

University of Utah
Department of Pathology
Hematopathology Fellow Performance Evaluation

Fellow's Name: _____ Report Covers: _____

Evaluator's Name: _____ Today's Date: _____

Residents should be evaluated according to expectations for their level of training.

Please add additional comments where appropriate.

1. Patient Care

Fellows must demonstrate a satisfactory level of diagnostic competence and the ability to provide appropriate and effective consultation in the context of Pathology services. Fellows are expected to:

- communicate effectively and demonstrate caring and respectful behaviors when interacting with health care providers, patients, and patients' families.

Not observed Inadequate Adequate Poor Excellent

- gather essential and accurate information from health care providers and patients.

Not observed Inadequate Adequate Poor Excellent

- make informed consultative opinions about performance of diagnostic tests based on up-to-date scientific evidence and clinical judgment.

Not observed Inadequate Adequate Poor Excellent

- develop a diagnosis or differential diagnosis appropriate for his/her level of training.

Not observed Inadequate Adequate Poor Excellent

- educate health care providers, patients, and their families.

Not observed Inadequate Adequate Poor Excellent

- use information technology to support patient care decisions and education of health care providers and patients.

Not observed Inadequate Adequate Poor Excellent

- perform competently all invasive procedures considered essential for the practice of Pathology.

Not observed Inadequate Adequate Poor Excellent

- work with health care professionals, including those from other disciplines, to provide patient-focused care.

Not observed Inadequate Adequate Poor Excellent

Comments: _____

2. Medical Knowledge

Fellows must demonstrate knowledge about established and evolving biomedical, clinical, and cognate (e.g. epidemiological and social-behavioral) sciences and the application of this knowledge to pathology. Fellows are expected to:

- demonstrate an investigative and analytic thinking approach to clinical and pathological problems.

Not observed
 Inadequate
 Adequate
 Poor
 Excellent

- know and apply the basic and clinically supportive sciences appropriate to pathology.

Not observed
 Inadequate
 Adequate
 Poor
 Excellent

Comments:

3. Practice-Based Learning and Improvement

Fellows must be able to demonstrate the ability to investigate and evaluate their diagnostic and consultative practices, appraise and assimilate scientific evidence and improve their patient care practices. Fellows are expected to:

- analyze practice experience and perform practice-based improvement activities using a systematic methodology.

Not observed
 Inadequate
 Adequate
 Poor
 Excellent

- locate, appraise, and assimilate evidence from scientific studies related to pathology problems.

Not observed
 Inadequate
 Adequate
 Poor
 Excellent

- apply knowledge of study designs and statistical methods to the appraisal of clinical and pathologic studies.

Not observed
 Inadequate
 Adequate
 Poor
 Excellent

- use information technology to manage information, access on-line medical information, and support their own education.

Not observed
 Inadequate
 Adequate
 Poor
 Excellent

- facilitate the learning of students and other health care professionals.

Not observed
 Inadequate
 Adequate
 Poor
 Excellent

Comments:

4. Interpersonal and Communication Skills

Fellows must be able to demonstrate interpersonal and communication skills that result in effective information exchange and teaming with other health care providers, patients and patients' families. Fellows are expected to:

- use effective listening skills and elicit and provide information using effective nonverbal, explanatory, questioning, and writing skills.

Not observed
 Inadequate
 Adequate
 Poor
 Excellent

- work effectively with others as a member of a health care team.

Not observed
 Inadequate
 Adequate
 Poor
 Excellent

Comments:

5. Professionalism

Fellows must demonstrate a commitment to carrying out professional responsibilities, adherence to ethical principles, and sensitivity to a diverse patient population. Fellows are expected to:

- demonstrate respect, compassion, and integrity; a responsiveness to the needs of patients and society that supercedes self-interest; accountability to patients, society, and the profession; and a commitment to excellence and on-going professional development.

Not observed Inadequate Adequate Poor Excellent

- consistently perform duties in a dependable, responsible manner.

Not observed Inadequate Adequate Poor Excellent

- demonstrate a commitment to ethical principles pertaining to provision of clinical care, confidentiality of patient information, informed consent, and business practices.

Not observed Inadequate Adequate Poor Excellent

- demonstrate sensitivity and responsiveness to patients' culture, age, gender and disabilities.

Not observed Inadequate Adequate Poor Excellent

Comments:

6. Systems-based Practice

Fellows must demonstrate an awareness and responsiveness to the larger context and system of health care and the ability to call on system resources to provide pathology services that are of optimal value. Fellows are expected to:

- understand how their professional practices affect other health care professionals, the health care organization, and the larger society and how these elements of the system affect their own practice.

Not observed Inadequate Adequate Poor Excellent

- know how types of medical practices and delivery systems differ from one another, including methods of controlling health care costs and allocating resources.

Not observed Inadequate Adequate Poor Excellent

- practice cost-effective health care and resource allocation that does not compromise quality of care.

Not observed Inadequate Adequate Poor Excellent

- advocate for quality patient care and assist patients in dealing with system complexities.

Not observed Inadequate Adequate Poor Excellent

- know how to partner with health care managers and health care providers to assess, coordinate, and improve health care and know how these activities can affect system performance.

Not observed

Inadequate

Adequate

Poor

Excellent

Comments:

7. **Subjective Evaluation.** Please evaluate fellows based on your experiences working directly with the trainee or through conferences.

A. Knowledge of Hematopathology

Lymph nodes: _____

Bone Marrow: _____

Blood: _____

Other hematopathologic processes: _____

B. Ancillary Testing

Flow Cytometry: _____

Molecular Testing: _____

Other Testing: _____

C. Conferences

Participation: _____

Presentation and discussion of cases: _____

Tumor board presentations: _____

D. Research Projects
