In order to better prepare the Hematopathology (HP) Fellows for leadership roles in Hematology/Hematopathology Laboratories after completion of the University of Michigan HP fellowship program, various laboratory management activities will be integrated into the training year.

**Cap Activities:**
Each HP fellow will participate in the preparation for an upcoming CAP inspection or will be involved in an alternative CAP inspection for the Hematology laboratory. Each fellow will be required to take the certification course for CAP inspectors through the CAP website and will be required to become familiar with the most recent CAP checklists. Each Fellow will be responsible for one of three sections: General Hematology Laboratory/Urinalysis, Flow Cytometry/Bone Marrows, or Coagulation/Safety. The fellow will independently carry out the inspection requirements followed by a summary meeting. Clear timelines, and goals as well as feedback will be provided.

**Lean Course Training:**
Each fellow will have the option to attend a 4 hour course on an overview of Lean Principles offered by the University of Michigan. The fellow will be relieved of any clinical/conference duties during that time period. Fellows will be eligible and encouraged to continue with lean training if they wish.

**QI Projects:**
Each fellow will be required to participate in laboratory management/quality improvement (QI) projects over the course of the fellowship training. The fellow will attend formal QI training as set up by the DHQI division and will work on and complete a group QI project, the project may be presented at an upcoming HP Educational Conference. The fellows will be encouraged to participate in additional QI initiatives throughout the year.

**Regular Attendance and Participation in Operations/Management Meetings:**
Each HP Fellow will attend 4 months of CP OPs meetings and 4 months of LCC meetings and at least one Lab Formulary Committee Meeting. In addition, the HP fellows will attend 2 AP QI meeting and 2CP QI meetings throughout the year (see below). Participation is required.

**Gemba Walk Participation**
Each HP fellow will be given the opportunity to participate in regular CP Gemba walks as scheduled by the CP coordinator. Gemba walk participation is required and included as part of the formalized training course associated with the required QI project. See above.

**Attendance at Quarterly All Staff AP QI Meetings:**
Each fellow will be required to attend 2 of the 4 AP all staff QI meetings and 2 of the 4 CP all staff QI meetings with the possibility of presenting a project.

ATTENDANCE AT ALL PATHOLOGY EDUCATIONAL CONFERENCE SERIES, CAREER AND PROFESSIONAL DEVELOPMENT, AND LABORATORY MANAGEMENT LECTURES IS HIGHLY RECOMMENDED.