

Breast-Gynecologic Pathology Fellowship
Goals and Objectives with
General Competencies

Goal

The overall goals of the Breast-Gynecologic Pathology Fellowship are:

- Provide in depth experience in diagnostic breast and gynecologic pathology so that the trainee develops expertise in these fields.
- Develop at least one investigational area of interest in breast or gynecologic pathology.
- 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.
- Develop expertise and preparing for and presenting at multi-disciplinary conferences such that the fellow is able to evaluate and present independently.
- 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).

Realistic expectations for the gyn/breast fellow on a daily/monthly basis in order to fulfill the overall goals above are below. These do not easily fit into the constructed ACGME 'competencies', however notes are made about which competencies these various activities pertain to (and general goals by competency are listed subsequently):

- 1) Attend and prepare for the breast and gyn tumor boards. It is expected that the fellow prepare and present at approximately 75% of the tumor boards. The actual schedule will vary depending on resident participation (some do electives), surg path fellow schedule (each does one month of conferences), various vacation schedules and ability of the fellow to multi-task.
 - a. Initially (first week to three depending on fellows experience) the fellow will play an observational role.
 - b. The next 2 – 4 months the fellow will prepare for the conference and review all cases with an attending who will also attend the conference. The next 2-4 months (depending again on fellows ability and discussion among faculty), the fellow will prepare for conference, review cases with faculty and may present with or without faculty present.
 - c. During the last phase of the fellowship (anticipated last 3 months), if the fellow is deemed competent, he/she will prepare for conference and review only cases he/she feels are necessary to review with the attending pathologist.
 - d. Note: The above activity serves to progress the fellow in all 5 "essential competencies". Attendings will provide the fellow with feedback about presentation skills (communication), diagnostic skills (patient care and medical knowledge), ability to learn from their errors (practiced based learning and improvement), professional behavior and ability to understand their role in the greater context (systems based practice).
- 2) Review and signout out consult cases.
 - a. The fellow will be responsible for reviewing/dictating the majority of breast and gyn cases sent for second opinion and signing those cases out with the respective attending.

- b. Fellow will be responsible for reviewing/dictating and signing out approximately 75% of the breast cases sent because of patient referrals and 50% of the gyn cases sent for patient referral.
 - c. Note: It is expected that as the year progresses, fellows will gain the ability to produce accurate and concise reports on all routine cases (by month 4) and most complicated cases (by month 8). This activity contributes to learning in all 6 competencies by increasing fellows exposure to patient care, medical knowledge, increasing efficiency, providing experience in constructing clear reports (and giving examples of reports that are not clear), etc.
- 3) Teach and supervise junior residents:
- a. During the first 6 months of the year the fellow is expected to take an active role in teaching junior residents in the gross room and assisting first year residents evaluating histologic slides and formulating final diagnosis. It is expected that the fellow will need little input from attendings as the year progresses, but will have the knowledge to know when appropriate attending input is required.
 - b. During the second 6 months it is expected that the fellow will allow the residents more autonomy, but will still be available for questions as needed.
 - c. Note: Again this activity contributes to learning in all 6 competencies. In order to teach, one must understand.
- 4) Review and contribute to teaching sets and unknown conferences.
- a. Over the course of the fellowship the fellows are expected to review the teaching sets on Pap smears (2), peritoneal cytology (2), breast pathology and the various sets on gyn pathology. It is expected that the fellow manage his/her time to complete this review during the first 6 months of the fellowship. The fellow will be encouraged to ask questions about cases he/she does not understand or disagrees with the reported diagnosis.
 - b. It is expected that the fellow will add cases to the teaching sets as they come up during daily work and remove (with attending discretion) cases that are either poor quality (because they are old slides) or poor examples of various entities.
 - c. Fellows are expected to review unknown slides for Monday cytology conference at least 3 out of every 4 weeks and to attend the conference.
 - d. Fellows are expected to attend resident lectures that pertain to breast and gyn pathology and to review unknowns and/or prepare unknowns for these conferences.
 - e. Fellows will organize and present at least 4 "bluebox" conferences per year (Friday unknown conferences for residents and fellows). Fellows are not expected to attend most of these conferences given the conflict with breast clinic.
 - f. Fellows will attend the monthly faculty QA/QI meeting in which discussions about various individual and potential systems errors occur.
 - g. Note: The above activity contributes to learning in all 6 competencies.
- 5) The fellow is expected to participate in at least one investigational project during the year. He/she may either become involved in ongoing projects or design and implement a project of his/her own. This activity contributes to multiple competencies.

- 6) The fellow will prepare at least 2 bluebox unknown talks (this is a different activity than the one listed above), in which he/she chooses an interesting case or paper to use as a starting point to give a talk to the faculty and housestaff.
 - a. Note: This activity contributes to patient care, medical knowledge, communication and practice based learning.

- 7) The fellow is expected to attend the following meetings:
 - a. At least one GOG (gynecologic oncology group) meeting in which pathologists review case materials and discussion of protocols occur.
 - b. Attend at least one major breast pathology meeting and/or the USCAP meeting.
 - c. Note: this contributes to patient care, medical knowledge, practice based learning and improvement, interpersonal communication and systems based practice.

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 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 breast and gynecologic 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

- 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 patients 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 regulations governing kickbacks, self-referral 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.

The above goals and objectives are generalizations that are not that helpful in planning training activities.