

# Hematopathology Fellowship Program

Sites: HMC, FHCC (all)

## GOALS

The overall goal of the Hematology Fellowship is to provide the trainee with a set of tools that will enable him or her to develop and maintain a level of expertise in laboratory hematology appropriate to the professional responsibilities of a practicing hematopathologist.

These tools will include:

- 1) Basic principles of laboratory hematology, including hemoglobin electrophoresis, morphology, flow cytometry, molecular studies, quality assurance, and laboratory management.
- 2) Development of effective personal references, including textbooks, journals, files, databases, search strategies, etc.
- 3) Development of a set of personal educational objectives for the fellowship. Opportunities to gain proficiency in hematology by employing these tools in the clinical laboratory will be provided.

## 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) and the Pathology Residency Review Committee (RRC) as expected of all residents.

### Patient Care

The resident will demonstrate ability to:

- Gather appropriate and accurate clinical information
- Interpret laboratory test results within the clinical context
- 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 test results
- Perform bone marrow aspiration and biopsy

### Medical Knowledge

The resident will demonstrate:

- Knowledge of common hematology tests and their medical application and correlation
- Knowledge of the effects of anticoagulants, specimen collection techniques, aging of specimens, and fixatives on the various analytical techniques used in the hematology laboratory
- Ability to collect and evaluate medical evidence regarding the utility of laboratory tests
- Ability to use a variety of resources to investigate clinical questions
- Development of a personal strategy to maintain and update medical knowledge regularly

## Systems-Based Practice

The trainee will demonstrate:

- Understanding of the role of the laboratory in the health care system, and the importance of reliable, cost-effective and timely laboratory results in clinical decision-making
- Ability to work with clinicians, administrators and others to determine the role of the laboratory in specific situations to optimize patient outcomes
- Understanding of CLIA, CAP and JCAHO requirements for clinical laboratories
- Understanding of basic laboratory reimbursement mechanisms and regulatory requirements, including kickbacks and compliance with Medicare/Medicaid “fraud and abuse” avoidance requirements
- Ability to do cost analysis of laboratory tests

## Practice-Based Learning and Improvement

The trainee will demonstrate:

- Ongoing identification and remediation of gaps in personal medical knowledge
- Understanding and ability to apply the principles of quality control and quality assurance
- Ability to evaluate current and proposed testing methods for analytical performance, clinical utility and cost-effectiveness
- Use of proficiency-testing results to improve laboratory practice
- Ability to use laboratory problems and clinical inquiries to identify process improvements that may minimize opportunities for medical errors

## Professionalism

The trainee will demonstrate:

- Knowledge and understanding of ethical and privacy issues affecting the clinical laboratory
- Maintenance of confidentiality of patient information
- Respectful behavior towards all patients and medical personnel
- Prompt and courteous response to all pager and telephone calls
- Regular, punctual attendance and participation in rounds, conferences, meetings and rotation responsibilities

## Interpersonal and Communication Skills

The trainee will demonstrate:

- Ability to communicate clearly and effectively with clinicians, medical technologists and other medical personnel
- Ability to use appropriate modes of communication (direct, telephone, e-mail, written)
- Ability to prepare and deliver effective presentations, including presentation of pathologic findings at interdisciplinary clinical conferences