**Goals and Objectives, Cytopathology Fellowship – 2010-2011**

At the end of the cytopathology fellowship training program, the fellow will be able to meet the core competencies in the following ways:

1) **Knowledge about established and evolving biomedical, clinical and cognate sciences:**
   - A. Serve as a diagnostic expert in interpretation of gynecologic, non-gynecologic, and FNA cytologic material.
     - a. The fellow must satisfy all diagnostic goals and objectives as set forth by the Residency Training Program.
     - b. The fellow must become certified in interpretation of thin-layer preparations for Pap test.
     - c. The fellow must demonstrate the ability to communicate results clearly and effectively to clinicians in written reports and in oral communications by phone, in individual conversations, and in conferences.
     - d. The fellow must meet the satisfaction of the cytopathology faculty in regard to his/her diagnostic capability and level of independence.
   - B. Serve as an expert in the performance and/or immediate adequacy evaluation of FNAs
     - a. The fellow must be able to take an appropriate history from the patient, examine the pertinent area, perform FNA, prepare the slides, prepare a quick stain, and perform immediate adequacy evaluation independently and without direct supervision.
     - b. The fellow must be able to function independently as a consultant re: specimen adequacy to clinicians and radiologists during endoscopic and image-guided FNAs.
   - C. Evaluate new technologies: The fellow must be able to discuss the advantages and disadvantages of implementing new technologies for patient care purposes, such as liquid-based thin-layer preparations, methods available for HPV testing, HPV vaccines and molecular tests.
   - D. Conduct a research project to investigate a clinical or basic science question. The fellow must complete a project suitable for publication during his/her fellowship

2) **Practice-based learning approach:**

   The fellow must be able to demonstrate that s/he can learn from his/her clinical experience and identify areas for improvement through an organized quality improvement program:
   - A. The fellow must be able to successfully perform annual Pap-bx and FNA-bx correlation and follow-up reports and identify sources of discrepancy/error.
   - B. The fellow must be able to prepare and interpret cytotechnologist performance monitors and upgrade/downgrade monitors and ASCUS:SIL ratio monitors.
   - C. The fellow must know how to fulfill CLIA requirements for lab QA/QC and management.
3) **Interpersonal and communication skills that result in effective information exchange:**
   A. Serve as a consultant to health care providers:
      a. The fellow must be able to provide advice to clinicians on how to collect and submit specimens, and give feedback on how to improve specimen quality.
      b. The fellow must demonstrate the ability to communicate results clearly and effectively to clinicians in written reports and in oral communications by phone, in individual conversations, and in conferences, and participate in discussions of subsequent patient work-up or treatment.
      c. The fellow must be able to present cytologic cases and discuss the finding and patient care implications at clinical conferences.
      d. The fellow must be able to provide advice to clinicians on appropriate ordering of cytologic tests and methods of collection and submission to lab.
      e. The fellow must be able to provide feedback to cytotechnologists regarding quality of laboratory work and process and work with them on improvement.
   B. Teach medical students, residents, general pathologists, and clinicians about cytopathology.
      a. The fellow must be able to teach others how to perform FNA and prepare slides in clinic.
      b. The fellow must be able to teach diagnostic criteria and how to prepare reports in the laboratory.
      c. The fellow must be able to provide teaching in a lecture or conference format.

4) **Patient care:**
   The fellow must demonstrate compassion and sensitivity to patients when:
   A. Obtaining a history and consent, performing a physical exam and FNA, and providing provisional results in the clinic.
   B. Discussing diagnoses and recommendations and their clinical consequences with other health care professionals.

5) **System-based practice that is responsive to the larger context and system of health care:**
   The fellow must demonstrate knowledge of the implication of diagnostic decisions and recommendations related to an individual patient, and of laboratory management decisions in the context of a variety of health systems that s/he may practice in.
6) **Commitment to professionalism in carrying out their responsibilities:**
   The fellow must demonstrate the ability to complete his or her work in a timely manner, including generation of diagnostic and quality assurance reports; to respond to questions from clinicians and others in a timely fashion; to comply with Health System, state, and federal policies and regulations; and to demonstrate respect for co-workers and patients.

7) **Life-long learning skills:**
   A. The fellow must demonstrate the ability to access and use the medical literature to obtain new knowledge.
   B. The fellow must demonstrate interest in expanding his/her knowledge and is expected to attend all Departmental Conferences with mandatory attendance at Grand Rounds, Resident Presentations, Director’s Resident Meetings, Stowell and Vogt lectureships and, any special Recruitment Seminars.