

University of Washington School of Medicine
Department of Pathology
Genitourinary Pathology Fellowship
Goals, Skills and Competencies

OVERALL EDUCATIONAL GOALS

The genitourinary (GU) pathology fellowship program is a one-year program designed to provide a rich and diverse experience in diagnostic GU pathology. The program provides extensive exposure and in-depth evaluation of non-neoplastic and neoplastic specimens from the kidney, urinary bladder, prostate, and testis. At the conclusion of the fellowship year, the fellow is expected to: 1) be sufficiently skilled in GU pathology to perform independently in a practice setting; 2) understand the wide range of diagnostic pitfalls and approaches to recognizing and minimizing diagnostic errors in GU pathology; 3) have the skills to organize and complete a laboratory-based and/or translational clinical research project; and 4) have developed the necessary teaching skills and experience to serve as a competent mentor to junior colleagues. Participation at pathology and clinical conferences and teaching of younger trainees is required. GU pathology fellows are encouraged to engage in translational research projects with the intent to present their work at national meetings and to publish their work.

FELLOWSHIP PROGRAM ORGANIZATION AND EXPECTATIONS

Throughout a year the GU fellow will participate in the diagnostic sign-out of biopsies, surgical specimens, referral and consultation cases, grossing supervision, as well as evaluation of intraoperative frozen section consultations.

In the first 3 months fellow should focus on fundamentals of GU pathology, participate in grossing of all representative GU specimens, provide detailed microscopic differential diagnoses, recognize the limitations of diagnostic abilities, and seek consultation from an attending faculty.

In the next 3 months, GU fellow is expected to have more independence, allowed to handle complex gross specimens such as pelvic exenterations, neobladder resections etc, supervise grossing by residents, call preliminary results to clinicians on in-house and consult cases, and order ancillary tests. Fellow will work closely with junior residents, supervising, teaching and assisting in formulating and dictating microscopic diagnosis and completing all their cases as needed.

As the fellow gains further experience and demonstrate increasing competence and confidence in GU pathology gross and microscopic assessments, he/she will be granted increased responsibility, primarily in the final 6 months of the program. At this time, the fellow is expected to know recently described, rare and provisional entities, syndromic associations, diagnostic mimics, updates in staging criteria, detailed tumor subtyping, molecular features, prognostic and theranostic markers.

Throughout the year, the fellow will be partly responsible for teaching the fundamentals of GU pathology to residents and rotating medical students, as well as helping out with the medical student pathology labs as required. They will assist in the regular resident GU pathology conferences, help organize the resident didactic conferences, and review GU cases with residents. Fellow will present and discuss relevant GU pathological findings at all applicable clinical conferences and tumor boards, as required.

Two months of the year are devoted to elective time in which the fellow is expected to select an area in which to focus. Ideally this will include compiling study sets, presenting at conferences pertinent to the area, performing a laboratory-based quality assurance (QA) study and/or translational research project.

Fellow is responsible for learning about issues in laboratory management, federal and state laws governing pathology laboratories, CAP requirements, and QA issues. Fellow should learn how to improve patient care through enhanced communication and consultative skills with clinicians and patients.

SKILLS AND COMPETENCIES

A number of GU pathology specific skills and competencies subtend the overall goals and organized in compliance with the Accreditation Council for Graduate Medical Education (ACGME) requirements.

PATIENT CARE AND PROCEDURAL SKILLS

The GU pathology fellow will demonstrate ability to:

- Communicate with patients and family members with compassion and courtesy.
- Gather appropriate and accurate clinical information.
- Interpret diagnostic information and test results within the clinical context for effective patient management.
- Use clinical decision-making concepts and techniques and interpret results.
- Advise clinicians on the choice of clinically appropriate, cost-effective tests.
- Advise clinicians on appropriate follow up for unexpected test results.
- Gross common, uncommon, combined, and complex GU specimens including prostatectomies, nephrectomies (partial and total), cystectomies (partial and total), orchiectomies, lymph node dissections, exenteration procedures, neobladders etc.
- Efficiency assess histopathology of common non-neoplastic and neoplastic specimens including biopsies, surgical resections and intraoperative consultations by generating complete, logical and concise descriptions.
- Achieve confidence in diagnosing and reporting a wide range of GU specimens embracing simple, complex, esoteric, recently described entities, and morphologic mimics of both in-house and outside consult cases.

MEDICAL KNOWLEDGE

The GU pathology fellow will demonstrate:

- Knowledge of common and advanced clinical and diagnostic procedures and their medical application and correlation.
- Knowledge, expertise and teaching of specialized diagnostic procedures, including special staining techniques, immunohistochemistry, electron microscopy, and molecular biologic techniques.
- Ability to collect and evaluate medical evidence relevant to GU pathology.
- Ability to use a variety of resources to investigate clinical questions.
- Development of a personal strategy to regularly maintain and update medical knowledge.

PRACTICE-BASED LEARNING AND IMPROVEMENT

The GU pathology fellow will demonstrate:

- Ongoing identification and remediation of gaps in personal knowledge.
- Understanding of an ability to apply the principles of quality control and quality assurance.
- Ability to identify process improvements that may minimize opportunities for medical errors.
- Understanding of principles of disease prevention.

INTERPERSONAL AND COMMUNICATION SKILLS

The GU pathology fellow will demonstrate:

- Ability to counsel and educate in a clear and effective manner with patients and family members.
- Ability to 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, email, written) in a timely manner.
- Ability to communicate clearly and effectively in written documents (including legible handwriting).
- Ability to prepare and deliver effective presentations.

PROFESSIONALISM

The GU pathology fellow will demonstrate:

- Knowledge and understanding of ethical and confidential issues affecting patient care.
- Knowledge of issues concerning cultural diversity in the patient population.
- 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.

SYSTEMS-BASED PRACTICE

The GU pathology fellow will demonstrate:

- Understanding of the role of the diagnostic clinician and 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.
- Understanding of the CLIA, CAP, AJCC, and HIPAA requirements for practice management.
- Understanding of the basic reimbursement mechanisms and regulatory requirements, including kickbacks and compliance with the Medicare/Medicaid "fraud and abuse" avoidance requirements.
- Understanding of effective managerial practices.