

CYTOPATHOLOGY FELLOWSHIP GOALS AND OBJECTIVES WITH GENERAL COMPETENCIES

GOALS

The overall goal of the cytopathology fellowship program is to provide an organized educational experience that will expose the fellow to both the theoretical and practical applications of cytopathology. The cytopathology fellow will learn how to correctly interpret all gynecologic, non-gynecologic, and fine needle aspiration cytologic specimens while at HMC/UWMC, developing their diagnostic skills to the point that they should be able to act as an independent interpreter of all cytologic specimens with the responsibilities of a junior attending staff.

Fellows should be able to recognize the limitations their diagnostic abilities and seek consultation from the attending staff or others as necessary.

Fellows should learn how to correctly assess FNA specimens, and learn the technique of fine needle aspiration biopsy of palpable masses. They will be on call for FNA's at HMC and maybe to assist in FNA's at UWMC.

Fellows should obtain an understanding of basic cytopreparatory techniques while familiarizing themselves with the cytopreparatory laboratory.

Fellows will be partly responsible for teaching the fundamentals of cytology to residents, as well as helping out with the medical student pathology labs as required. They will assist in the weekly resident cytology conferences, help organize the resident didactic conferences, lead the resident "check sample" conference, and review cytology cases with residents.

Fellows will present relevant cytopathological findings at all applicable interdepartmental conferences, as well as present cases at HMC tumor board, as required.

Fellows are required to be involved in at least one research project during the year which would be appropriate for presentation at an annual pathology conference (such as USCAP or American Society of Cytopathology) and/or publication in a peer review journal (*Acta Cytologica*, *AJSP*, etc.).

Fellows are responsible for learning about issues in laboratory management and federal, and state laws governing cytopathology laboratories, CAP requirements, and quality assurance issues.

Fellows are required to attend all staff meetings and participate in self-assessment programs in which the department of cytopathology at HMC is enrolled.

Fellows should learn how to improve patient care through enhanced communication and consultative skills with clinicians and patients.

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 cytopathology fellowship program.

PATIENT CARE

The cytopathology fellow will demonstrate ability to:

- Communicate with patients and family members with compassion and courtesy.
- Gather appropriate and accurate clinical information in both pathology and cytopathology settings.
- 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.

MEDICAL KNOWLEDGE

The cytopathology 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, and cytologic fine needle aspiration.]
- Ability to collect and evaluate medical evidence relevant to cytopathology.
- 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 cytopathology 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 cytopathology 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 cytopathology 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 cytopathology 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, JCAHO, 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.

RECOMMENDED READING (Current editions or their equivalent)

1. DeMay, Richard M, The Art and Science of Cytopathology, ASCP Press, Chicago, 1996.
2. DeMay, RM, Practical Principles of Cytopathology, ASCP Press, Chicago, 1999.
3. Atkinson, Barbara (Ed.), Atlas of Diagnostic Cytopathology, W B Saunders, Philadelphia, second edition, 2003.
4. Cibas, ES and Ducatman, BS, Cytology: Diagnostic Principles and Clinical Correlates, WB Saunders, Edinborough, second edition, 2003.
5. McKee, GT, Cytopathology, Mosby-Wolfe, London, 1997.
6. Ramzy, I (Ed.), Clinical Cytopathology and Aspiration Biopsy: Fundamental Principles and Practice, second edition, Appleton and Lange, Norwalk, CT, 2000.
7. Bibbo, Marluce, Comprehensive Cytopathology, WB Saunders, 1991.
8. Koss, Diagnostic Cytopathology and It's Histopathologic Basis.