



Back To The Future Changing Role of the Pathologist Laboratory Director & Laboratory Administrator

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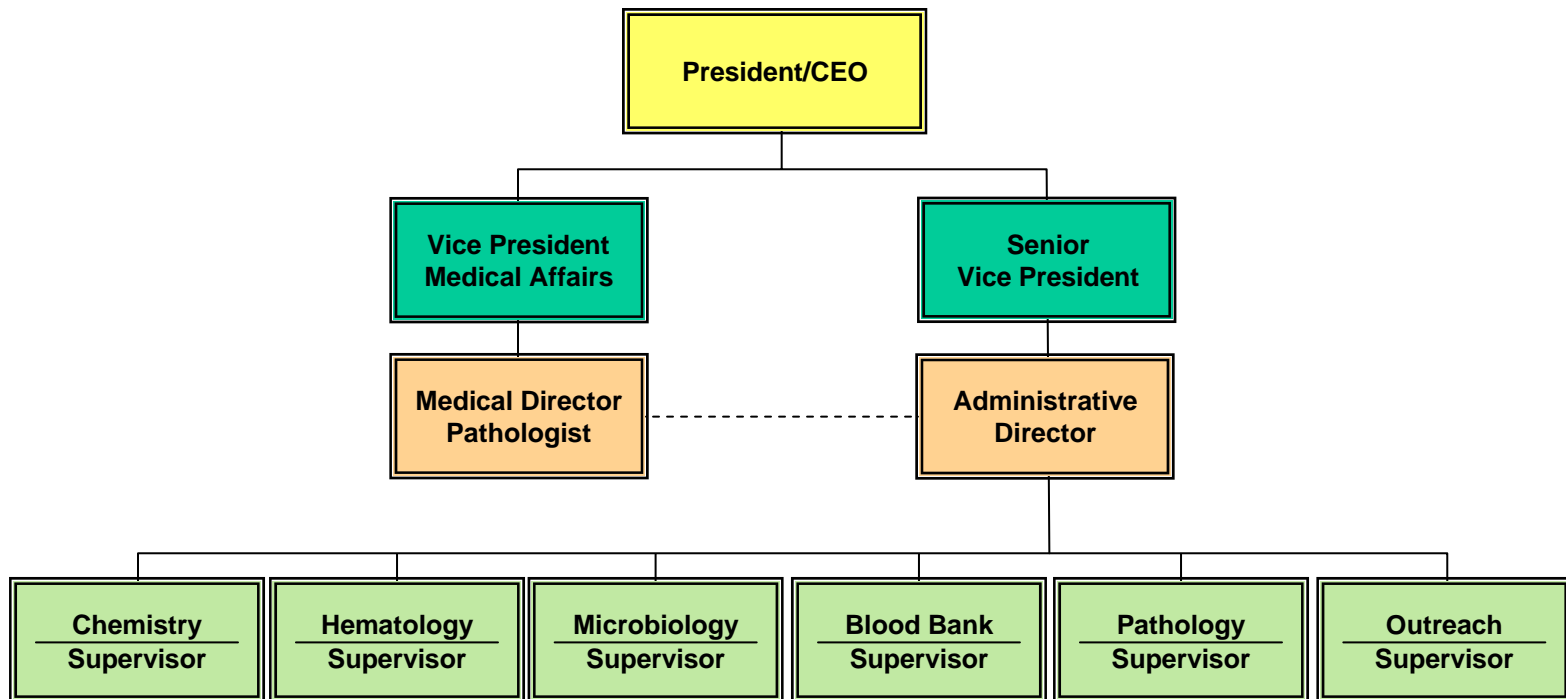
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Baltimore Pre Sanction Experience

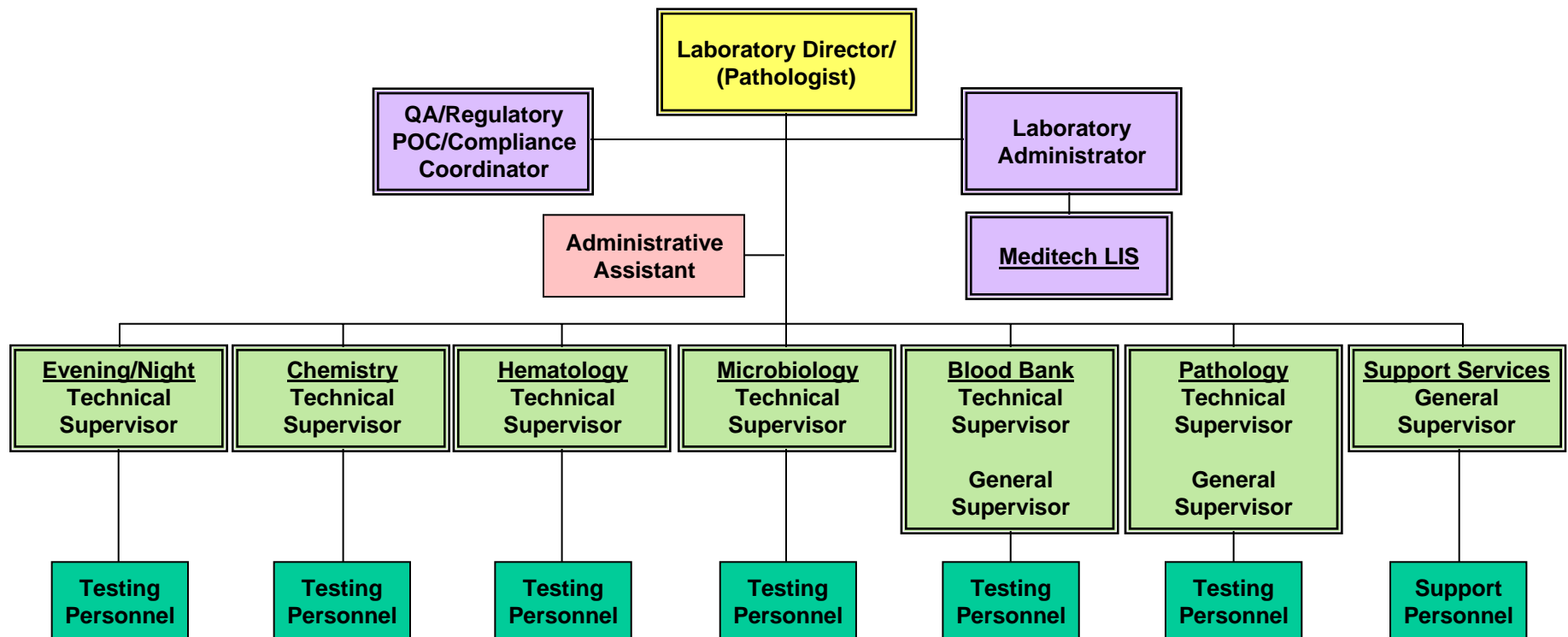
- ◆ Shock, denial, disbelief
- ◆ Simultaneous agency scrutiny/inspections
- ◆ Balancing inspection expectations – CAP check lists, CLIA deficiency responses, JCAHO tracers
- ◆ Agencies that want results & documentation in different formats
- ◆ Low staff morale
- ◆ High stress levels among professional & management staff
- ◆ Hostile press
- ◆ Life in a leper colony

Organizational Structure

- ◆ Seemingly “normal” structure
- ◆ Standard of the industry



Example Of A CMS - Approved Structure



Roles

- ◆ **Consensus & need to work together**
- ◆ **Pathologists comfort with Management/People Issues**
- ◆ **Restructuring the role of the Administrator**
- ◆ **Need for system checks & balances**

Pathologist – Biggest Lessons

- ◆ Relationship with Administrator – critical to success
- ◆ The Hospital – If quality not maintained in the laboratory, the hospital will fail
- ◆ Long hours required
- ◆ Trust relationship with medical staff critical