

Breast-Gynecologic Pathology Fellowship Goals and Objectives with General Competencies

Goals

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

- Provide in depth experience in diagnostic breast and gynecologic pathology and develop expertise in these fields.
- Develop at least one investigational area of interest in breast or gynecologic pathology.
- Gain experience in the education of junior residents, and graduated responsibility in case management in order to prepare for either private practice or academic surgical pathology.
- Develop expertise while preparing for and presenting at multi-disciplinary conferences with the goal of presenting comfortably independently.
- 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 (Practiced based improvement).

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 (and general goals by competency are listed subsequently):

- 1) Attend and prepare for the breast (BCSC, Tuesdays and Fridays at 1:00) and gyn (UWMC Fridays at 8 AM and NW 1st and 3rd Tuesdays of the month) 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), and surg path fellow participation, various vacation schedules and ability of the fellow to multi-task. Typically fellows will prepare and present the majority of UWMC gyn tumor boards and Tuesday BCSC, and at times may be asked to fill-in for Friday BCSC.
 - a. Initially (first week to three depending on fellow's experience) the fellow will play an observational role.
 - b. The next 4 months the fellow will prepare for the conference and review all cases with an attending who will also attend the conference.
 - c. The next 2-4 months (depending again on fellow's ability and discussion among faculty), the fellow will prepare for conference, review cases with faculty and may present with or without faculty present, particularly for BCSC.
 - d. During the last phase of the fellowship (anticipated last 3 months), if the fellow is deemed competent, he/she may prepare conferences and review only cases he/she feels are necessary to review with the attending pathologist depending on attending comfort level.
 - e. 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 sign outside cases.
 - a. The fellow will be responsible for reviewing/dictating the majority of breast and gyn cases sent for consultative opinion (so-called "true consults") and signing those cases out with the respective attending. These cases should be top priority and reviewed with the attending the day of receipt if possible and results called to the referring pathologist (not necessary if they are patient or clinician request for second opinion unless there is a change in diagnosis.) Gyn consults go to Dr Garcia unless she is out of town and then to Kilgore or whomever is on service. True gyn consults should be reviewed by 2 pathologists when Dr Garcia is out of town.
 - b. Fellows will share responsibility for reviewing and writing up outside UW and NW slide review and NW inside cases depending on the time of year. Please see separate Breast1/2 expectations for distribution of

Breast-Gynecologic Pathology Fellowship

Goals & Objectives

- slide review and NW cases. These cases should be reviewed with the attending within 24 hours of fellow receipt.
- 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 fellow's 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) Write up FISH Her2 cases.
 - a. During the first months the fellow should write up the majority of the breast or gyn FISH Her2 cases. See separate Breast1/2 schedule.
 - 4) Prepare RAD/PATH correlation conference once per month with cases given by the radiology resident.
 - a. Should be organized by breast radiology fellows and occurs monthly on Wednesday at 12PM at SCCA.
 - b. Typically, the radiology department will provide U numbers of the patients they would like presented. Clarification about what the question is might be necessary.
 - c. The first session is best used as a general pathology introduction to breast imaging fellows to help them understand normal and neoplastic breast pathology that will come up continuously at BCSC.
 - d. Teaching and learning opportunity for pathologist and radiologist to correlate image-findings with pathology results.
 - 5) 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. Please give the resident on breast the handout of goals and objectives.
 - 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.
 - 6) 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 manages 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), or Monday morning unknown slide sessions.
 - 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.

Breast-Gynecologic Pathology Fellowship

Goals & Objectives

- 7) 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. The goal of this activity will be presentation at a national meeting and/or publication of the findings.

- 8) The fellow will prepare and present the QA conference for breast and gyn pathology in consultation with the faculty members and prepare/present one frozen section correlation conference.
 - a. Breast/GYN QA conference presentation typically involves presenting turnaround times, workloads and a project of some type.

- 9) 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.

Breast-Gynecologic Pathology Fellowship

Goals & Objectives

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:

- 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.
- Use appropriate modes of communication (direct, telephone, e-mail, written) in a timely and effective manner.
- Communicate clearly and effectively in written documents (including legible handwriting)
- Present effective, concise and coherent conferences with effective listening, verbal and presentations skills.

Breast-Gynecologic Pathology Fellowship

Goals & Objectives

Professionalism

The fellow should be accountable and adhere to principles of medical ethics by respecting and protecting patient's 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 constructive 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.