Mayo Clinic
Gynecologic Oncology Fellowship (Minnesota)
Competency-based goals

1. PATIENT CARE (includes surgical skills)
Competencies goals

- To train gynecologic oncology fellows to competency in evaluation, treatment and management of complications of the gynecologic cancer patient.
- To develop in all trainees the technical skills necessary to provide high-quality gynecologic cancer care.
- To train highly competent gynecologic oncologists capable of independently directing treatment management in concert with subspecialists in radiation and medical oncology, intensive care and general surgery.
- To train gynecologic oncologists capable of performing the surgical procedures necessary to manage gynecologic cancers and pre-invasive diseases.

Implementation

- Weekly gynecologic oncology fellowship-specific didactics in a two-year cycle for management and evaluation of gynecologic cancers.
- Participation and presentation at gynecologic oncology division conferences in the management of complex gynecologic cancer cases.
- Participation and teaching in daily teaching rounds with staff on all inpatients.
- Participation and demonstration of anatomic knowledge and surgical planes in the didactic courses in pelvic anatomy (six-week course each spring).
- Demonstration of surgical anatomy and exposure skills during non-embalmed cadaveric procedure skills labs (one demonstration lab in PG5 year; three evaluative labs during PG6 and PG7 years).
- Clinical experience in patient interview, examination and decision making in clinical care during the rotations in gynecologic oncology and medical oncology.
- Successful completion of a basic laparoscopy skills module (prior to the start of the first clinical year).
- Successful completion of a basic robotic skills module (prior to the start of the first clinical year).
- Demonstration and execution of proper surgical technique and assisting techniques for advanced surgical cases using direct operating room experience along with supplemental video demonstration of specific procedures (video library).

Evaluation

- Quarterly written standardized evaluation of fellow competency by faculty.
- Semi-annual evaluation with fellowship director.
- Semi-annual evaluation of research, educational, clinical and surgical progress and review of career goals with fellow advisory committee consisting of fellowship program director and two to three additional faculty (alternating quarters with semi-annual evaluation with fellowship program director).
- Selected serial standardized evaluation of surgical skills by faculty.
• Standardized evaluation of laparoscopic skills at end of PG5 year of training.
• Standardized evaluation of robotic skills at end of PG5 year of training.
• Evaluation by a panel of two faculty members using case logs and hypothetical case reviews to assess clinical decision making and cognitive knowledge.

2. MEDICAL KNOWLEDGE

Competencies goals
• To provide educational conferences which are founded in the promotion of adult self-directed learning and lifelong learning skills.
• To foster acquisition of knowledge in the basic science and clinical practice of gynecologic cancer organized along the lines of the American Board of Obstetrics and Gynecology (ABOG) Guide to Learning in Gynecologic Oncology.
• To provide fellows with the opportunity to acquire sufficient knowledge and judgment competency to pass the ABOG written examinations for certification in the subspecialty of gynecologic oncology.

Implementation
• Weekly gynecologic oncology fellowship-specific didactics in a two-year cycle for management and evaluation of gynecologic cancers, organized jointly by the program director and the PG6 and PG7 fellows.
• Participation and presentation at gynecologic oncology division conferences in the management of complex gynecologic cancer cases.
• Preparation, participation and presentation at gynecologic oncology division conferences in the areas of morbidity reviews, research updates and tumor board.
• Participation and teaching in daily teaching rounds on all inpatients.
• Completion of required courses in biostatistics, cancer biology and pelvic anatomy during the first year of the fellowship.

Evaluation
• Quarterly review of Mayo Graduate School (MGS) transcript for required courses in biostatistics, cancer biology and pelvic anatomy.
• Semi-annual evaluation with fellowship director.
• Semi-annual evaluation of research, educational, clinical and surgical progress and review of career goals with fellow advisory committee consisting of fellowship program director and two to three additional faculty.
• Review of performance at conferences and informal review of presentation at didactic conferences.
• Evaluation by a panel of two faculty members using case-logs and hypothetical case reviews to assess clinical decision making and cognitive knowledge.
3. PRACTICE BASED LEARNING

Competencies goals

- To train fellows in the principles and practices of basic science research including protocol preparation, Institutional Review Board function, statistics and manuscript preparation.
- To provide opportunities to present scientific information in a professional manner.
- To foster development in fellows the skills necessary for search and interpretation of the relevant literature.
- To include fellows in evidence-based discussions that may lead to improvements in the practice of gynecologic oncology.
- To provide fellows experience in the performance improvement process, including the assessment of their surgical outcomes through regular morbidity and mortality conferences.

Implementation

- Required courses in biostatistics which include research design.
- Assignment to a translational science laboratory with a dedicated mentor to facilitate design and implementation of basic science research protocols and experimental procedure including data interpretation, hypothesis generation and troubleshooting.
- Assignment to a clinical research mentor and/or program director for the design of at least one retrospective research protocol and project.
- Completion of training for conduct of human research (online training module).
- Participation and preparation of morbidity and mortality conferences at gynecologic oncology division conference to review outcomes and treatment approaches in gynecologic oncology.
- Regular presentation at journal club during gynecologic oncology division conference.

Evaluation

- Immediate feedback on all conference presentations by attending faculty.
- Regular feedback from lab and clinical mentors on design, execution and progress of research projects with required quarterly written evaluations.
- Written evaluation documenting mastery of material for safe conduct of human research.
- Review of all scientific presentations by faculty prior to presentation outside the institution.
- Semi-annual evaluation with fellowship director.
- Semi-annual evaluation of research, educational, clinical and surgical progress and review of career goals with fellow advisory committee consisting of fellowship program director and two to three additional faculty.
4. INTERPERSONAL AND COMMUNICATION SKILLS

Competencies goals
- To demonstrate for fellows how to communicate clearly with patients, their families, and the medical and allied health staff.
- To teach fellows to communicate clearly with patients and their families the risks, benefits and alternatives to various interventions.
- To demonstrate how to compassionately and effectively give bad news to cancer patients.
- To demonstrate how to communicate surgical errors to patients.

Implementation
- Daily teaching rounds with staff and joint face-to-face interactions with patients and families.
- Fellow evaluations of patients closely supervised by faculty in clinical settings.
- Use of didactics and Simulation Center with mock patients to discuss giving bad news as part of the didactic curriculum.
- Didactic sessions with Mayo Clinic's legal department to discuss details of the full disclosure policy of all clinical errors.
- Daily written summaries of care via progress notes and discharge and care summaries.

Evaluation
- Quarterly evaluations from faculty summarizing daily observations in clinical settings.
- Quarterly 360-degree evaluation from allied health staff.
- Quarterly evaluation from students and residents.
- Close observation of clinical interactions with regularly faculty-fellow mutual interactions with patients and families.
- Ongoing daily evaluation of clinical summaries and notes.

5. PROFESSIONALISM

Competencies goals
- To promote professional behaviors that are consistent with departmental and institutional mutual respect guidelines.
- To role model compassionate care and provide fellows the opportunity to demonstrate this same compassionate care.
- To foster the development as leaders in gynecologic oncology and the ability to educate patients, students, and colleagues about the attributes of our specialty including participation in the educational, therapeutic and political societies associated with gynecologic cancers.

Implementation
- Topic review in the core curriculum on ethical and legal aspects of gynecologic oncology.
- Mandatory institutional education on mutual respect and professionalism.
- Attention to professionalism in all patient encounters.
- Role models of faculty and other departmental staff.
- Promote attendance at the annual conference of the Society of Gynecologic Oncologists with full encouragement to participate in fellows' forums and leadership opportunities.
- Support attendance for presentation of scientific data at national meetings by fellows.

**Evaluation**
- Semi-annual review with program director to review all faculty comments and comments taken from the 360-degree reviews.
- Semi-annual review with fellow advisory committee.
- Monitoring of accuracy and timeliness of clinical documents.
- Regular monitoring by program director of academic productivity.

6. **SYSTEMS-BASED PRACTICE**

**Competencies goals**
- To train fellows to provide cost-effective health care while attempting to maintain the highest standards of quality.
- To teach the systems-based practice of a multi-specialty practice and the need for appropriate outside consultation.
- To demonstrate the various strategies for cost containment.
- To expose fellows to the Mayo model of care for gynecologic oncology patients, as well as other practice models for delivering such care and the strengths and limitations of each of the various models.

**Implementation**
- Participation in multidisciplinary care conferences.
- Participation in daily treatment planning using standardized care protocols for advanced gynecologic cancer.
- Review of care protocols at tumor conferences and in research conferences for best evidence based practice.
- Participation in research on outcomes based delivery of care for endometrial and ovarian cancers.
- Daily demonstration of an effective multi-disciplinary approach to the management of gynecologic cancers.

**Evaluation**
- Semi-annual review with fellowship director of performance in clinical settings.
- Semi-annual review with fellow advisory committee.
- Specific evaluation of daily practice regarding cost-effective and justified use of medical services (ISES evaluation).