



UNIVERSITY OF ALBERTA
FACULTY OF MEDICINE & DENTISTRY
Department of Laboratory Medicine & Pathology



**ALBERTA PRECISION
LABORATORIES**
Leaders in Laboratory Medicine

CLINICAL FELLOWSHIP PROGRAM IN RENAL AND TRANSPLANTATION PATHOLOGY

Department of Laboratory Medicine and Pathology
Faculty of Medicine and Dentistry, University of Alberta
and
Alberta Precision Laboratories

CLINICAL FELLOWSHIP PROGRAM IN RENAL AND TRANSPLANTATION PATHOLOGY

Department of Laboratory Medicine and Pathology, Faculty of Medicine and Dentistry,
University of Alberta and Alberta Precision Laboratories

CONTACT INFORMATION

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PROGRAM DESCRIPTION

The Department of Laboratory Medicine and Pathology offers a one-year clinical fellowship position for board-eligible candidates with the desire to practice renal and transplantation pathology. This fellowship provides training in all areas of native and transplant kidney pathology, including light microscopy, immunohistochemistry, immunofluorescence, and electron microscopy. Busy general nephrology and renal transplantation programs at our institution provide a broad spectrum of adult and pediatric nephropathology specimens, including over 600 native and allograft kidney biopsies per year. Busy liver, heart, lung and pancreas transplant programs also allow the fellow to gain experience with biopsy and resection specimens related to these subspecialty areas of transplantation pathology. If desired, elective opportunities are available in the molecular pathology and HLA laboratories in the department.

The fellow's daily responsibilities include reviewing slides, organizing cases, and preparing pathology reports. The fellow is expected to present cases at weekly interdepartmental clinicopathology conferences, as well as teach and supervise pathology residents and medical students rotating through the nephropathology service. The fellow will be supervised and guided by subspecialty-trained attending/consultant pathologists.

This training program is enhanced by strong clinical services and established interdisciplinary relationships with nephrologists, transplant physicians, and surgeons. Because of the large number of interesting cases and databases that are available, the fellow will have the opportunity to pursue a wide variety of research interests ranging from basic science to translational to clinical. The fellow is expected to participate in at least one scholarly project during the program.

PROGRAM OBJECTIVES

CanMEDS Roles in the areas of renal and transplantation pathology:

1. Medical Expert

As Medical Experts, physicians integrate all of the CanMEDS Roles, applying medical knowledge, clinical skills, and professional attitudes in their provision of patient-centered care. Medical Expert is the central physician Role in the CanMEDS framework.

1. Is able to function in an autonomous manner with little or no supervision from faculty in the intraoperative setting.
2. Is able to accurately diagnose microscopically the full range of pathologic specimens at the level of a junior staff member. Accuracy will be at the level expected for a practicing Laboratory Medicine specialist in this subspecialty.
3. Is able to handle the full volume of material expected of a practicing Laboratory Medicine specialist in this subspecialty.

2. Communicator

As Communicators, physicians effectively facilitate the doctor-patient relationship and the dynamic exchanges that occur before, during, and after the medical encounter.

4. Is able to compose succinct, accurate reports. Will not require any significant revision to reports.
5. Is able to relay patient reports in a reliable manner verbally in the operative and nonoperative setting.
6. Is able to communicate in an appropriate and professional manner expected of a practicing pathologist with lab staff, peers, supervisors and clinical staff.

3. Collaborator

As Collaborators, physicians effectively work within a healthcare team to achieve optimal patient care.

7. Interacts appropriately with supervisors, peers and laboratory staff and resolves conflict in a professional and effective manner.

4. Manager

As Managers, physicians are integral participants in healthcare organizations, organizing sustainable practices, making decisions about allocating resources, and contributing to the effectiveness of the healthcare system.

8. Manages own time effectively and efficiently.
9. Understands principles of Lab Management including principles of quality assurance and quality management.

5. Health Advocate

As Health Advocates, physicians responsibly use their expertise and influence to advance the health and well-being of individual patients, communities, and populations.

10. Recognizes the effect their work will have on individual patients.
11. Orders tests and investigations in a manner that is not wasteful of the resources of the health care system.

6. Scholar

As Scholars, physicians demonstrate a lifelong commitment to reflective learning, as well as the creation, dissemination, application and translation of medical knowledge.

12. Researches in appropriate depth around their cases, using recent materials.

13. Is able to critically and professionally evaluate written and verbal opinions on controversial pathologic issues.

14. Teaches residents well.

7. Professional

As Professionals, physicians are committed to the health and well-being of individuals and society through ethical practice, profession-led regulation, and high personal standards of behaviour.

15. Takes responsibility for cases as if they were their own.

16. Demonstrates the energy and persistence necessary in order to consistently be accurate.

17. Acts in a professional manner with all lab and hospital staff including supervisors and peers.

18. Contributes to the formation of a respectful and harmonious work environment.

PROGRAM SUPERVISORS

Dr. Benjamin Adam

Program Director, Renal and Transplantation Pathology Fellowship
Anatomical Pathologist, University of Alberta Hospital
Associate Professor, Department of Laboratory Medicine and Pathology

Dr. Michael Mengel

Anatomical Pathologist, University of Alberta Hospital
Professor and Chair, Department of Laboratory Medicine and Pathology

Dr. Rizwan Rasheed

Anatomical Pathologist, University of Alberta Hospital & Royal Alexandra Hospital
Clinical Lecturer, Department of Laboratory Medicine and Pathology

Dr. Banu Sis

Anatomical Pathologist, University of Alberta Hospital
Associate Professor, Department of Laboratory Medicine and Pathology

Dr. Kim Solez

Anatomical Pathologist, University of Alberta Hospital
Professor, Department of Laboratory Medicine and Pathology

PROGRAM GOVERNANCE STRUCTURE

1. Program Director

Appointed by Advisory Committee for a 3-year term position. Should be a Pathologist holding a faculty position at the University of Alberta.

2. Advisory Committee

Chair, Department of Laboratory Medicine and Pathology
Faculty of Medicine Postgraduate Education Representative, University of Alberta
Laboratory Leader, Alberta Precision Laboratories

PROGRAM CURRICULUM

Fellow Responsibilities

- Participate in regular sign-out sessions and intraoperative evaluations of in-house and referral renal and transplant pathology specimens
- Attend and participate in departmental and interdepartmental clinical rounds or educational conferences dealing with renal and transplant diseases
- Assist with and initiate clinicopathologic correlative projects or basic research projects for presentation and publication
- Participate in at least one research project dealing with renal or transplant diseases, from a pathology and clinical perspective:
 - conduct research including, but not limited to, data collection, interpretation, or translational/experimental work
 - prepare the project for publication as first-author under the guidance of a project supervisor (who is also a Supervisor Member of this Fellowship Program)

Resources and Educational Materials

- Fellows have access to electronic journals through the University of Alberta Library and the Cameron library on campus should they require access to printed science journals. The Department of Laboratory Medicine and Pathology library and the John Scott library are available on-site.
- Textbooks:
 - Diagnostic Pathology: Kidney Diseases, by Robert Colvin and Anthony Chang (Elsevier, 2019)
 - Heptinstall's Pathology of the Kidney, by J. Charles Jennette (Wolters Kluwer, 2014)
 - Transplantation Pathology, by Phillip Ruiz (Cambridge University Press, 2009)
- Websites:
 - Renal Pathology Society website (guidelines and case reviews)
 - GlomCon website (webinars)

Evaluation

- Fellows are evaluated every four months by the Fellowship Supervisors. Evaluations are completed by faculty, the renal working group, allied health staff and other education staff. Fellows also have the opportunity to evaluate the faculty and program.
- Evaluations assess competence in:
 - Patient care
 - Medical knowledge
 - Professionalism
 - Systems-based practice
 - Practice-based learning and improvement
 - Interpersonal and communication skills
- The program director asks for feedback from Supervisors regarding the Fellow's professional progress, based on their observations during clinical work and academic activities, and meets with the Fellow every four months to review the evaluations and discuss professional growth. Final written summative evaluations are completed for the Fellow upon completion of the program.

ELIGIBILITY REQUIREMENTS

Clinical Fellows must meet the minimum eligibility requirements for licensure with the College of Physicians and Surgeons of Alberta (CPSA) to take up training at the University of Alberta. The Postgraduate Dean, Faculty of Medicine and Dentistry at the University of Alberta does not support acceptance of the MCCEE as an alternative to specialist recognition. For CPSA eligibility and licensure requirements, visit www.cpsa.ab.ca.

IMPORTANT INFORMATION FOR APPLICANTS

Specialist Status: Applicants must have completed residency training in the specialty of anatomical pathology or general/clinical pathology, prior to commencing fellowship training.

Medical Practice License: Training may involve work with patient samples and patient records. Applicants must have a valid Certificate of Registration for Postgraduate Education from the College of Physicians and Surgeons of Alberta (CPSA) or a valid CPSA Independent Practice License. Otherwise applicants are to contact the CPSA for an application package and apply directly to the CPSA at the same time as applying to the University of Alberta.

Malpractice Insurance: Applicants must have malpractice insurance with the Canadian Medical Protective Association (CMPA). Coverage can be obtained once the CPSA Certificate of Registration is issued. For information, contact the CMPA directly (www.cmpa-acpm.ca).

Work Permit (visa): Applicants who are neither Canadian citizens nor Permanent Residents require a work permit. The Faculty of Medicine Postgraduate Medical Education Office provides the necessary documents as required from the Canadian government office (Canadian Embassy, Consulate, High Commission, etc.) in the applicant's country of origin. There is a non-refundable visa processing fee at the time of application.

Language Requirements: International applicants whose first language and/or language of medical school and patient care was not English are required to take one of the following English language proficiency exams within 24 months before submitting their application to CPSA and must achieve the minimum passing grade: 1) IELTS Academic, achieving a minimum score of 7.0 in each of the four components in a single test; 2) OET Medicine examination, achieving a minimum grade of B in each component in a single test, 3) CELPIP General examination, achieving a minimum score of 9 in each component in a single test.