

**UNIVERSITY OF WASHINGTON
SURGICAL PATHOLOGY FELLOWSHIP**

**Goals and Objectives with
General Competencies**

Goals

The overall goals of the Surgical Pathology Fellowship are:

- Provide in depth experience in diagnostic anatomic pathology so that the trainee is well trained to practice general surgical pathology.
- Develop a subspecialty area of interest and expertise to include diagnostic and investigative expertise.
- To gain administrative experience in working with faculty, staff, junior residents and students in helping to manage an academic diagnostic anatomic pathology service.
- To gain experience in the education of junior residents, and graduated responsibility in order to prepare the fellows for practice in either private practice or academic surgical pathology.
- To expand on ACGME-defined competencies attained during earlier training in Anatomic Pathology to include (but not limited to):
 - Participate in internal CAP inspections and perform at least one external CAP inspection (systems based practice).
 - Participate in Faculty meetings and residency management committee meetings (systems based practice).
 - Participate in Quality Control meetings and sets (Practiced based improvement).

Objectives

A number of specific objectives subtend the overall goal. These objectives are presented below, organized by the general competencies defined by the Accreditation Council for Graduate Medical Education (ACGME) as expected of all fellows.

Patient Care

The fellow should provide compassionate, appropriate and effective care for treatment of health problems and the promotion of health:

The fellow will demonstrate the ability to:

- Organize and prioritize case material
- Communicate with other clinicians about patients and family members with compassion and courtesy
- Gather appropriate and accurate clinical information in order to make appropriate clinical-pathologic correlations
- Interpret diagnostic information and test results within the clinical context for effective patient management
- Demonstrate technical, interpretation and communication skills in frozen-section/intraoperative consultations
- Demonstrate skills in interpretation of gross, histologic and ancillary tests (i.e. flow cytometry, immuno- and histochemistry, molecular studies) findings.
- Demonstrate accuracy and promptness in case diagnosis and management.
- Use clinical decision-making concepts and techniques in interpreting results
- Advise clinicians on the choice of clinically appropriate, cost-effective tests
- Advise clinicians on appropriate follow-up for unexpected results

Medical Knowledge

Fellow should be knowledgeable and dedicated to the learning of established and evolving sciences and their application to patient care.

The fellow will demonstrate:

- Knowledge of normal and abnormal pathologic processes in general surgical pathology and their medical application and correlation.
- The ability to synthesize pathologic and clinical/radiologic information to form accurate differential diagnosis and recommend appropriate treatment.
- Participation in active learning by thoroughly investigating new cases with background reading and preparation before sign-out.
- Familiarity with established and evolving techniques and their applications to pathology.
- Expertise in a subspecialty area of interest and to include diagnostic and investigative techniques.
- The understanding of protocol driven workups as applicable to various subspecialties.

Practice-Based Learning and Improvement

Fellow should investigate and evaluate own patient care practices and appraise and assimilate scientific evidence to improve practices.

The fellow will demonstrate:

- Ongoing identification and remediation of gaps in personal medical knowledge
- Recognize, correct and learn from own errors.
- Ability to locate, evaluate and incorporate evidence from scientific studies (medical literature) for continuous self-learning and to investigate clinical questions.
- The ability to utilize available information technology to support workup and diagnosis (pathology databases, digital photography, etc).
- Attend and participate in local education opportunities (conferences)
- Understanding of and ability to apply the principles of quality control and quality assurance
- Ability to identify process improvements that may minimize opportunities for medical errors.

Interpersonal and Communication Skills

The fellow will demonstrate the ability to:

- Facilitate willingly and effectively the learning of others (medical trainees, clinicians, laboratory staff).
- Formulate accurate, concise and clinically useful reports.
- Function effectively as a member of the clinical care team with fellow clinicians, nursing and laboratory staff, and administrative personnel
- Ability to use appropriate modes of communication (direct, telephone, e-mail, written) in a timely and effective manner
- Ability to communicate clearly and effectively in written documents (including legible handwriting)
- Present effective, concise and coherent conferences with effective listening, verbal and presentations skills.

Professionalism

Fellow should be accountable and adhere to principles of medical ethics by respecting and protecting patients' best interests.

The fellow will demonstrate:

- A commitment to excellence and on-going professional development.
- Knowledge and understanding of ethical and confidential issues affecting patient care
- Sensitivity and responsiveness to patient's culture, age, gender, disabilities and diversities.
- Dependability and professionalism in work ethic and participation in conferences and work assignments.
- Knowledge of own limitations and willingness to seek appropriate help when necessary.

- Respond positively to criticism.
- Respectful behavior towards all patients and medical personnel including punctuality and courtesy.
- Maintain a professional demeanor in appearance and interactions with others including acceptance of responsibility, responding effectively to criticism and taking initiative.
- The ability to practice timely responses and accountability to the needs of patients, families and clinicians.

Systems-based Practice

Fellow should understand healthcare practices in the broader context and the hospital, stage and national level.

The fellow will demonstrate:

- Understanding of the role of the diagnostic clinician in the health care system, and the importance of reliable, cost-effective and timely results in clinical decision-making
- Ability to work with clinicians, administrators and others to determine the role of diagnostic testing in specific situations to optimize patient outcomes
- Familiarity with CLIA, CAP, JCAHO and HIPAA standards for practice management
- Understanding of basic reimbursement mechanisms and federal/state regulatory requirements, including kickbacks and compliance with Medicare/Medicaid "
- Understanding and participation in QI/QA (quality improvement/quality assurance) activities.
- Understanding of laboratory workflow and contribution to rapid turnaround times.
- The ability to practice cost-effective laboratory utilization that does not compromise quality care.
- Understanding of the importance of recognizing epidemiologically important infectious and genetic disease.
- Participates in multidisciplinary tumor boards.