

**Dermatology Residency Rotation Profile
UWMC Procedural Dermatology**

UWMC Dermatology Clinic
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Overall Goals and Learning Objectives:

Training in dermatologic surgery at UWMC Roosevelt will consist of developing both a knowledge base and a skill set. The ACGME (Accreditation Council for Graduate Medical Education) has program requirements for both. For example, knowledge of lasers but not necessarily proficiency is expected. Hands-on experience at UWMC as well as self-study and the didactic program are combined for the resident to develop the knowledge and skills needed.

Dermatologic Surgery Rotation Schedule
Monday

Time	Event
7:30am-5:00pm	Surgery Clinic

Tuesday

7:30am-5:00pm	Surgery Clinic
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Wednesday

7:45am-12:00pm	Didactics at UWMC-Roosevelt
1:00 – 5 pm	Continuity Clinic

Thursday

6:30-10:00am	Conferences at UWMC
1:00 – 5:00pm	Surgery Clinic

Friday

8:00 am– 12:00	Nail Surgery, Case Logs, Independent Review **Check with Dr. Fleckman for nail surgeries scheduled
1:00 – 5:00pm	Administrative Time

* Residents will change their continuity clinic to either Wednesday afternoon or Friday morning during this rotation.

****ACGME requires that residents observe/perform a least 5 nail surgeries and these are hard to get! Dr. Fleckman has agreed to inform you if there are any surgeries, but you could also check with patient care coordinators to find out if there are any coming up.**

Call and Weekend Responsibilities

Per the UW Dermatology Residency Program Call schedule.

Principle Educational Materials Used

Recommended Readings:

- *Online Resources*
 - Archived dermatologic surgery lectures with audio are available at www.mdlive.net
 - Online annotated PowerPoint [lectures](#) available at <http://courses.washington.edu/dermsurg>
- *Textbook*
 - "Surgery of the Skin - Textbook with DVD" - Edited By June K. Robinson, MD, C. William Hanke, MD, Roberta D. Sengelmann, MD and Daniel Mark Siegel, MD, MS. This book is available in the clinic and may be borrowed overnight.

Methods Used in Evaluating Resident and Program Performance

1. Informal discussion of practice behavior observed in clinical settings
2. Residents' evaluation of rotation.
3. Attending evaluation of resident performance at rotation's end.

Explicit Lines of Responsibility for Care of Patients on this Service

Attending:

Sees every patient with the trainee, providing guidance, feedback and supervision.

Be present for key elements of procedures and available for entire procedure.

Provide reinforcing and corrective feedback based from observed behavior of the resident.

Demonstrate procedures in dermatology and supervise subsequent performance of these procedures.

Resident:

Be principally responsible for seeing and documenting visits with outpatients.

Assume primary responsibility for necessary follow-up on patients seen (e.g. wound cultures).

First Year - Resident Goals & Competency-based Learning Objectives

Learning Objectives by Competency:

A. Patient Care

1. Begin to effectively gather a relevant dermatologic history especially as related to procedural dermatology.
2. Perform and document a complete or relevant focused exam of the skin and other organ systems relevant to the patient's health especially with respect to the presenting complaint.
3. Learn and begin to use appropriately and accurately the language of dermatologic surgery (e.g. anatomic terms).
4. Generate a basic differential diagnosis of lesions based on lesion morphology.
5. Select clinically appropriate ancillary studies in the management of patients.
6. Articulate and understand the need for skin biopsy in a given patient, site selection, and the relative advantage of the technique used.
7. Develop a rational and evidence-based approach to the diagnosis and treatment of skin cancer.
 - Understand variables in skin cancer presentation that can affect treatment choice.
 - Begin to balance goals of cure, cosmetic and functional result with choice of therapy.
8. Formulate a plan of care in concert with the attending dermatologist and support staff.
9. Understand and demonstrate competence in safe and comfortable use of local anesthetics including:
 - Types of local anesthetics
 - Methods for less painful administration
 - Knowledge of safe dose and Anesthetic toxicity
10. Demonstrate competence in cryotherapy, including:
 - Selection of appropriate conditions.
 - Counseling patients on risks, benefits and alternatives to cryotherapy.
 - Careful application of liquid nitrogen after observing competent performance by a supervisor.
 - Understand the management of complications of cryotherapy.
11. Perform an appropriate pre-operative assessment of candidates for skin surgery.
12. Independently obtain informed consent for any cutaneous procedures performed.
13. Begin to competently discuss the surgical options for dealing with acute surgical cutaneous defects:
 - Second intention healing
 - Primary Closure
 - Skin Grafts
 - Local Flaps
14. Begin to demonstrate competence in electrosurgery, including:
 - Selection of appropriate uses for electrosurgery.
 - Understands and distinguish the different modes of electrosurgery (electrodessication, electrofulgaration, and electrocautery).
 - Understands risks to operator of electrosurgery unit.
 - Understand the management of complications of electrosurgery.
 - Discuss electrosurgery in the setting of pacemakers and defibrillators.
15. Begin to demonstrate competence in excisional skin surgery of benign and malignant lesions with primary closure, including

- Selection of appropriate lesions and closure technique.
 - Understand the appropriate surgical anatomy issues for the above procedure on most body sites.
 - Understand principles of relaxed skin tension lines, contour lines and cosmetic units.
 - Understand options and choices for suture materials and other closure materials.
 - Counseling patients on risks, benefits and alternatives to surgery.
 - Skilled performance of the above procedure under present and qualified supervisory observation.
 - Demonstrate appropriate use of hemostasis, undermining and suturing techniques
 - Understand risks to operator and assistant during surgery.
 - Understand the normal and recognize the abnormal postoperative course.
 - Understand the management of complications of the above procedure.
16. Understand the indications for excisional skin surgery with closures involving flaps and/or grafts, including:
- Selection of appropriate lesions and closure technique.
 - Understand the appropriate surgical anatomy issues and vector forces relevant to restoration of function and aesthetics for the above procedure on most body site.
 - Counseling patients on risks, benefits and alternatives to surgery.
 - Observation of and assistance with the above procedure.
 - Understands risks to operator and assistant during surgery.
 - Understand the normal and recognize the abnormal postoperative course.
 - Management of complications of the above procedure.
17. Begin to understand the indications and performance of Mohs Surgery
- Indications
 - Technique
 - Risks and Benefits
18. Understand and begin to demonstrate practical wound healing principles to surgical wounds of the skin including appropriate selection of wound dressings.
19. Can begin to discuss with patients indications for laser surgery and:
- Expected Outcomes
 - Risks and Benefits
 - Management of Complications

B. Medical Knowledge

1. Demonstrate an emerging knowledge base in the basic sciences relevant to dermatologic surgery.
 - a. Begin to apply the principles of microbiology, cutaneous oncology, immunology and genomics, including molecular diagnostic techniques, to the counseling and management of patients with dermatologic disorders that present to the dermatologic surgeon.
2. Demonstrates an emerging knowledge base in surgical diagnostics and therapeutics used in dermatologic surgery, including
 - Equipment and materials used in skin surgery
 - i. Instruments
 - ii. Closure materials
 - Knowledge of Local anesthetics
 - Infection Control

- Non-surgical therapeutics in skin cancer
 - Critical surgical anatomy
 - Principles and techniques of effective hemostasis
 - Evidence Based approach to treatment of cutaneous neoplasms
 - iii. Appropriate tissue margins
 - iv. Role of non-surgical therapies
 - v. Choice of surgical therapies
 - Appropriate biopsy techniques
 - Understands the appropriate use of margin control (Mohs surgery)
 - Understands the use of consultants in associated specialties (oculoplastic surgery, plastic surgery, hand surgery, radiation oncology, facial plastic surgery)
 - Demonstrates emerging knowledge base of basic principles involved in cosmetic procedures in dermatologic surgery
 - vi. Injectables (fillers and Botox)
 - vii. Resurfacing Procedures
 - viii. Laser Surgery
 - ix. Liposuction
 - x. Hair Transplantation
 - xi. Sclerotherapy
 - xii. Scar Revision
3. Retains core knowledge over time.
 4. Competently teaches others in the above core knowledge areas.
 5. Thoroughly and critically reads up-to-date journals/textbooks of dermatology and dermatologic surgery to enhance a comprehensive understanding of the specialty.

C. Practice-based learning and improvement

1. Actively participate in and comes prepared for didactic conferences conducted at the rotation site.
2. Demonstrate active, self-directed learning.
3. Access best-evidence for clinical decision making.
4. Demonstrate emerging metacognition of errors in patient care, gaps in core knowledge and suboptimal interpersonal communication and takes steps to correct them.
5. Gain insight for improvement in clinical efficiency.
6. Apply newly acquired medical knowledge to patient care.
7. Understand the principles of precision, accuracy, sensitivity and specificity as applied to diagnostic tests.
8. Demonstrate an emerging facility and diligence in accessing information assessing the safety, efficacy, adverse event profile, and cost of therapy or prevention.
9. Demonstrate an emerging facility and diligence in accessing information assessing outcomes of disease and interventions.
10. Maintain appropriate records documenting practice activities (surgical logs).
11. Begin a lifelong habit of critical reading of the medical literature to remain current in dermatology and related fields.
12. Synthesize information from a variety of sources, including print and electronic.

D. Interpersonal communication

1. Empathically listen.
2. Consistently use a compassionate, courteous and respectful demeanor in the work setting.

3. Effectively communicate with other physicians and staff in a manner that respects patient privacy.
4. Develop and maintain positive interactions with support staff that promotes team spirit.
5. Effectively counsel and educate patients, their families and caregivers in a timely fashion.
6. Present gathered patient information completely and lucidly.
7. Function effectively as an integral part of a team.
8. Offer sensitive and constructive feedback.
9. Respond positively to appropriately delivered feedback.
10. Communicate clearly with referring physicians in written language.
11. Document in the medical record all interactions with patients in a timely thorough and lucid manner.
12. Effectively summarize and publicly present a critical analysis of a patient case.

E. Professionalism

1. Consistently demonstrates ethical conduct.
2. Creates and maintains healthy and positive relationships with other residents, faculty and any students.
3. Consistently displays emotional maturity.
4. Consistently demonstrates dependable behavior in patient care, follow-up and administrative tasks.
5. Consistently dresses in a neat and professional manner.
6. Consistently is punctual for clinical work and didactics.
7. Consistently demonstrates respectful behavior toward faculty, staff, co-residents, students, and patients.
8. Demonstrates sensitivity to issues of culture, age, gender, and disability.
9. Demonstrates initiative in patient care.
10. Demonstrates initiative in resolving conflicts.
11. Considers and grapples with ethical issues including, informed consent, cost of medical care, billing and compensation issues, withholding of care, appropriateness of treatment, doing cosmetic procedures of unknown efficacy for profit.

F. Systems-based practice

1. Demonstrate an emerging knowledge of cost-effective care.
2. Begin to understand how different practice systems function to deliver care.
3. Begin to learn how to utilize non-dermatologist staff effectively as part of the health care team, including:
 - Ancillary medical staff
 - Clinic administrative staff
 - Medical interpreters
4. Demonstrate when and who to call for appropriate consultation.
5. Begin to provide effective specialty consultation.
6. Positively interact with non-department healthcare providers.
7. Attend relevant non-department learning opportunities.
8. Begin to learn the rules of documentation and coding of a given level of patient care.
9. Begin to appreciate health care financing issues and different payment schemes.

Second Year - Resident Goals & Competency-based Learning Objectives

Learning Objectives by Competency:

A. Patient Care

1. Consistently gather a relevant dermatologic history especially as related to procedural dermatology.
2. Efficiently perform and document a complete or relevant focused exam of the skin and other organ systems relevant to the patient's health especially with respect to the presenting complaint.
3. Consistently use appropriately and accurately the language of dermatologic surgery (e.g. anatomic terms).
4. Generate a more complex differential diagnosis of lesions based on lesion morphology.
5. Become more efficient in the care of dermatologic surgery patients
6. Develop effective time management skills to accommodate increasing patient volumes.
7. Consistently and accurately select clinically appropriate ancillary studies in the management of patients.
8. Accurately articulate the need for skin biopsy in a given patient, and select appropriate site and technique.
9. Consistently enunciate a rational and evidence-based approach to the diagnosis and treatment of skin cancer.
 - Understand variables in skin cancer presentation that can affect treatment choice.
 - Show increased understanding of the balance goals of cure, cosmetic and functional result with choice of therapy.
10. Formulate a plan of care prior to presenting to the attending dermatologist and support staff.
11. Assume an active role in the preoperative assessment of patients
 - Selection of surgical therapy
 - Selection of alternative therapy if appropriate
 - Counseling patients on risks, benefits and alternatives
 - Preoperative assessment
12. Show consistent and thorough knowledge and competence in safe and comfortable use of local anesthetics including:
 - Types of local anesthetics
 - Methods for less painful administration
 - Knowledge of safe dose and Anesthetic toxicity
13. Consistently demonstrate competence in cryotherapy, including:
 - Selection of appropriate conditions.
 - Counseling patients on risks, benefits and alternatives to cryotherapy.
 - Careful application of liquid nitrogen.
 - Management of complications of cryotherapy.
14. Perform consistently and competently an appropriate pre-operative assessment of candidates for skin surgery.
15. Independently obtain informed consent for any cutaneous procedures performed.
16. Competently discuss the surgical options for dealing with acute surgical cutaneous defects with a nuanced discussion of the options in any given case of:
 - Second intention healing
 - Primary Closure
 - Skin Grafts
 - Local Flaps

17. Demonstrate consistent competence in electrosurgery, including:
 - Selection of appropriate uses for electrosurgery.
 - Skilled use of electrosurgery units
 - Understands and can articulate risks to operator of electrosurgery unit.
 - Management of complications of electrosurgery.
 - Discuss electrosurgery in the setting of pacemakers and defibrillators.
18. Consistently demonstrate competence in excisional skin surgery of benign and malignant lesions with primary closure, including
 - Selection of appropriate lesions and closure technique.
 - Understand the appropriate surgical anatomy issues for the above procedure on most body sites.
 - Understand principles of relaxed skin tension lines, contour lines and cosmetic units and demonstrates their incorporation in surgical planning.
 - Understand options and choices for suture materials and other closure materials and appropriately chooses material.
 - Counsel patients accurately and thoroughly on risks, benefits and alternatives to surgery.
 - Skilled performance of the above procedure with decreasing supervisory observation.
 - Demonstrate appropriate use of hemostasis, undermining and suturing techniques
 - Understand risks to operator and assistant during surgery and can educate learners about these risks.
 - Recognizes the normal and abnormal postoperative course.
 - Management of complications of the above procedure.
19. Demonstrate increased understanding the indications and performance of Mohs Surgery
 - Indications
 - Technique
 - Risks and Benefits
20. Understand the indications for excisional skin surgery with closures involving flaps and/or grafts, and perform parts or all of some of these procedures with supervisory assistance including:
 - Selection of appropriate lesions and closure technique.
 - Understands need for margin control prior to flap or graft reconstruction after tumor removal.
 - Understand the appropriate surgical anatomy issues and vector forces relevant to restoration of function and aesthetics for the above procedure on any body site.
 - Counseling patients on risks, benefits and alternatives to surgery.
 - Skilled assistance with the above procedure with performance of some procedures.
 - Understands risks to operator and assistant during surgery.
 - Understand the normal and recognize the abnormal postoperative course.
 - Management of complications of the above procedure.
21. Understand and increasingly demonstrate practical wound healing principles to surgical wounds of the skin including appropriate selection of wound dressings.
22. Increasingly able to discuss with patients indications for laser surgery and:
 - Expected Outcomes
 - Risks and Benefits

- Management of Complications
23. Can perform laser surgery under appropriate supervision

B. Medical Knowledge

1. Demonstrate an expanding knowledge base in the basic sciences relevant to dermatologic surgery.
 - Consistently apply the principles of microbiology, cutaneous oncology, immunology and genomics, including molecular diagnostic techniques, to the counseling and management of patients with dermatologic disorders that present to the dermatologic surgeon.
2. Demonstrates an expanding knowledge base in surgical diagnostics and therapeutics used in dermatologic surgery, including
 - Equipment and materials used in skin surgery
 - i. Instruments
 - ii. Closure material
 - Knowledge of Local anesthetics
 - Infection Control
 - Non-surgical therapeutics in skin cancer
 - Critical surgical anatomy
 - Principles and techniques of effective hemostasis
 - Evidence Based approach to treatment of cutaneous neoplasms
 - iii. Appropriate tissue margins
 - iv. Role of non-surgical therapies
 - v. Choice of surgical therapies
 - Appropriate biopsy techniques
 - Understands the appropriate use of margin control (Mohs surgery)
 - Understands the use of consultants in associated specialties (oculoplastic surgery, plastic surgery, hand surgery, radiation oncology, facial plastic surgery)
 - Demonstrates expanding knowledge base of basic principles involved in cosmetic procedures in dermatologic surgery
 - vi. Injectables (fillers and Botox)
 - vii. Resurfacing Procedures
 - viii. Laser Surgery
 - ix. Liposuction
 - x. Hair Transplantation
 - xi. Sclerotherapy
 - xii. Scar Revision
3. Retains core knowledge over time and begins to educate more junior learners.
4. Competently teaches others in the above core knowledge areas.
5. Thoroughly and critically reads up-to-date journals/textbooks of dermatology and dermatologic surgery to enhance a comprehensive understanding of the specialty.
6. Increased reading of medical literature on patient-centered topics

C. Practice-based learning and improvement

1. Actively participate in and comes prepared and participates more extensively in didactic conferences conducted at the rotation site.
2. Demonstrate active, self-directed learning and share relevant medical knowledge with the team.
3. Efficiently access best-evidence for clinical decision making.

4. Demonstrate emerging metacognition of errors in patient care, gaps in core knowledge and suboptimal interpersonal communication and takes steps to correct them.
5. Gain insight for improvement in clinical efficiency and apply some of these insights in daily practice.
6. Apply newly acquired medical knowledge to patient care and begin to place this knowledge within the framework of individual experience.
7. Demonstrate progressive consideration of precision, accuracy, sensitivity and specificity as applied to diagnostic tests.
8. Demonstrate an expanding facility and diligence in accessing information assessing the safety, efficacy, adverse event profile, and cost of therapy or prevention.
9. Demonstrate an expanding facility and diligence in accessing information assessing outcomes of disease and interventions.
10. Maintain appropriate records documenting practice activities (surgical logs), and begin to use these for filling in gaps in training.
11. Continue habit of critical reading of the medical literature to remain current in dermatology, dermatologic surgery and related fields.
12. Synthesize information from a variety of sources, including print and electronic. Attempt to reconcile differing information from different sources.
13. Demonstrate understanding of difference in technique used by different surgeons and enunciate rationales for selection of technique in patient cases.

D. Interpersonal communication

1. Empathically listen, with attention to cross-cultural issues.
2. Consistently use a compassionate, courteous and respectful demeanor in the work setting.
3. Effectively communicate with other physicians and staff in a manner that respects patient privacy.
4. Develop and maintain positive interactions with support staff that promotes team spirit.
5. Effectively counsel and educate patients, their families and caregivers in a timely fashion.
6. Present gathered patient information completely and lucidly.
7. Function effectively as an integral part of a team and demonstrate leadership where appropriate.
8. Offer sensitive and constructive feedback.
9. Respond positively to appropriately delivered feedback.
10. Actively solicit feedback on performance
11. Communicate clearly with referring physicians in written language.
12. Document in the medical record all interactions with patients in a timely thorough and lucid manner.
13. Effectively summarize and publicly present a critical analysis of a patient case, following review of the medical literature.

E. Professionalism

1. Consistently demonstrates ethical conduct.
2. Creates and maintains healthy and positive relationships with other residents, faculty and any students.
3. Consistently displays emotional maturity.
4. Consistently demonstrates dependable behavior in patient care, follow-up and administrative tasks.
5. Consistently dresses in a neat and professional manner.

6. Consistently is punctual for clinical work and didactics.
7. Consistently demonstrates respectful behavior toward faculty, staff, co-residents, students, and patients.
8. Demonstrates sensitivity to issues of culture, age, gender, and disability.
9. Demonstrates initiative in patient care.
10. Demonstrates initiative in resolving conflicts.
11. Considers and grapples with ethical issues including, informed consent, cost of medical care, billing and compensation issues, withholding of care, appropriateness of treatment, doing cosmetic procedures of unknown efficacy for profit.

F. Systems-based practice

1. Demonstrate an expanding knowledge of cost-effective care.
2. Continue to understand how different practice systems function to deliver care.
3. Increasingly learn how to utilize non-dermatologist staff effectively as part of the health care team, including:
 - Ancillary medical staff
 - Clinic administrative staff
 - Medical interpreters
4. Demonstrate when and who to call for appropriate consultation.
5. Provide increasingly effective specialty consultation.
6. Positively interact with non-department healthcare providers.
7. Attend relevant non-department learning opportunities.
8. Further learn and demonstrate the rules of documentation and coding of a given level of patient care and for procedures.
9. Continue to apply the knowledge of health care financing and different payment schemes to manage financial issues involved in patient care.

Third Year - Resident Goals & Competency-based Learning Objectives

A. Patient Care

1. Consistently gather a relevant dermatologic history especially as related to procedural dermatology.
2. Efficiently perform and document a complete or relevant focused exam of the skin and other organ systems relevant to the patient's health especially with respect to the presenting complaint.
3. Consistently use appropriately and accurately the language of dermatologic surgery (e.g. anatomic terms).
4. Generate an astute differential diagnosis of lesions based on lesion morphology.
5. Become more efficient in the care of dermatologic surgery patients
6. Develop effective time management skills to accommodate increasing patient volumes and educate others in effective time management techniques
7. Consistently and accurately select clinically appropriate and most cost-efficient ancillary studies in the management of patients.
8. Demonstrate mastery in identifying the need for skin biopsy in a given patient, and selection of appropriate site and technique.
9. Demonstrate routinely a rational and evidence-based approach to the diagnosis and treatment of skin cancer.
 - Routinely balance the variables in skin cancer presentation that can affect treatment choice.
 - Routinely take into account the balance goals of cure, cosmetic and functional result with choice of therapy.
10. Formulate an increasingly independent plan of care prior to presenting to the attending dermatologist and support staff.
11. Assume a leadership role in the preoperative assessment of patients
 - Selection of surgical therapy
 - Selection of alternative therapy if appropriate
 - Counseling patients on risks, benefits and alternatives
 - Preoperative assessment
12. Show consistent and thorough knowledge and competence in safe and comfortable use of local anesthetics and begin to supervise more junior learners, including:
 - Types of local anesthetics
 - Methods for less painful administration
 - Knowledge of safe dose and Anesthetic toxicity
13. Consistently demonstrate mastery in cryotherapy
14. Perform consistently and competently an appropriate pre-operative assessment of candidates for skin surgery and educate more junior learners in this.
15. Independently and routinely obtain informed consent for any cutaneous procedures performed.
16. With increasing competence discuss the surgical options for dealing with acute surgical cutaneous defects with a nuanced discussion of the options in any given case of:
 - Second intention healing
 - Primary Closure
 - Skin Grafts
 - Local Flaps
 - Demonstrate consistent competence in electrosurgery and educate more junior learners in this.

17. Consistently demonstrate competence in excisional skin surgery of benign and malignant lesions with primary closure and educate more junior learners in this, including
 - Selection of appropriate lesions and closure technique.
 - Understand the appropriate surgical anatomy issues for the above procedure on most body sites.
 - Understand principles of relaxed skin tension lines, contour lines and cosmetic units and demonstrates their incorporation in surgical planning.
 - Understand options and choices for suture materials and other closure materials and appropriately chooses material.
 - Counsel patients accurately and thoroughly on risks, benefits and alternatives to surgery.
 - Skilled performance of the above procedure with **minimal need** for supervisory observation.
 - Demonstrate appropriate use of hemostasis, undermining and suturing techniques
 - Understand risks to operator and assistant during surgery and can educate learners about these risks.
 - Recognizes the normal and abnormal postoperative course.
 - Management of complications of the above procedure.
18. Understand the indications for excisional skin surgery with closures involving flaps and/or grafts, and increasingly perform parts or all of some of these procedures with decreasing supervisory assistance including:
 - Selection of appropriate lesions and closure technique.
 - Understands the indications for Mohs Surgery or other margin control prior to flap or graft reconstruction after tumor removal.
 - Understand the appropriate surgical anatomy issues and vector forces relevant to restoration of function and aesthetics for the above procedure on any body site.
 - Counseling patients on risks, benefits and alternatives to surgery.
 - Skilled assistance with the above procedure with performance of some procedures.
 - Understands risks to operator and assistant during surgery.
 - Understand the normal and recognize the abnormal postoperative course.
 - Management of complications of the above procedure.
19. Comprehensively understand the indications and performance of Mohs Surgery
 - Indications
 - Technique
 - Risks and Benefits
20. Routinely demonstrate practical wound healing principles to surgical wounds of the skin including appropriate selection of wound dressings. Begin to educate junior learners in this.
21. Consistently able to discuss with patients indications for laser surgery and:
 - Expected Outcomes
 - Risks and Benefits
 - Management of Complications
22. Can perform laser surgery with minimal supervision

B. Medical Knowledge

1. Demonstrate a comprehensive knowledge base in the basic sciences relevant to dermatologic surgery.
 - Consistently apply the principles of microbiology, cutaneous oncology, immunology and genomics, including molecular diagnostic techniques, to

the counseling and management of patients with dermatologic disorders that present to the dermatologic surgeon.

2. Demonstrates a comprehensive knowledge base in surgical diagnostics and therapeutics used in dermatologic surgery, including
 - Equipment and materials used in skin surgery
 - i. Instruments
 - ii. Closure materials
 - Knowledge of Local anesthetics
 - Infection Control
 - Non-surgical therapeutics in skin cancer
 - Critical surgical anatomy
 - Principles and techniques of effective hemostasis
 - Evidence Based approach to treatment of cutaneous neoplasms
 - iii. Appropriate tissue margins
 - iv. Role of non-surgical therapies
 - v. Choice of surgical therapies
 - Appropriate biopsy techniques
 - Can discuss in detail the appropriate use of margin control (Mohs surgery)
 - Understands the use of consultants in associated specialties (oculoplastic surgery, plastic surgery, hand surgery, radiation oncology, facial plastic surgery)
 - Demonstrates further expansion of knowledge base of basic principles involved in cosmetic procedures in dermatologic surgery
 - vi. Injectables (fillers and botulinum toxin)
 - vii. Resurfacing Procedures
 - viii. Laser Surgery
 - ix. Liposuction
 - x. Hair Transplantation
 - xi. Sclerotherapy
 - xii. Scar Revision
3. Retains comprehensive knowledge over time, understands clinical applications and continues to educate more junior learners as well as peers with increasing competence and confidence.
4. Thoroughly and critically reads up-to-date journals/textbooks of dermatology and dermatologic surgery to enhance a comprehensive understanding of the specialty.
5. Increased reading of medical literature on patient-centered topics

C. Practice-based learning and improvement

1. Actively participate in and comes prepared and participates more extensively in didactic conferences conducted at the rotation site.
2. Demonstrate active, self-directed learning and share relevant medical knowledge with the team.
3. Efficiently access best-evidence for clinical decision making.
4. Can articulate well cognition of errors in patient care, gaps in core knowledge and suboptimal interpersonal communication and takes steps to correct them.
5. Actively seeks improvement in clinical efficiency and apply some of these insights in daily practice.
6. Apply newly acquired medical knowledge to patient care and regularly places this knowledge within the framework of individual experience.
7. Demonstrate advanced consideration of precision, accuracy, sensitivity and specificity as applied to diagnostic tests.

8. Demonstrate facility and diligence in accessing information assessing the safety, efficacy, adverse event profile, and cost of therapy or prevention.
9. Demonstrate facility and diligence in accessing information assessing outcomes of disease and interventions.
10. Maintain appropriate records documenting practice activities (surgical logs)
11. Identifies remaining gaps in training early and actively seeks opportunities for exposure in these areas.
12. Continue habit of critical reading of the medical literature to remain current in dermatology, dermatologic surgery and related fields.
13. Synthesize information from a variety of sources, including print and electronic, and effectively able to reconcile differing information from different sources.
14. Demonstrate understanding of difference in technique used by different surgeons and able to choose rationally among those observed/learned approaches.

D. Interpersonal communication

1. Empathically listen, with attention to cross-cultural issues and able to handle difficult and varying patient interactions.
2. Consistently use a compassionate, courteous and respectful demeanor in the work setting.
3. Effectively communicate with other physicians and staff in a manner that respects patient privacy.
4. Develop and maintain positive interactions with support staff that promotes team spirit.
5. Effectively counsel and educate patients, their families and caregivers in a timely fashion.
6. Present gathered patient information completely and lucidly.
7. Function effectively as an integral part of a team and demonstrate ability to lead the team.
8. Offer sensitive and constructive feedback.
9. Respond positively to appropriately delivered feedback.
10. Actively solicit feedback on performance
11. Communicate clearly with referring physicians in written language.
12. Document in the medical record all interactions with patients in a timely thorough and lucid manner.
13. Effectively summarize and publicly present a critical analysis of unusual patient case, following review of the medical literature.

E. Professionalism

1. Consistently demonstrates ethical conduct.
2. Creates and maintains healthy and positive relationships with other residents, faculty and any students.
3. Consistently displays emotional maturity.
4. Consistently demonstrates dependable behavior in patient care, follow-up and administrative tasks.
5. Consistently dresses in a neat and professional manner.
6. Consistently is punctual for clinical work and didactics.
7. Consistently demonstrates respectful behavior toward faculty, staff, co-residents, students, and patients.
8. Demonstrates sensitivity to issues of culture, age, gender, and disability.
9. Demonstrates initiative in patient care.
12. Demonstrates initiative in resolving conflicts.
10. Considers and grapples with ethical issues including, informed consent, cost of medical care, billing and compensation issues, withholding of care,

appropriateness of treatment, doing cosmetic procedures of unknown efficacy for profit.

F. Systems-based practice

1. Demonstrate a comprehensive knowledge of cost-effective care.
2. Understand how different practice systems function to deliver care.
3. Effectively utilize non-dermatologist staff effectively as part of the health care team, including:
 - Ancillary medical staff
 - Clinic administrative staff
 - Medical interpreters
4. Demonstrate when and who to call for appropriate consultation.
5. Provide excellent specialty consultation.
6. Positively interact with non-department healthcare providers.
7. Attend and contribute relevant non-department learning opportunities.
8. Continue to learn and demonstrate the rules of documentation and coding of a given level of patient care and for procedures and educate more junior learners in this.
9. Apply the knowledge of health care financing and different payment schemes to manage financial issues involved in patient care.

Dan Berg

6/30/2008

Schedule updated 6/8/2008

Objectives updated 7/8/2008