Pathology Practice Management Topic Areas

Medical Director/CLIA Laboratory Director (MD) – Tools\(^1\) for improving laboratory operations and meeting or exceeding accreditation requirements of laboratory services. Tools that assist pathologists to meet or exceed their CLIA specified duties as a Laboratory Director.

Sample topics:
- Laboratory Management
- Laboratory Safety
- Laboratory Accreditation Preparation
- Reference Laboratory
- Pathologist Assistants
- Deiner Services

Coding and Payment (AR) – Tools for developing and improving the appropriate capture and reimbursement for the services provided by pathologists and/or the laboratories they direct.

Sample topics:
- Billing Service
- Billing Software
- Coding Training
- Coding and Billing Audits
- Collection Agency
- CPT Coding
- Payer Contracting
- Denial Management
- Reference Material Publisher

Compliance and Risk Management (CR) – Tools for developing and maintaining an organization’s effort to minimize risk through compliance programs, risk sharing, and risk reduction systems.

Sample topics:
- Compliance Plans
- Risk Reduction
- Information Technology compliance

Professional Growth (PG) – Tools for helping pathologists improve their professional skills including leadership, negotiation, communication, management, time management, conducting meetings, and other skills and expertise needed to function at high level in a pathology practice.

Sample Topics:
- Executive Mentoring
- Leadership Development
- Time Management

\(^1\) Tools include products, services and education that facilitate or enhance the performance of pathologists and their organizations to deliver quality patient care.
Pathology Practice Management Topic Areas


Sample topics:
- Accounting / Tax
- Legal Advice
- Practice organization
- Finance
- Organizational Development
- Succession Planning
- Benchmarking
- Physician Compensation Plans
- Practice Valuation
- Legal Services
- Laboratory/medical office architecture and construction

Human Resources (HR) – Tools to assist in choosing, retaining and developing a high performance team of pathologists, practice administrators and laboratory staff while meeting local, state and federal employment laws and regulations.

Sample topics:
- Physician contracting
- Locums
- Pathologist Search Firm
- Benefit Plan development and management
- Employee policy and manual development
- Human resource compliance

Business Development and Marketing (BD) – Tools for maintaining and growing a pathologist’s customer base through market analysis, business development planning, test menu expansion, and recognizing and developing new business opportunities.

Sample topics:
- Implementing Emerging Laboratory Technology
- Laboratory Joint Ventures and Mergers
- Pathology / Laboratory Marketing
- Market Study
- Business Development Planning
- Pathology Services Contracting (with hospitals, clinics, surgery centers)
- Courier Service

Information Technology (IT) – Tools for analyzing pathologists’ information technology requirements and benefits, maximizing the effective and efficient use of their current systems, and/or finding and implementing new information technologies to improve a pathologist’s practice.

Sample topics:
- Laboratory Information System
- Information System Project management
- RFP development
- Web page development and/or hosting
- Desktop and network services