FREQUENTLY ASKED QUESTIONS – 2016

Hematological Pathology

Specialty/Field Questions

1. A) What are some strengths about your specialty? What draws and keeps people in your specialty?

Hematological pathology is a specialty within laboratory medicine that integrates clinical consultation and diagnosis with quality laboratory management and practice. We provide clinical consultation to hematology, oncology, internal medicine, anesthesiology, critical care, surgery, and organ/tissue transplant specialists in the diagnosis and investigation of hematological disorders, coagulation disorders (bleeding and thrombosis), transfusion medicine and blood product utilization, histocompatibility/immunology, and molecular pathology. In other words, we don’t just look at glass slides under the microscope! We enjoy having a rich variety of clinical encounters with other clinicians and specialists. The resulting breadth and depth of hematopathology practice is the most attractive and exciting aspect of our daily work.

B) What are some common complaints your specialty?

There are not enough of us, so we all have a lot to do! The silver lining though is that there are positions available across the country for graduating residents. Alumni from the Edmonton program are working in Victoria, Vancouver, Edmonton, Toronto, and Halifax. Some have even pursued additional fellowship training in the U.S. before beginning their staff positions. While we do not have traditional contact with patients through histories and physical exams in the hospital or outpatient clinics, many of us perform bone marrow biopsies on patients a few times a week. Since we do not see or admit patients in the traditional sense, this also means we do not have to worry about things like lack of clinic or operating room time or space, or the lack of hospital beds to admit patients, etc.

2. Why did you choose your specialty?

Hematological pathology is one of the most clinical of the lab medicine specialties! In this evolving specialty, we enjoy the daily variety (and surprises) of our in person or on-the-phone consultations with clinicians and lab technologists, the challenge and visual beauty of diagnostic morphology, the intellectual rewards and problem-solving detective work in coagulation and transfusion medicine, and integrating and applying cutting edge techniques such
as flow cytometry, cytogenetics and molecular pathology to arrive at the right
diagnosis and management plan for clinicians and patients.

3. What types of clinical cases do you commonly see?

Everyday we look at peripheral blood, bone marrow, lymph nodes and other
tissue samples from patients. The range of diagnoses that we make extends
from the benign (e.g. iron deficiency) to the malignant (i.e. leukemia and
lymphoma). The patient samples that we review span the spectrum from birth to
death and from all clinical services.

We also diagnose hereditary disorders like thalassemia and sickle cell disease
by using the microscope and by reviewing gel electrophoresis and liquid
chromatography plots of hemoglobin solutions.

We frequently discuss transfusion medicine issues with physicians from all
specialties to recommend the appropriate investigations, blood products or
advice about the dose or duration of therapy. We are also involved in
investigating transfusion related adverse events.

In the course of the day we may also consult with an anesthesiologist, intensivist
or surgeon to help them decide on the appropriate coagulation tests to help
diagnose and appropriately manage a bleeding, thrombosing, or pre-operative
patient, and with an internist or pediatrician to help interpret an abnormal test
result.

Even though we do not routinely talk to patients or their families, we converse
with technologists, clinical colleagues, other pathologists, residents, and
students everyday while we oversee the proper daily function and operations in
the blood bank and hematology laboratory.

4. Briefly describe a typical day.

Hematological pathology, like other areas of medicine, is not a 9 to 5 job. Most
days we start work around 8 to 9 am. If we are not performing or assisting
residents on bone marrow biopsies in the morning, then we start reviewing
peripheral smears and bone marrows. Throughout the day, we will also be
reviewing and signing out coagulation test results and offer advice to clinicians,
technologists, or other pathologists in person or on the phone. We would also
interpret molecular tests and antibody and transfusion reaction investigations
from the blood bank. We almost always have hematopathology residents,
hematology fellows, or medical students working with us, so in the afternoons
we will gather at the microscope to review and sign out cases together.
Every day is a little different and the variety and surprises are what keep things interesting and exciting in this field. When we are “on the take” for new bone marrow cases, we would often go home after 6 pm, particularly if the service is very busy.

All of us have responsibilities outside of signing out cases depending on our individual portfolios in education, administration, research, and guiding laboratory policy and practice locally and nationally. These responsibilities keep us busy when we are not “on the take” for new cases.

5. **A) What are the varieties of lifestyles within your field?**

Both academic hospital practice and community based and private laboratory hematology practice are available. There are a number of hematopathologists in Edmonton who work part time and the majority has families and children. Some spend part of their time doing clinical/translational research. Others work with Canadian Blood Services to oversee the blood collection, processing and testing of donors. Some hematopathologists confine their practice to one or more areas of hematopathology or have a specialty interest in a specific area.

Some examples of affiliated subspecialties in which hematopathologists might work include molecular pathology, HLA typing/immunology, and transfusion medicine. Flow cytometry, lymphoma pathology, pathology informatics, and medical education are also subspecialty areas where hematopathologists are active.

**B) Specifically, how able is your specialty to accommodate family life?**

The potential for part time work, the relatively regular hours and the opportunity to cover on-call duties from home make hematopathology practice ideal for integrating and balancing our professional, family and personal lives.

**Range of incomes?**

The payment structure varies considerably as does the range of income depending on the province. Some hematopathologists are on salary – paid by a hospital or health region. In some provinces (not including Alberta), there is a fee schedule similar to the schedule of medical benefits used in clinical practice but involving lab testing procedures. Hematopathologists in private practice in these provinces may bill “fee for service” and their income will depend on the volume and complexity of lab testing performed. Some work under a contract for services where in they are paid by a hospital, health authority or government agency for providing a range of laboratory consulting services.
Generally across the country, annual income would vary from a low of ~$200,000 to a high of about $400,000 per year for full time work. On call payment and consulting fees or honoraria for teaching and other services may also be paid in some jurisdictions.

6. How do you see your discipline changing over the next decade?

Laboratory hematology practice, like medical practice in general, is becoming more complex and subspecialized so hematopathologists will need to become increasingly conversant in new diagnostic techniques like molecular pathology and flow cytometric immunophenotyping to complement the traditional diagnostic approach of glass slides and microscopes. Emerging new technologies for diagnosis lead to increased demand for hematopathologist oversight to ensure quality diagnosis and cost-effective practice that integrates a multimodality approach as the specialty moves towards patient targeted diagnosis and treatment. *We need future hematopathologists who can seamlessly combine the scientific know how of the specialty with the interpersonal, communication and teamwork skills inherent for success and productivity in this field to lead the way.*

The increasing quality and decreasing cost of digital imaging techniques may allow for more consolidation of expertise in large centers where hematopathologists may be able to provide morphologic diagnostic consultations for distant sites based on these digital images.

7. A) What are you looking for specifically in an impressive candidate?

- elective experience in hematopathology (preferably local)
- aptitude for the specialty by demonstrating the ability to learn, understand and apply new knowledge to clinical patient care
- excellent oral and written communication skills
- excellent interpersonal, collaboration and teamwork skills
- demonstration of self-motivated and proactive learning, by showing initiative to learn and contribute to the program and specialty

B) What can a potential candidate do now in order to be an appealing applicant to your program?

- do some electives in our and/or other hematopathology programs!
- have excellent reference letters from pathologists (including at least one hematopathologist) to highlight the above attributes
8. How is your residency program organized? (i.e. year by year breakdown and schedule of rotations)

- **Years 1 & 2: Clinical and laboratory hematology rotations**
  - clinical rotations through adult and pediatric hematology/oncology, and internal medicine
  - lab rotations through the University of Alberta Hospital and community sites to develop skills in diagnostic morphology, coagulation and transfusion medicine, and Canadian Blood Services, HLA/tissue typing
  - Residents will procure bone marrows on patients and generate peripheral blood smear and bone marrow reports under the direct supervision of faculty
  - one month of elective time is allocated in years 1 and 2
  - 1 month each of lymphoma pathology in years 1 and 2

- **Year 3:**
  - up to 6 months may be devoted to an approved scholarly concentration/research project. The objectives are to submit a project proposal and submission for ethics board review if the latter is applicable. The resident is expected to submit a poster or an abstract to a local, national, or international conference for consideration of presentation or publication
  - there is ample time for elective rotations so the resident may explore and further develop skills in a specific area of lab hematology. This includes traveling to other programs for more in depth training in one or more subspecialty areas including molecular pathology, HLA typing or lymph node pathology. Electives in other areas such as surgical pathology, medical biochemistry or microbiology may also be undertaken at this stage
  - A 3-4 week rotation through the bone marrow transplantation service at Calgary’s Foothills hospital is mandatory.

- **Year 4**
  - This year brings the resident back to the laboratory to consolidate training in basic hematopathology practice. The final year resident is expected to function as junior faculty with increasing independence in diagnosis and test interpretation/consultation in all areas of lab hematology. Responsibility for teaching and supervising junior residents and medical students is a key competency for this final year. Ongoing exposure to community hematology is also a regular
9. What is your residency program’s orientation and focus?

Our focus is to train hematopathologists with excellent diagnostic and communication skills in all aspects of Hematopathology so that they become successful and productive specialists.

10. What is the availability of experiences in subspecialty areas during training?

Virtually all areas of subspecialty lab medicine are well established locally and are available for resident rotations. Many of our residents have also chosen to do electives at other institutions as a part of their subspecialty exposure and this is certainly encouraged by the program.

11. Are there sufficient elective opportunities during training to explore your special interests?

Yes! Year 3 of the program is very flexible with a wide array of optional opportunities for study available. Some of our residents undertake basic research projects during this time, others use this year to consolidate their experience in areas of special interest and still others have pursued training in education and leadership.

12. What is the on-call schedule during each year of residency?

During the years spent in the laboratory the call schedule is generally 1 week in four – with the home call taken for a week at a time. Call is supervised at all times by an attending hematopathologist, who is always available for discussion and consultation on all cases. PGY-3 residents on their 6 month scholarly concentration/research block are also on the call schedule 1 in 4.

During clinical rotations, on-call responsibilities would depend on the particular clinical service – i.e. during the internal medicine and adult clinical hematology rotations the hemepath resident would be scheduled on call with their peers in internal medicine at a similar stage of training.
There is no on call requirement for the pediatric hematology/oncology rotations or for the Calgary BMT rotation.

13. What distinguishes the U of A program from other programs?

Our program has been around for a long time and all our Canadian Medical Graduates have passed their Royal College Examinations on the first attempt. We now have a community of practice across Canada and abroad. We share resources and teachers with other lab medicine and pathology programs as well as adult and pediatric hematology. We are lucky to contribute to the close collaborative relationship with our colleagues in adult and pediatric clinical hematology through our weekly joint hematology rounds and our academic half day programs.

Our affiliation with Alberta Health Services and private laboratories in the region gives us access to clinical programs in virtually all spheres of medicine and to all of the affiliated teaching hospitals in the region. Our laboratories are internationally accredited and support an enormous volume of diagnostic testing – both routine and esoteric.

Our faculty members are dedicated and enthusiastic teachers and our small program (generally one - two residents per year) allows for a close working relationship between residents and faculty, which fosters a climate of collaborative learning.

There are extensive opportunities for resident involvement in research and in teaching.

14. A) Who can we contact for more information or to set up electives?

Loretta Carroll, Program Assistant  
lorretta.carroll@ahs.ca  
780 407-2012

The following elective opportunities are available:  
- years 1 & 2 students are offered observerships  
- year 3 students are offered a 1 week elective  
- year 4 students are offered a 2 week elective

B) Specifically, is there a list of residents whom we can call or email?

Dr. Jennifer Duncan (Chief Resident until June 30, 2017)  
jduncan2@ualberta.ca
15. How competitive is it to get in, and then to succeed in your field?

We have up to 2 funded positions through the CaRMS match each year. Occasionally we have been successful at admitting up to 2 residents in one year of the program. We generally have between 4 – 8 CaRMs applicants each cycle.

Please refer to the CaRMS website at www.carms.ca for the most up to date information.

16. A) Is there active and/or required research in your residency program?

There are a number of clinical and basic researchers within the Department of Lab Med and Pathology. The department also has a very active program in graduate studies with many faculty supervisors. These basic researchers are important collaborators and research supervisors for our residents. A number of courses offered through the Graduate Studies program are also available for interested residents.

There is departmental support to send residents to meetings with additional support provided to residents presenting their research at such meetings.

The annual Lab Medicine and Pathology Department wide education and research day (DRIvE) in April highlights the clinical, educational, and research activities of all staff, residents, and graduate students in Lab Medicine. The two day program celebrates the scope and extent of activities within the department.

A scholarly/research project is strongly encouraged during the course of residency training and sufficient time is available for fulfillment of a research project.

B) What role does research play in your career?

Lab Medicine practice, by its nature, involves research related to new test development and validation. Involvement in these types of research endeavors is a usual part of laboratory medicine practice. In addition, extensive opportunities for clinical and outcomes research related to particular diagnostic tests, blood products or blood product manipulations are available. Although I am not heavily involved in many research ventures, many of my colleagues collaborate with clinical or lab medicine colleagues or with residents and students in a number of projects.
17. What local, national or international conferences would be of benefit to candidates interested in your residency program?

There are many conferences that are specific to one field of practice – such as the AABB meeting which is an international transfusion medicine meeting, held annually in October – or the American Society of Hematology Meeting, held in the United States in December of each year. Other conferences include the International Society for Laboratory Hematology, the International Society on Thrombosis and Hemostasis, and many others.

Canadian meetings that may be of interest to Medical Students interested in a career in any area of Lab medicine and Pathology include the Canadian Association of Pathology annual meeting – held in a different Canadian city each year – usually in June or July; or the Canadian Society of Transfusion Medicine Meeting – also held in various Canadian cities – usually in April or May.