

Supplementary Figure 4: Factfinding Program Director Survey Responses

Question 5: What professional tasks and responsibilities do you give your fellows feedback on during fellowship? An example would be "clinician-requested review of a peripheral blood smear"

Question 6: Of the tasks and responsibilities you described above on which you give your fellows feedback, which do you consider to be EPAs?

Question 5: What professional tasks and responsibilities do you give your fellows feedback on during fellowship?

Case report write ups (does it answer the clinical question? is it to the point, with pertinent positives, negatives, and suggested next steps easy to find?)

Ordering patterns for IHC

Presentation at tumor boards/conferences

Peripheral blood/body fluid reviews

Work up of cases; IHC, Flow, Cytogenomics, FISH, NGS

Flow cytometry gating

IHC stain interpretation

Interpretation of data

Write up of reports

PB smear review

Presentation review; tumor boards, local, regional, national, international meetings

Providing preliminary results to clinicians

Reviewing cases and writing up reports independently (peripheral smears and bone marrows)

Ensuring appropriate ancillary testing for marrows

Presenting at multi-disciplinary conferences

Teaching residents and medical students

Signing out bone marrow, lymph node and tissue cases.

Interpreting coagulation testing.

Interpreting peripheral smears and body fluids.

Interpreting flow cytometry.

Performing bone marrow biopsies.

Presentations (to clinical teams and to the department).

Taking call on the weekend.

Preliminary review and results of peripheral blood and bone marrow with discussion with clinicians

Writing BM reports

Writing LN reports

Ordering stains independently

Calling back consults to clients

Teaching at the scope

Question 6: is this an EPAs?

yes

no

yes

yes

yes

yes

yes

yes

yes

yes

yes

yes

yes

yes

yes

yes

yes

yes

yes

yes

yes

maybe

yes

yes

yes

yes

yes

yes

yes

Teaching in tumor board/lecture	yes
Diagnosis and reports	no
Interpretation of flow cytometry	no
PB smears	no
Clinician-requested review of a peripheral blood smear.	yes
Ordering of immunohistochemistry and other ancillary studies on cases	yes
Differential diagnosis generation in reports	no
Presentation at tumor boards and journal clubs	yes
Discussion of complex cases with clinical teams	yes
Tumor board presentation	yes
Handling of on call cases	yes
Clinical reports	yes
Professionalism in handling clinician emails and calls	yes
Timeliness of case reports	no
Bone marrow procedures	yes
Quality of written bone marrow reports	yes
Quality of written lymph node biopsy reports	yes
Ability to lead effective fellow-clinician interactions	yes
Quality of Hematopathology Fellow-lead Heme/Onc tumor board.	yes
The technical ability of fellow: bone marrow biopsies; flow cytometry; special coagulation assays.	yes
Fellow's ability to gather and synthesize patient-specific clinical information.	yes
Fellow's communication skills (exercised with attendings, oncologists, technologists, residents, students)	yes
Initial review of stat leukemia aspirates.	n/a
"Junior Attending" duties which involve working up and writing up all marrows/lymph nodes/flow cytometry cases without attending. Cases are given to attending for final sign out when complete. "Junior attending" duties include teaching of residents and medical students.	n/a
Preliminary interpretation of flow cytometry results with communication to clinicians.	n/a
Decisions on appropriate workup of specimens	n/a
Production of a complete draft hematopathology report on bone marrow or tissue specimens.	n/a
Presentation at journal clubs	n/a
Bone marrow aspirate review,	no
Lymph node biopsy review,	no
Flow cytometry review	no
Report write ups	n/a
Prelim diagnoses given prior to attending signout	
Presentation at tumor board.	yes
Communication with clinical team.	yes

Formal teaching of residents ("acting attending").	yes
Preparing pathology reports.	yes
Ordering appropriate genetic/molecular testing.	yes
Incorporating the results of ancillary testing into the pathology report.	yes
Presentation style and content	yes
Responsiveness to email and clinical requests	yes
Completeness and accuracy of case preview	yes
Ability to direct and order ancillary testing	yes
Ability to oversee residents	yes