

**UNIVERSITY OF WASHINGTON
RENAL PATHOLOGY FELLOWSHIP**

**Goals and Objectives with
General Competencies**

Goal

The overall goal of the Renal Pathology Fellowship is to provide an organized educational experience that will expose the fellow to both the theoretical and practical applications of renal pathology, and the skills needed to manage clinical laboratories and to support a diagnostic renal pathology service.

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).

Patient Care The fellow will demonstrate ability to:

- 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 in interpreting results
- Advise clinicians on the choice of clinically appropriate, cost-effective tests
- Advise clinicians on appropriate follow-up for unexpected test results

Medical Knowledge The fellow will demonstrate:

- Knowledge of common clinical and diagnostic procedures and their medical application and correlation
- Knowledge of specialized diagnostic procedures including special staining techniques, electron microscopy, immunofluorescence and immunohistochemistry
- Ability to collect and evaluate medical evidence in the kidney disease population
- 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 fellow will demonstrate:

- Ongoing identification and remediation of gaps in personal medical knowledge
- 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:

- 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, e-mail, 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 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 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
- Understanding of the necessary procedural and quality assurance steps needed to establish the validity of a new laboratory-based diagnostic test and the managerial oversight needed to bring the test into the laboratory
- Ability to work with clinicians, administrators and others to determine the role of diagnostic testing in specific situations to optimize patient outcomes
- Understanding of CLIA, CAP, JCAHO and HIPAA requirements for practice management
- Understanding of basic reimbursement mechanisms and regulatory requirements, including kickbacks and compliance with Medicare/Medicaid "fraud and abuse" avoidance requirements
- Understanding of effective managerial practices