at the same time the contract that the ACVP holds with TRG comes up for renewal.

We have voted to accept the membership applications of Cynthia Argue, Shir Gilor, Joelle Ibanes, Daniel Morton, Sakurako Neo, Indira Pargass, Krupali Prevete, Vicky Satterfield, Catherine Trumel, Susan Vincent, and Osamu Yamato. A hearty welcome to our newest members!

Please see the minutes of the 2005 Executive Board Meeting and of the 2005 Annual Business Meeting, which follow, for more information regarding Executive Board actions and Society business.

## 2005 Executive Board Meeting Minutes

December 2-3, 2005, Boston, Massachusetts

**Present:** President Sue Tornquist, President-elect Judy Radin, Immediate Past-president Harold Tvedten, Secretary Marlyn Whitney, Treasurer Sonjia Shelly, 1<sup>st</sup> Year Executive Board Member Holly Jordan, 2<sup>nd</sup> Year Executive Board Member Christine Olver (delayed arrival at 3:26 pm EST on December 2), Incoming 1<sup>st</sup> Year Executive Board Member Melinda Wilkerson, Executive Director Susan Rees.

### Call to Order

President Sue Tornquist called the meeting to order at 2:07 pm EST on December 2, 2005.

### Approval of Minutes

S. Shelly moved to approve the minutes of the November 27, 2005 Executive Board (EB) teleconference and J. Radin seconded. The motion passed.

### 1<sup>st</sup> Year Executive Board Member Report—Holly Jordan

H. Jordan reported on the 2005 ASVCP Case Review Session. She recommended that the Case Review Session materials be distributed by the end of October in 2006. That had been her goal this year, but she experienced problems with the address list that she got from the Rees Group (TRG). She reported that her company picked up some of the cost of putting the case materials together and mailing them, and that she had had a staff member to help her with the task. She pointed out that future 1<sup>st</sup> Year EB members might not have these advantages. She elected to send the case histories in CD format, as this greatly decreased shipping costs. She did not use the online submission form that has been developed, as she had already received some case submissions before the on-line form was available. All agreed the on-line form should be used in 2006 and beyond, because it will solve formatting issues and thus save time and effort. Case submission numbers are increasing (32 this year), which necessitates more rejections than in previous years. H. Jordan said she returned all materials to the submitter for the cases she rejected. S. Tornquist pointed out that we have not set a firm policy in making decisions on which cases to accept. She and H. Jordan stated that some cases are rejected because they are close duplicates of other cases. S. Tornquist suggested that acceptance/rejection decisions be left to the discretion of the 1<sup>st</sup> Year EB Member. S. Tornquist reminded that C. Olver had worked out a rubric for making the decisions.

H. Jordan reported that 15 case sets remained unsold; she had brought forms so that they could be sold during the Annual Conference. It was decided that members need more reminders to purchase case sets. H. Jordan suggested having a downloadable order form on our website, and use of the ASVCP Listserv to send out reminders, with the order form attached.

Publishing the case review session cases on the ASVCP website was discussed. Publishing the case materials on the web causes a problem for those who later submit their cases for publication in journals such as *Veterinary Clinical Pathology* (potentially putting authors in violation of pre-publication restrictions). H. Jordan pointed out that publishing only the case histories on the web might not present a problem, and that having the histories in an unrestricted (as opposed to the members-only) portion of the website serves as an advertisement for the case sets. It was decided that the best approach is to publish case histories only on a non-restricted portion of our website, to provide the full case information in CD form only to case set purchasers, and to publish complete cases on the members-only portion of the website after the case review session has been held, providing permission for web publication has been granted by the case submitter(s). Presumably, those submitters who intend to submit their case for journal publication will deny permission for electronic publication on the ASVCP website. S. Tornquist thought it best to get permission/denial of permission for web publication at the time of case submission.

As liaison to the Quality Assurance and Standards Committee, H. Jordan reported that the committee met regularly via teleconference and accomplished much. The committee has a proposal put together for the 2006 ASVCP Pre-meeting Workshop (PMWS). S. Tornquist expressed some concern that the 2005 PMWS is mostly didactic rather than hands-on, as the workshop was originally envisioned. The conflict

between having a hands-on workshop, which limits the number of attendees that can be accommodated, vs. having a more didactic one which can have unlimited attendance and thus far greater money-generating potential, was discussed. S. Shelly pointed out that the fact that money generated by the PMWS has become an important source of funds that help support the ASVCP portion of the ASVCP/ACVP Combined Annual Conferences cannot be ignored. H. Tvedten suggested compromises. Rather than presenting only didactic, lecture-type material, presenters can give demonstrations, or they can foster attendee participation and interaction by submitting problems to attendees before they arrive at the PMWS, or by having the attendees submit problems or questions ahead of time, which can subsequently be worked out via interactive discussions during the actual workshop sessions. It was agreed that it is usually best to have only 1 or 2 presenters, and to have in-depth coverage of a single topic. It was recognized that this year's mostly didactic PMWS had record attendance, suggesting that it fulfilled a need that the attendees were willing to pay for. It was decided that the committee organizing the PMWS should be given flexibility in designing it. H. Tvedten suggested additional regional workshops having more limited attendance and more hands-on experiences. Continuing education opportunities can also be provided in the form of interactive electronic presentations (CD or web-based). J. Radin wondered if the record attendance at this year's PMWS was affected by having the Division of Animal Clinical Chemistry meeting held the day prior to our PMWS.

As liaison to the Regulatory Affairs Committee, H. Jordan reported that committee has been very active during the past year. They were responsible for the 2005 Pre-meeting Workshop. They devised a response to the European Medicines Agency (EMA) regarding clinical pathology parameters for pre-clinical testing for hepatotoxicity and had a publication in *VCP* based upon it. The process of gaining EB approval for the EMA response resulted in formulation of a formal Procedure for Evaluation of Position Statements, which has been posted to our website. The committee is currently working on a review manuscript on hepatotoxicity and clinical pathology for submission to *Toxicologic Pathology*, and on a paper regarding clinical pathology parameters and evaluation in the identification of immunotoxicity, also for submission to *Toxicologic Pathology*. S. Tornquist encouraged M. Wilkerson (who will take over as liaison to the Regulatory Affairs Committee) to encourage the committee to begin working on the 2007 PMWS as soon as possible.

As liaison to the Education Committee, H. Jordan reported that the committee had not met much, but that Committee Chair Leslie Sharkey and some committee members had considerable accomplishments. The training program section of our website has been updated and a session on the use of technology in teaching is slated for this conference. L. Sharkey will be Chair for one more year and will choose and groom a successor during this time.

S. Tornquist asked what could be done to increase the activity and accomplishments of committees. The EB liaison relationships are important. M. Whitney suggested that the annual committee charges formulated by the President are important in providing goals, and H. Tvedten agreed that the charges provide the largest push for action. He suggested more committee feedback in devising committee charges, so the strengths and interests of the committee members can be taken advantage of. S. Tornquist said the EB needs to have committee reports prior to each EB teleconference, so any problems can be discussed. S. Shelly suggested that the annual charges for each committee include a requirement for quarterly reports.

#### **President-elect Report—Judy Radin**

J. Radin reported that she was unable to attend the 2005 ACVIM Forum. Leslie Sharkey attended as her proxy, and the meeting went well.

As liaison to the Veterinary Laboratory Professionals Committee, J. Radin brought up budget issues affecting that committee. The ACVP has allotted \$5,000 for the VLP Committee to use as its members see fit to pay speaker fees and expenses for their program at the 2006 combined annual meeting. She wondered if the increased meeting registration fee that VLP program registrants had to pay this year and last (their fee is now equal to other registrants) decreased their annual meeting attendance. S. Rees indicated that it will be difficult to tease out the information necessary to answer this question. The number of attendees is counted at each VLP session, as is done for all ASVCP meeting sessions, but

many of those who attend the VLP sessions are not attending the meeting primarily for the VLP program. J. Radin suggested that VLP Committee Chair Linda Vap might be able to pull VLP attendance statistics out of her PACE credit records.

J. Radin brought up the ACVP policy of not paying the meeting registration fee of invited speakers who are ACVP members. There was discussion as to whether the ASVCP should have a similar policy.

**MOTION:** M. Whitney moved that the ASVCP not pay the meeting registration fee for invited speakers who are members of ASVCP. H. Jordan seconded.

**MOTION:** H. Tvedten moved and J. Radin seconded that the above motion be tabled until such time as the reason for the ACVP policy could be ascertained. The motion to table passed. S. Tornquist asked S. Rees to question Jane Shepherd (ASVCP/ACVP meeting planner) or Wendy Coe (ACVP Executive Director) regarding the reason for the ACVP policy.

C. Olver joined the meeting at 3:26 pm.

As liaison to the Electronic Communication and Technology Committee, J. Radin thinks the committee is not being utilized to its full potential. It was decided that the EB is not directing the committee well, and that the committee has too few active members. S. Tornquist and others wondered if there was enough need for the services of the ECT Committee to keep it in existence. It was generally agreed that more effort should be made to develop the potential of the committee. H. Tvedten suggested that the Committee Chairs Meeting would be an appropriate venue for discussion as to how the other committees can more effectively use the services of the ECT Committee.

Development of a secure web-based electronic ASVCP member data base that can be accessed by members only was discussed. It was generally agreed that having such a database is desirable, and the possibility that its development could be handled by the ECT Committee was brought up. Among other advantages, such a database will allow secure online membership renewal. The time and expense involved in constructing a suitable secure database are of concern. S. Rees indicated that purchase of a security certificate and other costs would be approximately \$5,000. S. Rees and S. Tornquist reminded the rest of the EB that Paul Pion of the Veterinary Information Network (VIN) has offered to build a secure member database for the Society at no charge, as his company has mechanisms in place to quickly and easily do so. In 2004 it was decided that VIN will become the electronic publisher of *Veterinary Clinical Pathology*, and VIN will need to have access to such a database in order to restrict access to the journal site to ASVCP members and other subscribers to *VCP*. P. Pion and VIN are poised to begin electronic publishing of the journal as soon as a secure member database is available, and the time necessary for the Society (via TRG working in cooperation with the ECT or others) to construct the database will delay the process. No action was taken at this time.

#### **Immediate Past President Report—Harold Tvedten**

As Chair of the Nominating Committee, H. Tvedten reported having good committees to accomplish nominations for the 2005 election and for the ASVCP Lifetime Achievement Award. The nomination committee for the election was made up of John Harvey, Jennifer Thomas, Melinda Wilkerson, and Harold Tvedten. The nomination committee for the Lifetime Achievement Awards was made up of Steve Stockham, Jeanne W. George, John H. (Tim) Lumsden, and Harold Tvedten. Bernard McSherry, Gary Kociba and Don Schmidt were selected for the awards, and they will be honored at the ASVCP reception and anniversary celebration on December 5.

The Young Investigator Award was discussed. There were 7 competitors this year. S. Tornquist reported some concern that reports of basic science research may be more likely to win the award than are reports of clinical research or method comparison. She wondered if there should be 2 separate competitions. H. Tvedten suggested that having different evaluation forms for the 2 types of presentation could alleviate any bias problem.

**Treasurer's Report—Sonjia Shelly**

S. Shelly provided an overview of the current financial situation. Because of the change in fiscal year that was passed in 2004, the presented financial statement is for nine months only. Membership numbers have remained stable, with no major gains or losses. Assets stand at \$205,857 and liabilities stand at \$35,977, for a balance of \$169,880.

S. Shelly suggested that the member application and approval system and membership renewal procedures are not as efficient as they should be, which may have a negative effect on membership. She distributed a list of new members for 2005, some of which had not previously been approved by the EB due to apparent oversights in having the new member names passed from the National Office to the EB.

**MOTION:** C. Olver moved to approve the new members not previously approved. S. Shelly seconded, and the motion passed.

S. Rees pledged to improve the process for bringing new member applications before the EB for approval. She suggested that members be approved on a quarterly basis, rather than at random times throughout the year.

**MOTION:** M. Whitney moved that EB approval of new members be done on a quarterly basis. C. Olver seconded and the motion passed.

S. Shelly wondered if the membership year should be changed to October 1 through September 30, to mesh with the Society's fiscal year. S. Rees said that this would complicate journal subscriptions and mailing, so it was decided not to make a change.

The 2005 Budget and the 2006 projected budget were discussed. Discrepancies in contribution totals between the budget sheets constructed by TRG and S. Shelly and the contribution amounts tallied by the Development Committee were noted. It appeared that a few contributions counted by the Development Committee as having been made in 2005 had actually been recorded in late 2004. Also, some contributions garnered by the Development Committee in 2005 were designated by the contributing companies as donations for 2006. It was also pointed out that some contributions are earmarked for specific meeting expenses and thus appear in portions of the budget sheets relating to the meeting rather than general contributions. S. Shelly pointed out that the 2005 predicted budget had closely predicted the actual budget in all areas except for journal expenses. All of the money budgeted for the journal for the year was spent on the first 3 issues. This reflects good growth of the journal, but is likely to cause budget shortfalls in the future. S. Shelly passed out copies of the proposed budget for 2006. She said that there were no major changes from 2005 except for larger allocations for journal and mailing costs. Due largely to these increases, a budget shortfall is projected for 2006. S. Tornquist pointed out that the shortfall may be worsened by costs to develop a secure electronic member database and a potential decision to increase publication of *Veterinary Clinical Pathology* from 4 to 6 issues per year. S. Shelly pointed out that we will need to make any decision regarding a dues increase by the late summer of 2006 if we are to again give members the option of paying their dues at the time of conference registration.

**Program Committee Report—Chair Joanne Messick**

Program Committee Chair Joanne Messick was welcomed. She said that her committee had designated one of its members as liaison to the committee producing the ASVCP Pre-meeting Workshop (PMWS). Accordingly, member Kirstin Barnhart was liaison to the Regulatory Affairs committee during 2005, and will continue functioning as liaison to the committee producing the PMWS through 2007. The Program Committee liaison sets deadlines for planning of the PMWS and notifies the Development Committee of opportunities to seek corporate sponsorship for various aspects of the PMWS. The liaison may help identify potential PMWS topics, but workshop program content and selection of speakers is left strictly to the discretion of the committee responsible for producing it. Earlier in the year, the Program Committee developed guidelines for PMWS speaker honoraria/expense reimbursement, which the EB approved. It sets a cap of \$2,500 for such expenses, until such time as the EB may deem it necessary to increase the cap. J. Messick reported that K. Barnhart and Renee Pearson (current Chair of the Quality Assurance

and Standards Committee) have already accomplished much of the planning for the 2006 PMWS. It is nearly certain that the topic will be quality control procedures for immunologic assays and that Asger Jensen will be the presenter. J. Messick asked if, in the future, committees other than Regulatory Affairs and Quality Assurance and Standards should be asked to produce the PMWS. H. Tvedten suggested that the Education Committee be added to the list of committees that can produce the PMWS.

J. Messick reported that planning of the VLP program for the 2005 conference went smoothly. She mentioned the recent ACVP decision to allot \$5,000 for the VLP program in 2006. She asked if the increased meeting registration fee for VLP members was causing any problems and was told that the EB was trying to evaluate that.

S. Tornquist asked J. Messick if she had to reject any abstracts submitted for platform presentations due to limited presentation time. J. Messick indicated that she had had to reject a few speakers, but that they had elected to submit posters. She suggested that the topic for the ASVCP Education Symposium for each annual conference be chosen at least 2 years in advance.

S. Tornquist thanked J. Messick for a job well done for her 3 years as Program Committee Chair. There was general agreement that the program planning process improved during her tenure and that she had done a good job of tabulating problems or potential problems, in order to help her successor. J. Messick indicated that 3 years is an appropriate amount of time to serve as Program Committee Chair, and that the system of having another committee largely responsible for the PMWS is a good one. She suggested polling the ASVCP membership regarding desired topics for future PMWS topics. S. Tornquist suggested trying to bring in meeting exhibitors/vendors tied to the PMWS topic.

#### **2<sup>nd</sup> Year Executive Board Member Report—Christine Olver**

C. Olver reported that the major issue for the 2006 ACVIM Forum was the necessity of moving it from New Orleans to Louisville, KY, due to hurricane damage in Louisiana. She said that in designing the ASVCP portion of the program she had opted to emphasize current topics rather than a general theme. She expressed a need to clarify with the ACVIM whether or not all the topics of the ASVCP presenters should be small animal-oriented.

As liaison to the Membership Committee, C. Olver reported that that committee was very active in 2005, with Chair Paula Krimer having accomplished much. The committee conducted a survey of lapsed members, discovering that a common reason for lapses is simply forgetting to renew. Two of the three student outreach activities that had been planned did not happen, and this problem needs to be addressed.

As liaison to the Development Committee, C. Olver reported that contributions for 2005 seemed to be slow in coming in. S. Rees reported that appropriate phone calls were made and other corporate solicitation activities were carried out, but few contributions were made until late in the year. Discrepancies in the total donations recorded for 2005 by the Development Committee and the totals tallied by the National Office may have been partially due to changing the beginning and ending dates of our fiscal year.

As liaison to the Program Committee, C. Olver reported that she had had to do little, as the Program Committee did such a good job.

#### **Secretary's Report—Marlyn Whitney**

As editor of the ASVCP Newsletter, M. Whitney expressed concern that the move to electronic publishing has decreased readership for the newsletter, and wondered if a more eye-catching announcement of when each newsletter is posted to the web might help. It was noted that previous attempts to send out a table of contents with active links did not work well with TRG's electronic mail system.

In relation to the previously discussed possibility of developing a member accessible web-based member database, M. Whitney asked opinions as to whether paper copies of the ASVCP Membership Directory would remain necessary or desirable. Opinions were mixed.

H. Tvedten suggested that ASVCP Historian Jeanne George should produce an article for the newsletter or some other venue each year.

As the EB member in charge of ballots, M. Whitney pointed out that amendments to the Constitution and Bylaws are needed to allow electronic voting in all circumstances, and to allow other actions to be accomplished electronically rather than by paper mail.

The session was adjourned at approximately 9:00 pm EST.

The meeting was reconvened at 8:05 am EST on Saturday December 3.

M. Whitney reviewed the recommended changes to the Constitution and Bylaws and presented a written proposal to make the changes. Three EB members signed the proposal.

**MOTION:** H. Tvedten moved to accept the proposal to make the necessary amendments to the ASVCP Constitution and Bylaws to allow balloting and other Society activities to be accomplished electronically rather than by paper mail. S. Shelly seconded and the motion passed. The proposal specifically states: The Constitution will be amended to read as follows (additions in brackets): Article VII, Meetings, Section 3 "Notice of time and place of all meetings shall be mailed [by paper or electronically] to all members at least 30 days prior to such a meeting". Article IX, Amendments, Section 1 "An affirmative vote of at least two-thirds (2/3) of members voting by mail [or electronic] ballot shall be required for the adoption of any amendment". The Bylaws shall be amended to read as follows (additions in brackets): Article VII, Elections, Section 4 "The Secretary will send a mail [or electronic] ballot to all members in good standing, listing the candidates for the positions of President-Elect, first-year Executive Board member, and any other positions with unexpired terms currently filled by acting officers".

#### **President's Report—Sue Tornquist**

S. Tornquist stated that one of her goals as Immediate Past President will be to ensure that the EB approves all standing committee charters that have not previously been approved.

S. Tornquist reminded the rest of the EB that the MOU with ACVP regarding sharing of annual conference costs will come up for renewal in 2008.

S. Tornquist and others expressed interest in having the DACC meet in conjunction with our annual meeting again in 2006, in Tucson. H. Tvedten suggested that the 2<sup>nd</sup> Year EB Member should be the liaison to the DACC from the EB.

Possibilities for strengthening ties between ASVCP and DACC were discussed. M. Wilkerson suggested that we consider asking the DACC to interact with us regarding residency training programs. H. Tvedten wondered if DACC members would be interested in receiving the VCP journal. M. Whitney pointed out that many DACC members are also ASVCP members and thus already receive the journal.

S. Tornquist again brought up the issue of the agreement with VIN regarding electronic publishing of *Veterinary Clinical Pathology*, and the fact that the lack of a secure electronic member database is stalling the arrangement.

**MOTION:** H. Tvedten moved that we allow VIN to construct our electronic member database. S. Shelly seconded. The motion passed. Paul Pion was contacted and agreed to meet with the EB at some point during the conference to work out details, including whether a mechanism for secure online renewal of ASVCP membership can be included.

#### **Quality Assurance and Standards Committee Report—Chair Renee Pearson and Kristen Friedrichs**

R. Pearson reported that the QAS Committee plans for the 2006 Pre-meeting workshop (PMWS) are well underway. The topic will be Immunoassays: Validation and Quality Control, and Asger Jensen will be the

presenter. The EB requested some feedback as to whether the \$2,500 cap for speaker expenses for the PMWS proves to be adequate. Possibilities for including some audience participation in the presentation of the workshop were discussed. Suggestions were made to place a preview of the workshop in an issue of the ASVCP newsletter, to advertise the workshop on the website, and to advertise it to DACC members.

**MOTION:** H. Jordan moved to accept the topic and speaker for the 2006 ASVCP pre-meeting workshop. H. Tvedten seconded and the motion carried.

R. Pearson reported on the writing/revision of the QA guideline documents for the ASVCP website. No guidelines have yet been written for crossmatching. Efforts are underway to harmonize the procedure across institutions. Immunoassay guidelines will eventually be written. The hematology/coagulation, chemistry, cytology, and urinalysis guidelines have been rewritten. The pre-analytic and post-analytic sections that used to appear in each of those sets of guidelines have been removed and placed into a set of general pre-analytical and a set of general post-analytical guidelines. The revised guidelines will soon be ready for placement on the web. It was decided that EB approval of the guidelines is not necessary; the committee and the EB liaison can provide final approval. Eventually the committee plans to produce a booklet containing all the guidelines.

Kristen Friedrichs will take over as committee Chair in 2006. She said she felt that her year of being groomed for the position was adequate and helpful. R. Pearson suggested that funds be made available for committee teleconferencing. She thanked Pfizer and Covance for covering her committee's costs for teleconferencing in 2005. J. Radin said costs for teleconferencing should be included when the committee submits its budget for 2006. S. Shelly suggested including the cost for producing the assay guideline booklet into the budget as well. A budget for the PMWS should also be submitted. Any communications with potential corporate sponsors for committee activities/projects should be coordinated through the Development committee. J. Radin requested that the committee budget for 2006 be submitted to S. Shelly by the end of December. R. Pearson and K. Friedrichs were thanked for their hard work.

#### **Membership Committee Report—Chair Paula Krimer**

P. Krimer reported that 2 of the 3 student outreach seminars for 2005 were not held, but that the one that was held at Texas A&M was a great success. She said greater efforts toward making the student seminars happen will be expended in 2006. She suggested that more student outreach "bang for the buck" might be achieved if the seminars at individual schools were replaced with a single big student seminar at SCAVMA each year. The cost for this would be \$1,500. H. Tvedten brought up the point that this would essentially be a contribution to SCAVMA, which violates an ASVCP policy not to contribute money to other groups. S. Shelly asked if there are other, less expensive ways in which ASVCP could get exposure at SCVMA. P. Krimer said that the ASVCP members who speak at SCAVMA might be able to give the ASVCP a few minutes of mention. The hematology image notebook pages that the committee is developing (see below) could be handed out, as well as ASVCP brochures. C. Olver asked about the format of the student seminar at Texas A&M. P. Krimer replied that it was in the form of a Jeopardy game, developed by Tracy Stokol and Karen Russell. She suggested that the game could be made available to all ASVCP members to be used in student outreach activities. She will solicit additional questions for the game via the listserv. C. Olver suggested that case sessions are also popular with students.

P. Krimer said that South America is a potential source of new ASVCP members. H. Tvedten suggested setting up a speaker bureau to provide presentations promoting ASVCP. P. Krimer expressed a desire to assemble a package to give to speakers to aid promotion of ASVCP wherever they go to speak.

P. Krimer said that the project (begun in 2004) to produce laminated notebook pages with hematology images to be used as a student give-away is almost complete, and passed around proof copies. She proposed exotic animal clinical pathology as a topic for the next give-away notebook page. Corporate sponsorship of the project was discussed, and P. Krimer was reminded that such sponsorship must be solicited in coordination with the Development Committee. Heska sponsored the current project.

P. Krimer suggested adding to the list of member benefits currently posted on our website. She thinks ASVCP dues are too high for students who have recently finished graduate degrees in other countries. She suggested sending an ASVCP membership application form with each *VCP* journal article reprint. She also suggested exchanging ad space in *VCP* for ad space in the *Journal of Veterinary Internal Medicine* and other journals with subscribers who are potential ASVCP members. H. Tvedten suggested that P. Krimer write an article for the ASVCP newsletter, requesting ASVCP members to promote the Society when they attend the meetings of other organizations.

#### **Regulatory Affairs Committee Report—Chair Laura Boone**

L. Boone stated a need for her committee to have travel funds to be used for the purpose of strengthening ties to various international groups with similar interests (i.e, European Society of Veterinary Clinical Pathology and the Society of Toxicologic Pathology). S. Tornquist suggested this be included in the 2006 budget for the committee, but warned that money likely will not be available for this endeavor, and that it has been ASVCP's policy not to fund such travel. L. Boone iterated it would benefit the Society for its Regulatory Affairs Committee to build its influence and its potential for international impact. H. Tvedten suggested that increased international exposure of the Regulatory Affairs committee could fit in well with the membership building activities of the Society. L. Boone was asked to submit her budget to S. Shelly by December 31. S. Tornquist stated that it is not too soon for the Regulatory Affairs Committee to begin planning the ASVCP pre-meeting workshop for 2007. L. Boone mentioned various topics being considered. S. Tornquist suggested that future workshops should have fewer speakers and a narrower focus and perhaps be more interactive in nature, while recognizing that the 2005 workshop was an unqualified success. L. Boone was thanked for her and her committee's efforts.

The session was adjourned at noon for a luncheon meeting between the ASVCP Executive Board and ACVP Council.

The session resumed at 1:40 pm EST.

#### **Veterinary Laboratory Professionals Committee Report—Chair Linda Vap and 2006 Incoming Chair Dennis Olexson**

L. Vap expressed interest in having an Advia or Cell-Dyn users group session in conjunction with a future VLP meeting, and wondered if this would be considered too promotional in nature. She would like to have the instrument companies give presentations. H. Jordan mentioned that the DACC had an Olympus users group meeting in conjunction with its meeting in Boston (though this was not an official part of their meeting program). The purpose of such sessions is to discuss trouble-shooting and other issues. DACC is apparently considering following up with a company-sponsored instrument workshop. L. Vap said she would like to have presentations on both the Advia and the Cell-Dyn instruments. H. Tvedten suggested having a conference session centered around hematology instrumentation and, in coordination with the Development Committee, putting out the word to instrument companies to sponsor it. H. Jordan suggested that if the DACC decides to meet in conjunction with us in the future, we need to make sure that our program plans do not conflict with or compete with theirs.

L. Vap expressed some concern that the increased registration fee might be affecting VLP attendance at the annual meeting, and recognized the problems associated with trying to make such a determination. She suggested adding an entry to the meeting registration form that will facilitate collection of statistics on VLP attendance.

#### **Development Committee Report—2006 Incoming Chair Mike Fry for Current Chair Karyn Bird**

M. Fry reported that 2005 fundraising exceeded early year expectations due to a flurry of contributions at the end of the year, much of which was due to the efforts of K. Bird. The problem that companies who contribute to ACVP may consider that to be a contribution to ASVCP as well was briefly discussed. H. Jordan suggested that asking companies to sponsor specific projects is often more successful than just asking for a non-designated cash donation. M. Fry was made aware of various committee needs for development support. There was some discussion of the "Share the Future" campaign and how to best inform members of the campaign.

Some changeover in membership in the Development Committee should be considered. J. Radin asked M. Fry to submit his 2006 committee budget to S. Shelly by December 31.

#### **Electronic Communication and Technology Committee Report—Chair Lois Roth**

L. Roth said she is willing to chair the committee for one more year, and S. Tornquist suggested that during the coming year she identify a successor and groom him or her for the chairmanship. She was asked to submit her committee budget for 2006 to S. Shelly by December 31.

L. Roth suggested that the new electronic case submission form be tested out before it is used.

The topic of record archival was brought up. There was discussion as to what records really need to be archived electronically. Most important information for the past 5-6 years is already archived in the form of the Executive Board Book that is now being assembled each year. L. Roth suggested scanning in information from past case review sessions, and this was generally agreed to be a good idea as the case materials have ongoing excellent teaching value. S. Tornquist suggested that the Education and Electronic Communication and Technology Committees might work together to get the case materials onto CDs.

There was some discussion as to whether an Electronic Communication and Technology Committee is truly needed. Lois suggested that each of the ASVCP standing committees should have at least one member that is interested in electronic communication. J. Radin suggested that the ECT Committee could draw some new members from other committees.

L. Roth will again solicit suggestions for links between the ASVCP website and other organizations. She said that she contacts each suggested and accepted group to ask for permission to add the links.

#### **Education Committee Report—Chair Leslie Sharkey**

L. Sharkey and Sharon Dial have been brainstorming regarding shared teaching resources, especially resources that can be used for presentations to practitioners. The previous request sent to ASVCP members soliciting cases to be used for practitioner education got no response. The committee is looking at using slide scanning technology to produce educational projects such as archiving the case session slides. S. Dial will be the next committee Chair, beginning in 2007. L. Sharkey will groom her for the job during 2006.

L. Sharkey reported that Mark Johnson and Nanabanyin Gharthey-Tagoe did a good job updating the training program section of the ASVCP website. She reported that Beverly Kidney is working on training guidelines in the area of cytology/surgical pathology. She asked if her committee could have \$200 for a prize for a case competition. In order to get good teaching cases submitted, she wants to sponsor a competition among clinical pathology trainees. S. Tornquist and J. Radin suggested she include the amount along with justification in her 2006 committee budget, which should be submitted to S. Shelly by December 31. H. Jordan suggested that L. Sharkey communicate with M. Fry of the Development committee regarding seeking company sponsorship for such projects.

#### **The Rees Group Report—ASVCP Executive Director Susan Rees**

S. Rees suggested using a standardized committee chair report form that should be filled out by each Chair once a quarter. It was agreed that this is a good idea. Such forms should be filled out and distributed to the EB members prior to quarterly teleconferences. The ACVP/STP Coalition, which has been formed to promote industry sponsorship of pathology and clinical pathology training programs was discussed. C. Olver asked H. Jordan for her opinion as to why there does not seem to be as much awareness in industry of the need to train clinical pathologists as to train anatomic pathologists. H. Jordan said she feels there truly is a greater need for anatomic pathologists right now, though there is also a need for clinical pathologists. It was agreed that the ASVCP needs to have a greater presence in the ACVP/STP Coalition. S. Rees suggested that the presidents of all 3 organizations get together and talk. She reported that both the STP and the ACVP put up money to form the coalition. The funding companies make the decision as to whether they will fund an anatomic vs. a clinical pathology training position. We need to make sure spokesperson Gary Cockerell is promoting clinical pathology adequately when making

his pitches to companies. J. Jordan suggested that the EB ask for quarterly reports from Bob Hall (our ACVP Council liaison) regarding ACVP actions. S. Rees suggested that the presidents and president-elects of the ASVCP, ACVP, and STP meet on a regular basis.

S. Rees reported that efforts to get periodical mailing rates for the *VCP* journal continue to meet difficulties, but the problems will eventually be resolved. Getting the periodical rate requires a Post Office audit to make sure the journals are actually being mailed, among other things. Increased mailing costs associated with a possible move to publish 6 issues of *VCP* per year were mentioned.

S. Rees said that changes and growth in her company might mean that she will be stepping down as our Executive Director or at least delegating more tasks to other employees. Regardless, she will attend the ASVCP/ACVP conference in Tucson and be involved with both ASVCP and ACVP. She agreed that there are issues with member records that need to be resolved. She agrees with the EB that greater efforts need to be expended on development. J. Radin mentioned that our contract with TRG is up for renewal in April of 2006 and requested that all EB members be sent a copy of the proposed new contract for consideration. S. Rees indicated that we would need to negotiate any changes in services, and that there will be a 5% increase in costs with the new contract. S. Rees suggested that it might be advantageous for us to extend our current contract in order to synchronize its renewal with the December 2006 renewal of the contract TRG has with ACVP. Having the contracts synchronized will be advantageous should the organizations decide to change management companies, as it is convenient for both organizations to be managed by the same company. Also, having any change in management come immediately after the annual conference would minimize any problems caused by changing management. S. Rees indicated that a contract extension will leave duties the same and incorporate a 5% increase in costs.

**MOTION:** S. Shelly moved that an addendum be attached to the current contract with TRG, extending it to December of 2006. H. Tvedten seconded the motion and it carried.

S. Rees asked for other thoughts and concerns. The EB indicated that while there are some minor problems that need to be resolved, we have generally been pleased with the management services that TRG provides.

The meeting was adjourned at 4:58 pm EST

--Respectfully submitted by Marlyn Whitney, ASVCP Secretary

## 2005 Annual Business Meeting Minutes

December 4, 2005, Boston, Massachusetts

**Call to Order:** The meeting was called to order by President Sue Tornquist at 4:41 pm EST.

**Approval of Minutes:** Jeanne George moved that the minutes of the 2004 Annual Business Meeting be approved. Several seconded, and the motion carried.

### Development Committee Report—Incoming Chair Mike Fry for Current Chair Karyn Bird

M. Fry reported that the Development Committee has 9 members, who met once by teleconference during 2005. Committee members also worked with the Rees Group (TRG). He reported that 13 corporate contributors gave a total of \$38,500 for the year. One contribution was for a specific event, the IDEXX Trainee Reception. There were 4 Platinum Circle (> \$3,000) contributors: the Veterinary Information Network (VIN) Foundation, Merck, Pfizer, and Wyeth. There were 4 Gold Circle (\$1,500-2,999) contributors: Abbott Laboratories, AniLytics, IDEXX, and MPI Research. There were 4 Silver Circle (< \$1,500) contributors: Abaxis, Bristol-Meyers Squibb Company, GlaxoSmithKline, and Lilly Laboratories (Eli Lilly & Company). Annual corporate giving accounted for 56% of contributions for 2005. Corporate giving increased approximately 25% over 2004, with most contributions coming in the second half of the year. The corporate sponsors were thanked. Special thanks went to VIN for a donation of \$15,000.

The Share the Future personal giving campaign resulted in donations of \$3,562 as of October 1, 2005. One important goal of the Share the Future campaign is to generate money to support the attendance of trainees, technologists, and veterinary students at the annual meeting via travel grants. It also supports other goals of the ASVCP, beyond the meeting and our journal. Those who contributed to the campaign were thanked, with special thanks going to Harold Tvedten for pledging to donate \$1,000 if there were any contributions over \$500 or if any corporate contributor doubled its contribution for 2005; these conditions were met by more than one contributor. Mike emphasized that donations of any amount are needed and welcomed. Thank-you letters have been sent to corporate donors and will be sent to individual donors.

Goals for 2006 are to improve the response to the Share the Future campaign, to add new corporate donors, to identify new sponsors for funding for specific ASVCP programs and special projects, including funding for Veterinary Laboratory Professionals activities. A specific goal of increasing corporate donations 20% over 2005 levels has been set. Mike asked that ASVCP members who would like to join the Development Committee or who have leads on potential corporate donors contact him or other committee members

#### **Education Committee Report—Chair Leslie Sharkey**

Those on the committee during 2005 were thanked, and new committee members were welcomed. A call was put out to additional ASVCP members, particularly those with corporate positions, to join the committee. The 2005 “Teaching Clinical Pathology” discussion forum on technology in teaching went well. The 2006 forum will concern means by which clinical pathology residency training programs can or should be changed to meet the needs communicated by pharmaceutical companies.

The residency training program portion of the ASVCP website has been updated; thanks were given to Mark Johnson and Nanabanyin Ghartey-Tagoe for accomplishing this. The residency training guidelines written by the committee and posted on the ASVCP website continue to be revised. The hematology guidelines are in their 3<sup>rd</sup> iteration and Beverly Kidney is working on guidelines for cytology/surgical pathology. Thanks was given to IDEXX for sponsorship of the trainee reception.

The committee wants to better develop shared teaching materials. A project being considered to help promote submission of case materials to be used in teaching is to design a competition amongst trainees who submit good basic cases; help from the Development Committee may be sought to provide money for some small cash prizes.

#### **Electronic Communication and Technology Committee Report**

No report was given as the Chair and other committee members were unable to attend.

#### **Membership Committee Report—Chair Paula Krimer**

The committee has been concentrating its efforts in 3 areas: encouraging and facilitating membership renewal, encouraging ASVCP members to promote the Society at meetings of other organizations, and increasing awareness of the Society, especially among veterinary students.

The committee contacted 97 non-renewing members and found that approximately 32% simply forgot to renew. Efforts are ongoing to make renewal easier; online renewal capability is a desired goal. A new, expanded list of membership benefits is being made and will be added to the ASVCP website.

A powerpoint presentation, “What is a Clinical Pathologist?” has been constructed (thanks to Melinda Wilkerson) and is available on the website. Dori Borgeson will use the presentation at the 2006 SCAVMA meeting. The committee is working on promotional packets to give to members for use in attracting new members; a short PowerPoint presentation, a script, and the ASVCP logo will likely be included. Suggested groups which might provide new members include technologists, members of the American College of Veterinary Internal Medicine, and members of the Veterinary Cancer Society. A good source of new international members might be South America.

Student seminars continue to be used to increase veterinary student awareness of the ASVCP. Evaluation of a student seminar held at Texas A&M University during 2005 revealed that less than 14% of student attendees knew what the ASVCP was prior to the seminar, and that 87% gave some consideration to clinical pathology as a career following it. Thanks to the work of Glade Weiser and sponsorship by the Heska Corporation, laminated notebook-sized pages depicting blood cells have been developed as a give-away item for veterinary students. Additional efforts to increase student awareness will be undertaken in cooperation with student ACVP chapters.

#### **Program Committee Report—Chair Joanne Messick**

J. Messick thanked her many present and past committee members and announced that Bruce LeRoy will become Chair of the committee for 2006. Kirstin Barnhart served in 2005 as the committee liaison to the committee producing the ASVCP Pre-meeting Workshop (PMWS), and she will continue in this capacity for 2006. The 2005 PMWS had record attendance of 104; thanks went to Chair Laura Boone and members of the Regulatory Affairs Committee, which produced the 2005 PMWS. The liaison between the Program Committee and the committee (Regulatory Affairs or Quality Assurance and Standards) producing the PMWS is important to keep planning on schedule. Kirstin also worked with the Development Committee to obtain sponsorship for various components of the workshop. It is recommended that workshop planning begin at least 2 years in advance. Chair Renee Pearson and her QAS Committee already have a topic and speaker planned for 2006: Dr. Asger Jensen will present "Immunoassays: Validation and Control". Guidelines for PMWS speaker expenses have been developed and approved by the Executive Board. There is a cap of \$2,500 per year.

The Veterinary Laboratory Professionals Committee was commended for putting together a good program for the 2005 meeting. Bob Hall, liaison between the ASVCP Executive Board and ACVP Council, worked this year to increase the budget for the VLP portion of our meeting. For 2006, the VLP will have \$5,000 to use as they see fit to finance their educational program.

In response to member requests, Monday afternoon has been left open this year, to give meeting attendees some free time to enjoy the meeting venue. This policy will be re-assessed and will be kept in effect as long as it seems to be desired by the majority of meeting attendees. The lunch break will be kept at 1.5 hrs. It is recommended that topics for the educational portion of the ASVCP program be planned at least 2 years in advance.

Incoming committee Chair Bruce LeRoy thanked Joanne Messick for her 3 years of service and presented her with a plaque.

#### **Quality Assurance and Standards Committee Report—Chair Renee Pearson**

R. Pearson thanked her committee members and announced that her co-chair for 2005, Kristen Friedrichs, will chair the committee in 2006. She thanked Pfizer for funding teleconferences for the committee in 2005. She thanked Kendal Harr for writing a newsletter article on the Zoological Information Management System.

Progress has been made on updating, reformatting and adding to the Quality Assurance Guidelines section of the ASVCP website. To avoid repetition, pre-analytic factors are now consolidated into a single set of guidelines, as are post-analytic factors. Analytic factors are contained in separate guidelines for hematology, clinical chemistry, urinalysis, etc. Urinalysis guidelines were reformatted and added to the website in 2005. Jane Wardrop and Karen Russell are developing cross-match guidelines, which will be harmonized between several institutions. There are plans to develop presentations or articles for practitioners regarding QC for in-hospital laboratory testing.

A brief preview of the 2006 Pre-meeting workshop was provided. Asger Jensen will present "Immunoassays: Validation and Control". Member input on the 2006 PMWS is desired; in particular, members are invited to submit questions related to the topic, the answers to which will be incorporated into the workshop. Contact Kristen Friedrichs at 608-263-9365 or via email at [Friedrik@svm.vetmed.wisc.edu](mailto:Friedrik@svm.vetmed.wisc.edu).

**Regulatory Affairs Committee Report—Chair Laura Boone**

The committee members were thanked. Monthly teleconferences were very helpful to the committee in 2005. Executive Board Member Holly Jordan was thanked for her help in writing a response to the European Medicines Agency (EMA) regarding hepatotoxicity testing in pre-clinical studies. A position paper on hepatotoxicity in pre-clinical studies was prepared and published in *Veterinary Clinical Pathology*. There have been many requests for reprints of the article, both from the U.S. and other countries. Committee members Pat Cusick, Daniela Ennulat, Denny Meyer, Anne Provencher Bolliger and Denise Bounous were also thanked for their participation in these projects. The Regulatory Affairs Committee can be instrumental in fostering ties and cooperation between organizations, such as the ASVCP, ACVP, STP (Society of Toxicologic Pathology), and others, allowing for harmonized efforts.

L. Boone reported good feedback on the 2005 Pre-meeting Workshop and thanked the presenters. Some of the presenters waived their honoraria, and the monies will be donated back to the ASVCP.

The committee has many plans for 2006. In consultation with the STP and ACVP, a position paper will be written regarding best practices for clinical pathology parameters for the identification of immunotoxicity in pre-clinical studies. Executive Board approval and input from the ASVCP membership will be sought for the immunotoxicity paper. The committee interacts with groups in Japan and Europe regarding regulatory issues. Dr. Anne Provencher Bolliger is an important member of the committee, as she provides interaction with European clinical pathologists and regulatory agencies. New committee members are needed.

**Veterinary Laboratory Professionals Committee Report—Chair Linda Vap**

Sue Tornquist announced that 2005 was L. Vap's last year as VLP Committee Chair and thanked her for her hard work. L. Vap thanked her committee members and announced that Dennis Olexson will be Chair in 2006.

Anyone interested can join the VLP Listserv, which is separate from the ASVCP Listserv. The VLP Listserv currently has approximately 81 subscribers. PACE credits for the VLP portion of the ASVCP meeting have been increased from 7 to 9. Thanks was given to VLP program speakers who waived their speaker fees. A check box will be added to the meeting registration form in the future, in an attempt to see how many technologists are attending the meeting. Efforts will be made to expand attendance by technologists. New committee members are needed.

**Veterinary Clinical Pathology Journal Report—Associate Editor Karen Young for Editor-in-Chief Mary Christopher**

VCP Editor-in-Chief Mary Christopher was unable to attend the meeting.

The journal has grown under the leadership of M. Christopher. In addition to the 4 regular issues, a special abstracts issue was published in 2005. There has been a 55% increase in manuscript submissions, with a great increase in original research manuscripts in 2005. Most submissions are from North America and Europe, with European submissions increasing in 2005. Manuscripts are also submitted from South America and Japan. Hematology manuscript submissions were approximately the same in 2005 as in 2004. The largest increase in 2005 was in cytology manuscripts. There were many for the new section, Quality Assurance and Instrumentation. The dog still dominates as the species involved in most manuscripts, but manuscripts involving food and fiber animals are increasing. The number of pages per issue has increased. The impact factor of the journal has increased to 0.6; of 125 veterinary journals on Medline, our journal ranks 56<sup>th</sup> in impact, which is good for a specialty publication. Approximately 75% of submitted articles are accepted; this acceptance rate has held fairly steady over time. Efforts have been made to shorten publication turn-around time. Reviewers and authors were thanked for their efforts in this regard. A new feature, Laboratory Medicine: Yesterday-Today-Tomorrow has been instituted. This feature presents 1 page articles highlighting the historical importance of veterinarians in the development of laboratory testing. Members are encouraged to send items of historical interest for possible inclusion.

Online hits for the journal site continue to increase. Listing on Medline has been helpful in this regard. K. Young thanked the many contributors to publication of the journal, especially M. Christopher. Also thanked were journal office manager Sharron O'Neill, the staff of Allen Press, the staff of the Rees Group, and the Executive Board members for their support. The Section Editors were acknowledged: John Harvey for Hematology/Immunology, Rose Raskin for Cytology/Surgical Pathology, Asger Jensen for Clinical Chemistry, and Jean-Pierre Braun for Quality Assurance/Instrumentation. The Editorial Board members were also thanked.

Future initiatives were presented. The journal editors will work with the Veterinary Information Network (VIN) to achieve full-text online publication of all journal articles. Some consideration is being given to bi-monthly rather than quarterly publication or further increases in the number of pages per issue. Development efforts supporting the journal are needed and will be sought in cooperation with the Development Committee. The Editorial Board may be expanded. Efforts to scan articles from past issues for addition to the online PDF archives are ongoing but time-consuming.

Laura Boone commended the journal staff for a pleasant manuscript submission and review experience. Sue Tornquist thanked Karen Young for her efforts as Associate Editor and for her presentation.

#### **Secretary's Report—Marlyn Whitney**

Electronic publication of the newsletter seems to be working smoothly and has saved the Society money for printing and mailing. Those members who do not have internet access or who have not provided the Society with an email address continue to receive paper copies of the Newsletter. Because secure members-only access to member contact information may become available in the future, a show of hands was asked from those who would like to continue receiving paper copies of the Membership Directory. Approximately 25-30% of attendees raised their hands. Because 2006 will complete her 4-year term as Secretary, M. Whitney asked that any member who is interested in becoming Secretary contact Sue Tornquist, who, as Immediate Past-president, will chair the Nominating Committee for 2006. Those with questions about the position are invited to contact M. Whitney.

#### **Treasurer's Report—Sonjia Shelly**

Our fiscal year was changed to run from October 1 until September 30 in 2005. The change was made to better coordinate with the publication calendar for the journal. Due to the change, fiscal year 2005 was only 9 months long.

Current assets (as of September 30) total \$200,982.00. Current liabilities total \$31,178.18. Total expenses from January 1 until September 30 were \$75,571.31. Net income for this period was \$13,140.22. The list of income and expenses was explained. For financial security, it is necessary that the Society (or any similar organization) hold 2-3 times the amount of annual operating expenses in reserve. It has taken the Society 40 years to achieve the degree of financial security it enjoys today. However, a budget shortfall of approximately \$15,000 is projected for 2006.

#### **ASVCP Listserv Report—List Manager Mike Scott**

Mike Scott asked for member feedback regarding any problems experienced with the listserv. The listserv currently has 527 subscribers. S. Tornquist thanked M. Scott for managing the listserv.

#### **President's Report—Sue Tornquist**

S. Tornquist presented the list of new members for 2005 and asked those present to stand and be recognized. She reminded attendees of the ASVCP Reception/40<sup>th</sup> Anniversary Celebration on December 5. Three Lifetime Achievement Awards will be presented. Dennis DeNicola and Maxey Wellman will emcee the celebration.

#### **New Business**

ACVP member Gary Cockerell was welcomed and gave a presentation on the ACVP-STP joint training project. The project is designed to solicit support from industry and provide a mechanism to establish new training positions in anatomic and clinical pathology. Companies are asked for funds; once a commitment is made, the company designates whether it wants to fund an anatomic or clinical pathology trainee, and

then applications are solicited from training institutions. A board then ranks the applications and makes the awards. The institutions receiving the awards select the trainees. Funding must go toward new positions. The positions provide funding for up to 3 years of residency training, or may provide support for PhD programs for those trainees who have already completed residencies. Trainees have no obligations other than completing the ACVP certifying examination within 2 years of completion of their training and then becoming employed as a veterinary pathologist. The goal for 2005 was to create 5 new positions; 6 were actually created, all in anatomic pathology. For more information, contact Dr. Gary Cockerell at [alliances@cockerell.org](mailto:alliances@cockerell.org) or phone 970-245-0559. G. Cockerell thanked the pathologists in the companies that funded positions (3 were from GlaxoSmithKline, 2 from Pfizer, and 1 from Sanofi), as well as Susan Rees from the Rees Group and Reid Patterson of the ACVP, for their contributions to the project.

President Sue Tornquist introduced Dr. Paul Pion, founder of the Veterinary Information Network (VIN) Foundation, to explain a proposal for on-line publication of *Veterinary Clinical Pathology*. P. Pion explained that the mission of VIN is to facilitate the development and distribution of clinically relevant information in veterinary medicine. Full text manuscripts from *VCP* going back to 1975 will be published on VIN in a searchable format. All ASVCP members and *VCP* subscribers will have access, and will not need to be VIN members. There will be a link from the current ASVCP website to the new journal site on VIN. Each ASVCP member and other *VCP* subscribers will need a unique password to access the articles; passwords will initially be assigned, but then each individual will have the opportunity to choose his or her own password.

S. Tornquist thanked ASVCP Executive Director Susan Rees of the Rees Group for the services she and her company have provided since becoming the Society's management company in 2003. S. Rees thanked the Society for being a good group to work with. She reminded the membership to send any changes in contact information to her at the ASVCP National Office.

#### **ESVCP/ECVCP Updates**

As time constraints precluded a report during the Business Meeting, Harold Tvedten announced that updates from the European Society of Veterinary Clinical Pathology and the European College of Veterinary Clinical Pathology will be published in the December issue of the ASVCP Newsletter.

#### **Installation of Officers**

S. Tornquist introduced incoming 1<sup>st</sup> Year Executive Board Member Melinda Wilkerson, as well as the rest of the Executive Board for 2006: President Judy Radin, President-elect Christine Olver, 2<sup>nd</sup> Year Executive Board Member Holly Jordan, Secretary Marlyn Whitney, and Treasurer Sonjia Shelly. Sue Tornquist, of course, will remain on the Board as Immediate Past-president. The officers were installed. Outgoing Immediate Past-president Harold Tvedten, completing his final year of service on the Executive Board, was relieved of his duties and presented with a gift as a token of thanks. The gavel was passed from Sue Tornquist to Judy Radin.

President Judy Radin adjourned the meeting at 6:33 pm EST.

--Respectfully submitted by Marlyn Whitney, ASVCP Secretary

## **Announcements**

**ASVCP NATIONAL OFFICE:** Members can contact the ASVCP National Office at 2810 Crossroads Drive, Suite 3800, Madison, WI 53718; Phone 608-443-2479; Fax 608-443-2474 or 608-443-2478; E-mail: [info@asvcp.org](mailto:info@asvcp.org).

**Electronic Newsletters:** Effective with ASVCP Newsletter #1 for 2004, paper copies of the newsletters are no longer 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 2810 Crossroads Drive, Suite 3800, Madison, WI 53718; Email: [info@asvcp.org](mailto:info@asvcp.org); FAX 608-443-2474 or 608-443-2478.

**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 2810 Crossroads Drive, Suite 3800, Madison, WI 53718; 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 2810 Crossroads Drive, Suite 3800, Madison, WI 53718; phone 608-443-2479; Email: [info@asvcp.org](mailto:info@asvcp.org).

## Upcoming Meetings

**XII Congress of the International Society of Animal Clinical Biochemistry:** May 22-26, 2006, Istanbul, Turkey. For more information, go to [www.isacb2006.org](http://www.isacb2006.org).

**European Society of Veterinary Clinical Pathology Continuing Education:** The ESVCP will hold a half-day of continuing education in conjunction with the 2006 ISACB meeting (see above).

**American College of Veterinary Internal Medicine Forum:** May 31-June 3, 2006, Louisville, Kentucky. For more information, go to [www.ACVIM.org](http://www.ACVIM.org).

**Society of Toxicologic Pathology 25<sup>th</sup> Annual Symposium:** June 18-22, 2006, Vancouver, British Columbia, Canada. Theme: Toxicologic Pathology of the Respiratory System. For complete meeting information, see [www.toxpath.org](http://www.toxpath.org).

**European Society of Veterinary Clinical Pathology Main Annual Congress and Annual General Meeting:** September 5-8, 2006, Cambridge, UK. For more information, go to [www.esvcp.com](http://www.esvcp.com).

**ESVCP (European Society of Veterinary Clinical Pathology) Day:** to be held in conjunction with the **European College of Veterinary Internal Medicine meeting**, September 14-16, 2006, Amsterdam, the Netherlands. For more information, go to [www.esvcp.com](http://www.esvcp.com).

## Job Opportunities

**Veterinary Pathologist:** Lexicon Genetics Incorporated is a biopharmaceutical company focused on discovering breakthrough treatments for human disease. We use our proprietary gene knockout technology to systematically discover the physiological and behavioral functions of genes in order to identify potential drug targets. Approximately 20 novel knockout mouse lines per week are evaluated using a comprehensive battery of tests. Thus far, more than 70 knockout-validated targets have advanced into drug discovery programs. We currently have an exciting opportunity for a Board-Certified Veterinary Pathologist at our cutting-edge research facility in The Woodlands, TX. This position offers a unique opportunity for a Veterinary Pathologist to participate in the largest scale and most comprehensive physiological evaluation of knockout mouse phenotypes ever undertaken. GENERAL PURPOSE AND

SCOPE: The successful candidate will actively participate in the discovery/characterization of novel drug targets, and in the pre-clinical development and safety assessment of novel therapeutic agents. The successful candidate will interact with innovative scientists in several therapeutic areas, including functional genomics, endocrinology, cardiovascular diseases, neurological and behavioral disorders, immunology, ophthalmology, and oncology. An additional objective is to integrate in vivo test results with clinical and anatomic pathology findings in order to characterize complex phenotypes and develop and validate KO mouse models of human diseases. Lexicon Genetics pathologists have access to in-house facilities for histology, immunohistochemistry, in situ hybridization, clinical pathology, antibody generation, and knockout mouse models. This position requires a dynamic individual with excellent technical, writing, and communication skills. We are looking for a discovery oriented research pathologist who is an effective communicator and an enthusiastic collaborator able to exercise independent judgment in establishing approaches and methods related to pathology in a stimulating team-based environment. The successful candidate should have strong technical writing skills and a desire to master current knowledge in pertinent fields. Significant functional genomic discoveries will provide ample opportunities to publish scientific papers.

QUALIFICATIONS: Musts: D.V.M. or equivalent degree, board certification by the American College of Veterinary Pathologists (ACVP) or equivalent, at least 3 years experience in toxicological pathology, ability to work successfully in teams and to handle several projects at any given time, ability to communicate clearly, both verbally and in writing, with peers and professionals in other scientific disciplines. Preferred: Graduate training in Comparative/Veterinary Pathology or a related field, experience in pre-clinical toxicological pathology, Good Laboratory Practice (GLP) experience, experience with mouse models, interest in functional genomics.

Our campus is located 27 miles north of Houston in The Woodlands, the highest rated master planned community in Texas (<http://www.thewoodlands.com>). We offer stimulating and interactive research environment, state of the art facilities, a competitive salary and comprehensive benefits. Lexicon Genetics is an equal opportunity employer, M/F/D/V. For more information, or to apply, please visit our web site at [www.lexicon-genetics.com](http://www.lexicon-genetics.com) and follow the links from Careers. Alternatively, you may email your resume directly to [opportunities@lexgen.com](mailto:opportunities@lexgen.com) or send it by fax to 281-863-8644, or by mail to Lexicon Genetics Incorporated, Attn: Lisa Tunstall, 8800 Technology Forest Place, The Woodlands, Texas, 77381.

**Veterinary Clinical Pathologists:** Antech Diagnostics, the leader in veterinary diagnostic services, has immediate openings for clinical pathologists at our Irvine, CA and Chicago, IL facilities. In Irvine, we have a new facility with state-of-the-art laboratory/histopathology equipment. Irvine Antech Pathologists will have adjunct faculty status with Western University Veterinary School and will be participating in the training of veterinary students. Currently there are 10 pathologists on staff in the Irvine laboratory. Qualifications include a D.V.M. or V.M.D. degree and A.C.V.P. board certification or eligibility. Excellent working conditions; salary and benefits are highly competitive. For further information, contact Dr. Lon Rich: 800-542-1151, ext 2421 or [Lon.Rich@antechmail.com](mailto:Lon.Rich@antechmail.com). For more info about Antech Diagnostics, please visit our website: [www.antechdiagnostics.com](http://www.antechdiagnostics.com).

**Veterinary Clinical Pathologist (Australia):** Gribbles Veterinary Pathology seeks an ACVP certified (or equivalent) clinical pathologist for a full-time position at its Melbourne laboratory (Victoria, Australia). Gribbles Veterinary Pathology is a commercial pathology group with laboratories throughout Australia and New Zealand. Our Australian network consists of two large Veterinary Pathology laboratories in Melbourne and Adelaide with a courier network serving all states of Australia. There are currently 10 veterinary pathologists in the Gribbles Australia team and 15 in the Gribbles New Zealand team. They provide clinical and anatomical pathology services to a wide range of companion, farm, performance and laboratory animals, wildlife and avian species. We are an innovative organisation committed to supporting staff whilst delivering quality service to our clients.

This exciting position will combine diagnostic duties, intern training, and client and university liaison. An attractive remuneration package will be negotiated with the successful applicant. The region offers abundant cultural and outdoor opportunities, a low crime rate and excellent schools and universities.

Applicants are invited to contact Dr Tony Ross on + 61 (0) 3 9538 6773, [tony.ross@gribbles.com.au](mailto:tony.ross@gribbles.com.au) for enquiries or forward a letter of application containing a curriculum vitae to Dr. Liz Walker, Group General Manager, Veterinary Pathology, Private Bag 4444, Clayton 3168, Victoria, Australia or [liz.walker@gribbles.com.au](mailto:liz.walker@gribbles.com.au).

**Lecturer/Senior Lecturer in Veterinary Clinical Pathology:** Applications are invited for a fixed term or tenured Lecturer/Senior Lecturer position in Veterinary Clinical Pathology in the Department of Pathology and Infectious Diseases of the Royal Veterinary College, University of London. This post is located at the College's Hawkshead Campus in Hertfordshire.

Your responsibilities will include participation in the diagnostic clinical pathology service, teaching of undergraduate students and resident training and some input into collaborative research programmes within the College. The percentage commitment to these three areas is negotiable and applicants on fixed term appointments would be expected to focus more on diagnostics and teaching. Applicants offered the academic tenured position would have the opportunity to participate in collaborative research with any of the College's themed research groups or to develop an independent research programme linked to these groups. Diagnostic responsibilities include providing a service to clients of the Clinical Pathology Laboratory and consulting with RVC clinicians and referring veterinarians. Teaching responsibilities involve the delivery of didactic and laboratory training for undergraduate and postgraduate veterinary students and participation in the resident training programme in clinical pathology. Teaching and service responsibilities are currently shared with two other specialist clinical pathologists and one resident.

You should hold a degree in veterinary medicine, which is recognized by the Royal College of Veterinary Surgeons (RCVS). You should also be able to demonstrate evidence of experience and expertise in veterinary clinical pathology, preferably with European (including Royal College of Pathologists) or American board certification or eligibility in Veterinary Clinical Pathology. An advanced degree or PhD, although desirable, is not essential. Salary will fall within the following range: Lecturer B (£28,829 - £41,294 per annum) or Senior Lecturer (£38,685 - £47,262 per annum), depending on qualifications and experience (pay award pending) plus £2,134 per annum London Allowance. In addition there is a performance related clinical supplement up to a maximum of £15,000 per annum and a final salary pension scheme.

For an informal discussion, potential applicants for the position are encouraged to contact Professor Alun Williams on tel: +44 (0) 1707 666572, e-mail: [alunwilliams@rvc.ac.uk](mailto:alunwilliams@rvc.ac.uk) or Dr. Elizabeth Steeves, DVM, DACVP, Lecturer in Clinical Pathology, on tel: +44 1707 666318/666499, email: [esteeves@rvc.ac.uk](mailto:esteeves@rvc.ac.uk). For an application form and further particulars please contact the Human Resources Office, The Royal Veterinary College, Hawkshead Lane, North Mymms, Hatfield, Herts AL9 7TA, telephone +44 (0) 1707 666402, e-mail: [trazaq@rvc.ac.uk](mailto:trazaq@rvc.ac.uk). Closing Date: Friday 31<sup>st</sup> March 2006. We are committed to Equality of Opportunity and welcome applications from ethnic minority and disabled members of the community.

**Clinical Instructor in Veterinary Clinical Pathology:** The Department of Veterinary Biosciences at The Ohio State University is seeking an instructor in clinical pathology. The position has a 70% service/teaching obligation with the remaining 30% available for other scholarly activity and would be ideal for someone wishing to gain additional diagnostic pathology experience with a wide variety of animal species. The appointment will be for a 1 year term renewable up to 3 years beginning March, 2006.

Service/teaching responsibilities include participation in the diagnostic pathology service for the Teaching Hospital, training of residents, and instruction of veterinary students. Remaining time can be spent in self-selected scholarly pursuits such as advanced training in a specialty interest area, research, or preparation for ACVP board certification.

Clinical pathology instructors are provided excellent advanced training opportunities in clinical chemistry, cytology, hematology, immunology, surgical pathology, and molecular biology and are directly involved in the teaching and diagnostic services of the clinical pathology laboratories. This program provides support services for the large caseload from the Veterinary Teaching Hospital, regional practitioners, and the Columbus Zoo. A DVM from an AVMA-accredited or equivalent institution and at least 2 years of clinical pathology residency training under a board certified veterinary clinical pathologist are required. Salary and generous benefits are highly competitive and consistent with the experience of the applicant. Interested individuals should submit a curriculum vita, statement of career goals, and three letters of reference to Dr. Judy Radin, Department of Veterinary Biosciences, The Ohio State University, 1925 Coffey Road, Columbus, OH 43210-1092. Review of applications will begin immediately and continue until a suitable applicant is selected. For more information, contact Dr. Radin at (614)292-4266, [radin.1@osu.edu](mailto:radin.1@osu.edu) or visit the department website, [www.vet.ohio-state.edu](http://www.vet.ohio-state.edu). The Ohio State University is an AA/EOE.