UCONN
SCHOOL OF MEDICINE

Micrographic Surgery and Dermatologic Oncology Fellowship Curriculum

December 2015

MICROGRAPHIC SURGERY AND DERMATOLOGIC ONCOLOGY FELLOWSHIP (MSDO) CURRICULUM

Clinical Experience:

The fellowship program is structured so that the fellow works with one supervising surgeon during each scheduled clinic block throughout the week. Clinics are broken into ½ day blocks although, generally, the fellow will spend the full day with each surgeon. The fellow will interact and directly work with general dermatologists, dermatopathologists, oncologists, plastic and other surgeons, and other specialty physicians throughout the course of the fellowship as opportunities arise during patient care. Specifically, the fellow will review pertinent pathologic specimens directly with dermatopathologists; work with oncology and general dermatology during cancer conferences; arrange treatment with radiation oncologists; and arrange and participate in care of patients with other oculoplastics, plastics, ENT, and general surgery. Sessions not spent with MSDO attending faculty will be pertinent to MSDO. The schedule is not broken down into 'rotations' as it will not vary greatly throughout the year and the fellow will be continuously involved in MSDO.

Patient Care

Goal: Fellows must be able to provide patient care that is compassionate, appropriate, and effective for the treatment of health problems and the promotion of health.

Milestone Level 1

- With direct supervision, performs simple first layer Mohs surgery with complete intact specimens.
- With direct supervision, creates a basic map and preforms subdivision and inking of tissue specimen.
- With direct supervision, performs simple and intermediate repairs.
- Applies knowledge of wound healing.
- With direct supervision manages minor surgical emergencies (e.g., intraoperative bleeding, vagal reactions).
- Identifies normal structures and simple tumors histopathologically.
- With direct supervision, mounts, freezes, and orients tissue specimens.
- Identifies common malignant and pre-malignant lesions.

Milestone Level 2

- With moderate supervision, performs first and subsequent layers of Mohs surgery of moderate complexity.
- With moderate supervision, creates complex maps and performs intricate subdivision and inking of tissue specimens.
- Offers appropriate options for wound management, including second intention healing and reconstruction.
- With moderate supervision, performs complex repairs and simple skin grafts
- During medical emergencies, competently implements basic life support measures under direct supervision.
- Recognizes acute complications (e.g., bleeding, infection).
- Identifies normal structures, artifacts, and simple tumors on frozen section.
- With minimal supervision, cuts and stains a frozen section on simple tissue.
- Identifies many malignant and pre-malignant lesions and performs appropriate confirmatory diagnostic tests or procedures.
- Aware of the adjuvant therapy options for high-risk malignancies.

Milestone Level 3

- With minimal supervision, preforms first and subsequent layers of Mohs surgery of moderate complexity.
- With minimal supervision, creates complex maps and performs intricate subdivision and inking of tissue specimens.
- Selects most appropriate wound repair option.
- With moderate supervision, performs complex flaps and grafts.
- Aware of the impact of patient comorbidities and social circumstances in managing wounds.
- Manages acute complications.
- Recognizes long-term complications (e.g., scar contraction, functional deficit, nerve damage)
- Identifies normal variants and less common tumors on frozen section.
- Reaches significant concordance with faculty in interpretation of frozen sections.
- Independently prepares frozen section slides, including difficult tissue (e.g., fat, cartilage).
- Identifies majority of malignant lesions (basal cell carcinoma, squamous cell carcinoma, melanoma), including uncommon clinical variants.
- Considers referral for diagnostic testing, adjuvant therapy options or peri-operative co-management.
- Identifies patients who may benefit from chemoprophylaxis for cutaneous malignancy.
- Recognizes the impact of various comorbidities (e.g., immunosuppression, syndromes) on cutaneous malignancies.

Milestone Level 4

- Independently performs first and subsequent layers of Mohs surgery of moderate and high complexity.
- With minimal supervision, performs deep tissue layers of Mohs surgery, including cartilage, muscle, and bone.
- Independently creates complex maps and performs intricate tissue subdivision and inking of tissue specimens.
- Independently uses advanced suturing techniques and performs complex, large, and two stage flap repairs and grafts.
- Consistently considers patient comorbidities and social circumstances in managing wounds.
- During medical emergencies, competently implements basic life support measures.
- Manages acute and long-term complications, including appropriate specialty referral.
- Identifies unexpected findings, and rare and unusual tumors on frozen section.
- Reaches near complete concordance with faculty in interpretation of frozen sections.
- Achieves competence to manage a frozen section laboratory and prepare for laboratory accreditation.
- Identifies rare and unusual malignant lesions (e.g., angiosarcoma, Merkel cell carcinoma, and dermatofibrosarcoma protuberans).
- Appropriately refers patients for adjuvant therapy (e.g., radiation therapy, chemotherapy, nodal dissection).
- Designs appropriate treatment plans for patients with multiple tumors, locally advanced tumors, syndromes and comorbidities.

Milestone Level 5

- Independently performs Mohs surgery for extremely complex cases (e.g., tumor invading very deep tissue, multiply recurrent) in special sites (e.g., acral, genital, eyelid)
- Independently designs and performs innovative reconstructive techniques.
- Independently treats many long-term complications.
- Competent in the use of immunohistochemical stains.
- Creates innovative tests or techniques in Mohs histopathology.

- Designs and completes a research project which results in alteration in the diagnosis and/or treatment of cutaneous malignancy.

Objectives:
From the beginning of their training, fellows will be instructed in advanced patient communication and shared decision-making through their daily practice under the supervision of the clinical faculty. They are supervised but encouraged to develop a higher degree of independence quickly until each skill is mastered. Our fellows will be expected to gather essential and accurate information about their patients and present it in a comprehensible and succinct manner to the attending physician, highlighting the clinical history, physical examination and pertinent laboratory results. Fellows are expected to assess patient outcomes in order to improve future decision-making and guide practice management. Fellows learn how to problem solve in a comprehensive fashion and master the process of self-directed life-long learning. Fellows will continue to master the capacity to provide care that is sensitive to patient age, gender and social circumstances. Fellows continue to care for their patients with continuity under general supervision by faculty.
Fellows will assume the role of mentors and teachers of junior residents and medical students. By the end of the year, they are expected to be able to function independently and perform advanced surgical procedures as well as understand their application and independently oversee the care of patients. They are expected to be able to supervise and teach dermatology residents and medical students as well as rotating fellows and residents of other specialties. They are expected to display compassion and kindness in the delivery of outstanding medical care tailored to suit each individual patient regardless of race, gender, age, financial status, national origin, language (using interpreters if necessary) or sexual preference.

Medical Knowledge

Goal: Fellows must demonstrate knowledge of established and evolving biomedical, clinical, epidemiological, and social-behavioral sciences, as well as the application of this knowledge to patient care.

Milestone Level 1

- Demonstrates basic knowledge of wound healing, basic surgical anatomy, local anesthesia, universal precautions, sterile technique, closure materials, laser physics, and applications.
- Demonstrates knowledge of the methodology and science associated with invasive cosmetic dermatologic procedures, such as laser resurfacing, hair transplantation, and liposuction.
- Demonstrates knowledge of the concepts and principles of non-invasive cosmetic procedures, such as botulinum toxin injections, soft tissue augmentation, and some light-based therapies.
- Demonstrates basic knowledge of cutaneous oncologic surgery and evidence of self-learning and participation in didactic sessions.
- Demonstrates knowledge of tumor biology of common skin malignancies.

Milestone Level 2

- Demonstrates practical understanding of learned concepts, such as appropriate use of prophylactic antibiotics, tissue biomechanics, electrical and cryosurgery, and surgical instruments, as well as the ability to apply these to patient care.
- Recognizes potential relevant drug reactions and interactions related to dermatologic surgery.
- Demonstrates practical understanding of learned concepts and the ability to apply it to patient care.
- Demonstrates understanding of the role of and indications for physical, pharmacologic, biologic, and immunologic agents for cutaneous malignancies.

Milestone Level 3

- Utilizes medical knowledge and synthesizes ways to apply it in clinical settings.
- Synthesizes clinical judgment and surgical approaches or techniques based on fun of knowledge.

- Demonstrates knowledge of tumor biology of uncommon and high-risk skin malignancies.
- Demonstrates understanding of mechanism of metastases.
- Demonstrates understanding of the appropriate use for physical, pharmacologic, biologic, and immunologic agents for cutaneous malignancies.

Milestone Level 4

- Demonstrates comprehensive knowledge of dermatologic surgery.
- Demonstrates comprehensive knowledge of clinical diagnosis, biology, and pathology of skin tumors, as well as laboratory interpretation related to diagnosis and surgical treatment.
- Demonstrates mastery of tumor biology of uncommon and high-risk skin malignancies.
- Appropriately prescribes or refers for therapy using physical, pharmacologic, biologic, and immunologic agents for cutaneous malignancies.

Milestone level 5

- Develops and performs a well-designed, patient-oriented clinical trial, or develops or refines a novel treatment method.
- Develops and implements a new surgical curriculum, or significantly updates and modifies the surgical curriculum for a dermatology residency program or micrographic surgery and dermatologic oncology fellowship.
- Performs a meta-analysis of a complex topic in cutaneous oncologic surgery.

Objectives:
The fellow will be expected to master independent execution/performance of all aspects of Mohs surgery and histologic interpretation of Mohs slides and thoroughly understand indications and multidisciplinary management principles. Master the complete management of the most advanced and contemporary procedural dermatology and cutaneous cases with the ability to interface with different specialists. Master the most advanced and contemporary procedural dermatology and cutaneous management of complicated patients with knowledge of untoward effects, cost-effectiveness, and awareness of managed care issues. Master difficult histologic diagnosis, with awareness of special stains and immunohistochemistry and their interpretation. Independently design and execute advanced reconstruction options. Master the curriculum for cosmetic dermatology and laser surgery. Master the ability to manage and counsel patients with melanoma and their families, in all stages of disease with a multidisciplinary approach and comprehensive understanding.

Practice-Based Learning and Improvement

Goal: Fellows must demonstrate the ability to investigate and evaluate their care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning.

Milestone Level 1

- Without being directed, accesses appropriate print or electronic resources to find multidisciplinary medical information requested or assigned.
- Navigates electronic databases of indexed citations and abstracts to medical sciences journal articles.
- Describes basic concepts in clinical epidemiology, biostatistics, and clinical reasoning, and can categorize the study design of a research study.
- Provides appropriate reference lists for prepared hand-outs or other program specific assignments.
- Has a basic understanding of the health care delivery systems and how improvements may be made.
- Identifies the basic processes involved in quality improvement.

Milestone Level 2

- Actively seeks appropriate resources to find medical information to answer clinical questions without being requested or assigned this task.
- Identifies critical threats to study validity and generalizability when reading a research paper or study synopsis.
- Identifies well-conducted research that impacts patient care.
- Actively participates by leading article review discussion and by asking appropriate questions during journal club/journal review activities.
- Identifies deviations from standards of care (for example, identifies when guidelines of care were not followed, and when over-or under-utilization of diagnostic testing and therapy has occurred).
- Participates in quality improvement activities.
- Identifies some stakeholders involved in quality gaps.

Milestone Level 3

- Applies a set of critical appraisal criteria to different types of research, including synopses of original research findings, systematic reviews, meta-analyses, and clinical practice guidelines.
- Critically evaluates information from others, including colleagues, experts, industry representatives, and patients.
- Summarizes complex medical topics through effective information synthesis and presentations of material within time allotted.
- Reviews local gaps in quality, and identifies systems and human errors that contribute to gaps in quality.
- Critically appraises current or proposed quality improvement interventions.
- Defines and constructs process and outcome measures.

Milestone Level 4

- Incorporates principles and basic practices of evidence-based practice and information mastery into clinical practice.
- Identifies alternative resources to answer clinical questions (i.e., microbiology lab director, Evaluation and Management coding guidelines, Medicare policies, Centers for Disease Control and Prevention (CDC) reporting requirements).
- Identifies alternative resources to answer clinical questions (i.e., microbiology lab director, Evaluation and Management coding guidelines, Medicare policies, Centers for Disease Control and Prevention (CDC) reporting requirements).
- Assesses outcomes of quality improvement efforts (e.g., infection controls, medication errors, surgical site identification), and applies these towards continuous quality improvement.

Milestone Level 5

- Independently teaches and assesses evidence-based medicine and information mastery techniques.
- Cites evidence supporting several common practices in his/her practice.
- Develops and implements a major quality control and/or quality improvement initiative, and demonstrates improvement in care and/or savings in health care costs.

Objectives:

Fellows will develop the ability to recognize a problem, characterize it, formulate a question that needs to be answered to address the issue, identify sources of information, find and critically appraise relevant literature for accuracy and completeness and develop a plan of action in an effort to solve the problem. They will fully understand how to be aware of the limits of their personal knowledge and experience, set clear learning goals, and apply new knowledge to their practice. They will master how to use information technology to access and manage information and to reduce error and support patient care decisions. Fellows will master the tools to locate and appraise evidence from scientific studies related to patients' problems and to begin to learn to review the medical

literature critically to apply a strict evidence-based medicine to investigate, evaluate and improve the patient care. Fellows will master use of on-line medical information and adapt it to the education of their patients. They will demonstrate independence and knowledge of the various health-care systems and insurance programs as they relate to their advocacy for excellence in patient care.

Systems Based Practice

Goal: Fellows must demonstrate an awareness of and responsiveness to the larger context and system of health care, as well as the ability to call effectively on other resources in the system to provide optimal health care.

Milestone Level 1

- Articulates awareness of health care costs.
- Aware of "Appropriate Use Criteria" for Mohs Surgery.
- Identifies members of the team who coordinate patient care.
- Describes own role as a member of the health care team.
- Utilizes and consults with other health care providers in coordination of patient care.

Milestone Level 2

- Demonstrates knowledge of how a patient's health care is paid for, and how this affects the patient's care.
- Considers cost and efficacy of Mohs surgery and alternative therapies, and incorporates this into therapy decisions and discussions with the patient.
- Attempts to identify excess resource utilization and wastage, and to reduce this when possible.
- Consistently applies principles of coding (ICD 10) and reimbursement (Evaluation and Management levels/CPT) appropriate to medical record documentation.
- Appropriately communicates and coordinates care with the primary care and/or referral provider(s).
- Describes unique contributions (knowledge, skills, and attitudes) of other health care professionals, and seeks their input for appropriate issues.
- Facilitates checklist-guided briefings (for example pre-procedure time-out) in health care activities.

Milestone Level 3

- Articulates awareness of common socio-economic barriers that impact patient care.
- Articulates understanding of how cost-benefit analysis is applied to patient care (e.g., principles of screening tests and the development of clinical guidelines).
- Identifies the role of various health care stakeholders, including providers, third-party payers, pharmaceutical industry and medical device companies, and their varied impact on the cost of and access to health care.
- Consistently applies "Appropriate Use Criteria" for Mohs surgery.
- Delegates tasks appropriately to members of the health care team.
- Attends and contributes to academic department/division retreats (or similar organizational venue), as well as to clinic team/staff meetings at participating sites.

Milestone Level 4

- Articulates awareness of current debates/issues of health care financing and how they will affect patients, providers, third-party payers, and other stakeholders.
- Identifies inherent biases of interactions with pharmaceutical and medical device industries.
- Demonstrates the incorporation of cost-awareness principles into standard clinical judgments and decision-making.
- Demonstrates how to manage, utilize, and coordinate the inter-professional team (e.g., tumor board)

- Participates in an inter-professional team meeting for clinic or program improvement.

Milestone Level 5

- Demonstrates the incorporation of cost-awareness principles into complex clinical scenarios.
- Leads an inter-professional team.

Objectives:
The Fellow will engage in the learning of surgical skills and surgical judgment in their daily practice-based learning activities. The fellow will be observant, empathetic, a good listener, be able to recognize contradiction and discrepancies and to separate normal from abnormal findings, organize information, identify issues that have the greatest impact, and estimate the implications of the problem, its severity and extent. They will demonstrate understanding of how their actions affect patients, other health care professionals, and the general healthcare system, and will know how these interfaces affect their own practice of medicine. They will be able to work with others in the healthcare system to improve healthcare for their patients.

Professionalism

Goal: Fellows must demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles.

Milestone Level 1

- Receives feedback constructively.
- Completes assigned tasks on time.
- Behaves honestly and understand the concepts of ethical behavior; seeks counsel when ethical questions arise.

Milestone Level 2

- Accepts feedback constructively and modifies practice in response to feedback.
- Dependably completes assigned tasks in a timely manner; assists team members when requested; respects assigned schedules.
- Acknowledges personal near misses and errors, and putting the needs of patients first; engages in ethical behavior.

Milestone Level 3

- Provides constructive feedback.
- Anticipates team needs and steps in to assist as needed.
- Demonstrates honesty with all members of the health care team.
- Identifies, communicates and corrects errors.

Milestone Level 4

- Exemplifies giving and receiving constructive feedback, encourages and actively seeks feedback; encourages and actively seeks feedback to improve performance.
- Anticipates team needs and takes leadership role to independently implement solutions.
- Is viewed by members of the health care team as a role model in accepting personal responsibility, and in always putting the needs of the patient above his/her own interests.

Milestone Level 5

- Models giving and receiving constructive feedback; encourages and actively seeks feedback to improve performance.

- Exemplifies effective management of multiple competing tasks, with reliable follow up; is source of support/guidance to other members of health care team.

Objectives:
Fellows will demonstrate that their actions serve the interests of their patients above their own self-interest. They will be expected to exhibit altruism, accountability, reliability, courtesy, sensitivity, integrity and respect for others. Ethical discussions in conferences and clinics continue throughout the fellowship. Fellows are expected to demonstrate their pursuit of continuous professional development and show that they are responsive to the needs of patients and society. Fellows will show understanding and sensitivity to diversity and a responsible attitude toward their patients.

Interpersonal and Communication Skills

Goal: Fellows must demonstrate interpersonal and communication skills that result in the effective exchange of information and teaming with patients, their families, and professional associates.

Milestone Level 1

- Understands the challenge in managing clinical, clerical, and laboratory personnel (e.g., competency assessment, performance evaluation)
- Understands the importance of conflict management.
- Understands the importance of timely and effective communication with patients, families, and health care providers.
- Understands the importance of empathy in the communication related to potential disfigurement or life threatening situations.
- Understands the importance of privacy and confidentiality.
- Effectively utilizes the electronic health record.

Milestone Level 2

- With substantial guidance, manages clinical, clerical, and laboratory personnel.
- With substantial guidance, manages conflicts and complaints.
- Understands the importance of personal emotional awareness and empathy and its impact on team members.
- With minimal guidance, provides timely and effective communication with patients, families, and health care providers.
- Treats patients with dignity, civility, and respect regardless of race, culture, gender, ethnicity, age, sexual orientation or socio-economic status.
- With minimal guidance, produces a clear and understandable written clinical and operative reports.

Milestone Level 3

- With minimal guidance, manages, clinical clerical, and laboratory personnel.
- With minimal guidance, manages conflicts and complaints.
- Understands the importance of a collegial and respectful atmosphere among all team members.
- Independently provides timely and effective communication with patients, families and health care providers.
- Independently produces a clear and understandable written clinical and operative reports.

Milestone Level 4

- Independently manages clinical, clerical, and laboratory personnel.
- Independently manages conflicts and complaints.

- Fosters a collegial and respectful atmosphere among all team members.
- Empathetically communicates complex, difficult, or challenging information (e.g., errors, complications, adverse events, and bad news).

Milestone Level 5

- Develops job descriptions and competency assessments for clinical, clerical, and laboratory personnel.
- Teaches concepts of emotional intelligence and team building.
- Serves as a role model for effective, compassionate, and professional communication to patients and health care providers.

Objectives:

Fellows will learn effective written, verbal and non-verbal communication when participating in patient care and collaborating with colleagues. They will develop the ability to succinctly present to their peers during conferences and lectures, preparing them for future teaching situations. Fellows will learn effective listening skills and be able to demonstrate to their patients that they understand their needs. Fellows will create a therapeutic relationship with patients by using effective communication skills, interpretable language, active and responsive listening, patient education and counseling, and assisting other professionals to do the best job possible for patients of common concern. They will understand various patients' cultural and belief systems and be able to incorporate these for the best patient care. Fellows will assume organizational roles, enhancing their leadership skills. Fellows will attend national meetings and present their work. They will interact with other health-team members, demonstrating their competency in communications and professionalism.

Overview of Training Program

The training program is broadly divided into:

- **Cutaneous Surgery and Oncology**
- **Research**

Cutaneous Surgery and Oncology

The cutaneous surgery curriculum focuses on developing advanced competence in the diagnosis and evaluation of cutaneous tumors, identifying patients whose conditions are optimally treated by micrographic and other dermatologic surgery procedures; and others, who are more appropriately treated in a multidisciplinary fashion with the expertise of other colleagues in the departments of oncology, surgical oncology, plastic surgery, oculoplastics, and radiation oncology. The fellow is heavily involved evaluating the multidisciplinary needs of our cutaneous oncology patients and participates in the management of the entire scope and variety of all skin cancer types. The fellow will participate in the discussion of complex cases with dermatologic surgery faculty and with the multidisciplinary team. Fellows are brought in for all interesting or rare cases for training purposes.

Mohs micrographic surgery is one of the cornerstones of the University of Connecticut cutaneous oncology program. Although almost every type of skin tumor may be treated within our program, the majority of cancers treated in the Mohs micrographic unit are basal cell and squamous cell carcinoma. There is a strong focus on the evaluation of each patient and tumor to determine the best treatment plan with emphasis on recognizing high risk tumor types such as infiltrative BCC and poorly differentiated SCC. The reconstruction of skin cancer defects is also strongly emphasized with the majority of reconstructions performed in the Mohs micrographic surgery unit. Other tumors managed in the Mohs micrographic unit include Merkel cell carcinoma, sebaceous carcinoma, eccrine carcinoma, and dermatofibrosarcoma protuberans. Complex and advanced skin cancer types often require multidisciplinary care and we rely on the expertise of multiple specialists. The success in treatment of many tumor types undoubtedly is the result of many factors. Perhaps chief among these is the commitment by multiple specialists to examine the advantages and disadvantages of varying approaches, each tailored selectively to each individual patient and skin cancer lesion.

Research and Scholarship

The attendings and fellow will participate in scheduled Surgery Journal Clubs where current literature regarding the basic science, diagnosis and management of benign and malignant cutaneous tumors, surgical techniques, and cosmetic dermatology will be reviewed. Discussions will include any ongoing research projects and the development of ideas for new areas of investigation. The fellow is encouraged and expected to actively participate in the generation of new research and writing projects. The fellow is expected to present research findings at local and/or national meetings.

The **weekly schedule** is shown below:

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
AM						
		7:15-1200 **(Monthly) Grand Rounds**		7:00-8:00 (**Weekly) Surgery Conference** (Planning, utilization review, complications, outcomes, etc.)	No Clinical Duties	No Clinical Duties
8-12:00 Mohs Surgery Clinic	8:00-12:00 Mohs Surgery Clinic	8-12:00 Mohs Surgery Clinic	8-12:00 Mohs Surgery Clinic	8-12:00 Mohs Surgery Clinic		
PM						
1:00-5:00 Mohs Surgery Clinic	1:00-5:00 Mohs Surgery Clinic	1:00-5:00 Mohs Surgery Clinic	1:00-5:00 Mohs Surgery Clinic or Resident Surgery Clinic (Supervisory role, 2x/month)	1:00-5:00 Academic Time (Patient call-backs, charting, Slide review, conference/didactic preparation, etc.)		
			5:30-7:00 **(Monthly) Surgery Lecture Series**			

At the completion of the year, it is expected the fellow will have clinical experience in all aspects of surgical dermatology including: anatomy, anesthesia, ethics, pre- and post- operative management, surgical technique, wound healing, laboratory technique, interpretation of pathologic specimens related to Mohs micrographic surgery, cutaneous reconstruction of surgical defects, dermabrasion, cutaneous oncology, epidemiology, medicolegal and regulatory issues, quality assurance, electrosurgery for benign and malignant lesions, cryosurgery, curettage and electrosurgery, scalpel surgery, Mohs micrographic surgery, staged reconstructive techniques, chemical destructive techniques, nail surgery, grafts, local flaps, wedge excision, complex cutaneous closures, and the use of specialized wound dressings appropriate to the clinical problems. Skills and Competencies in these areas are listed below.

Didactics

The fellowship follows a rigorous schedule of didactics. These include regularly scheduled conferences and lectures. Didactic conference sessions are listed in the table below followed by the lecture schedule.

Didactic Session Type	Frequency
Surgery Conference, divided as follows: - Planning conference - Outcomes - Morbidity & Mortality - Surgery Journal Club	 - Weekly - Monthly - Monthly - 2x/Month
Dermatology Grand Rounds	Monthly
Surgical Dermatology Lecture Series	Monthly
Tumor Board	1 to 2 times per year
American College of Mohs Surgery, Annual Meeting	Yearly
American Society of Dermatologic Surgery	Yearly
AAD, annual meeting	Yearly

Surgical Dermatology Lecture Series *(Overlap with Resident Surgical Lecture Series is noted by text in **bold**)*	
July Session 1	**Wound Closure Materials & Instruments (Bolognia 144; Robinson 4 & 16)** **Review of Biopsy Techniques & Basic Excisions (Bolognia 146; Robinson 16)**
July Session 2	Laboratory setup and technique (Robinson 48 & 49) Interpretation of pathologic specimens related to Mohs micrographic surgery (Robinson 44)
July Session 3	Pre- and Post-operative management (Robinson 5 & 8) Cutaneous reconstruction of surgical defects, basic principles (Robinson 13) Dressings (Robinson 7 and 8)
August	**Surgical Anatomy of the Head & Neck (Bolognia 141; Robinson 1)** **Wound Healing (Bolognia 141; Robinson 7)**
September	**Anesthesia (Bolognia 143; Robinson 3)** **Mohs Surgery (Bolognia 150; Robinson 48)**
October	Wedge excisions (Robinson 47) Complex cutaneous closures (Robinson 211) **Grafts & Flaps (Bolognia 147 & 148; Robinson 21, 22, 23)** **Cheeks, nose, ears**
November	**Dressings (Bolognia 145)** **Surgical Complications**
November / December	**Sclerotherapy (Bolognia 155)** **Chemical & Mechanical Skin Resurfacing (Bolognia 154, Robinson 29, 36)**
December	**Chemodenervation** **Botulinum Toxin (Bolognia 159; Robinson 31)** **Soft Tissue Augmentation (Bolognia 158; Robinson 31)**
January	**Lasers (Bolognia 136 & 137; Robinson 35-39)**
February	**Review of Surgical Board Material**
March	**Liposuction** and fat transplantation (Bolognia 156; Robinson 32) **Hair Transplantation / Restoration (Bolognia 157; Robinson 34)**

April	Chemical destructive techniques **Cryosurgery (Bolognia 138; Robinson 13)** **Electrosurgery (Bolognia 140; Robinson 12)**
May	**Grafts & Flaps (Bolognia 147 & 148; Robinson 21, 22, 23)** **Lips and Eyelids**
June	**Nail Surgery (Bolognia 149; Robinson 45)**

Fellows' Scholarly Activities:
Each fellow is expected to demonstrate scholarly activity through at least one of the following:

- Preparation of one or more manuscripts suitable for submission to a peer reviewed publication
- One or more presentations at local, regional, or national professional Surgical Dermatology society meetings on topics relevant to surgical dermatology

SKILLS AND COMPETENCIES

- Didactics
- ACLS
- Pre-operative Patient Evaluation and Management
- Surgical Principles and Practice, I
- Surgical Principles and Practice, II
- Post-operative Patient Care and Wound Healing
- Destruction Techniques
- Excision and Repair Techniques
- Mohs Micrographic Surgery
- Nail Surgery
- Dermatopathology and Laboratory Methods
- Mohs Micrographic Surgery and Multidisciplinary Management of Complicated Tumors
- Reconstruction
- Laboratory Management
- Quality Assurance

Didactics

Goal: Systematically study of areas relevant to Surgical Dermatology including:

- **Cutaneous oncologic surgery**- clinical diagnosis, biology and pathology and lab interpretation of skin tumors related to surgical treatment
- **Cutaneous reconstructive surgery** – repair of skin defects that result from surgical removal of tumors, scar revision, knowledge of cutaneous wound healing and repair techniques
- **Study of disciplines related to cutaneous surgery** including: anatomy, equipment sterilization, aseptic technique, anesthesia, instrumentation, closure materials, E/M, wound healing and dressings.

Objectives: To attain, the fellow must:

- Attend the appropriate departmental, institutional and national lectures.
- Complete relevant textbook and literature readings
- Organize, actively participate and present effectively in journal clubs.
- Acquire, identify, and apply recent medical literature to patient care.
- Develop skills in critically analyzing the medical literature are essential
- Be involved in tumor board, multidisciplinary conferences, and relevant didactics

ACGME Competencies Addressed:

- Patient Care
- Medical Knowledge
- Practice-Based Learning
- Interpersonal and Communication Skills
- Professionalism
- Systems-Based Practice

ACLS

Goal: Advanced Cardiac Life Support certification (Must remain valid throughout fellowship)

Objectives: To attain, the fellow must:

- Complete the qualifying course as written by the American Heart Association and receive certification.

ACGME Competencies Addressed:

- Patient Care
- Medical Knowledge

Pre-operative Patient Evaluation and Management

Goal: Obtain advanced competence in pre-operative evaluation of patients. Demonstrate the ability to assess the best treatment option for each patient (topical therapy, minimally invasive procedures, Mohs micrographic surgery, referral to other specialties such as surgical oncology, ophthalmology, otolaryngology, plastic surgery, etc.) based on his/her presenting problem and unique co-morbidities.

Objectives: To attain, the fellow must:

- Demonstrate patient care that is compassionate, respectful, and responsive-especially to the unique needs of skin cancer patients.
- Gather essential and accurate information about their patients
- Make informed decisions about diagnostic and therapeutic interventions based on patient information and preferences, scientific evidence and clinical judgment
- Counsel and educate patients and their families about skin cancer, aging of the skin and treatment options
- Master complete skin examination, lymph node examination, and targeted neurologic examination of the head and neck.
- Possess expert knowledge of anatomy, especially of the head and neck
- Demonstrate ability to use adjunctive tools of skin examination such as Woods lamp, dermoscopy.
- Understand the etiology, epidemiology, and prevention aspects of skin cancer
- Accurately diagnose and manage common and rare cutaneous malignancies
- Understand surgical and non-surgical therapies for skin cancer
- Recognize the value of non-intervention and that of specialist referral in cancer care.
- Acquire expert knowledge of reconstructive techniques for skin cancer defects
- Acquire expert knowledge of scar revision techniques, including Z-plasty, W-plasty, geometric broken lines, intra-lesional medications, and dermabrasion
- Understand photodynamic therapy and its indications in treating malignant and pre-malignant skin lesions
- Acquire expert knowledge of various wound healing modalities
- Recognize low and high risk malignancies and master the indications for referral for both cancer and reconstructive management
- Understand the Mohs micrographic surgical technique and its complexities including its indications, contraindications, and limitations

- Possess knowledge of radiation oncology as it applies to skin cancer management (primary & adjuvant)
- Acquire, identify, and apply recent medical literature to patient care.
- Develop skills in critically analyzing the medical literature
- Be involved in tumor board, multidisciplinary conferences, and relevant didactics
- Communicate to patients and their families including an effective informed consent
- Clearly and concisely explain diagnoses, therapeutic options, prognosis, and perioperative issues and engage patients and their families in a shared-decision making process
- Develop a confident, calm and reassuring approach to surgical patients
- Possess knowledge of HIPAA regulations as it applies to patient and family communications
- Communicate clearly and concisely to other specialists relevant issues in a patient's multidisciplinary care
- Provide clear, concise, and respectful communications to ancillary healthcare personnel vis a vis communication in the direction, task delegation, and management of a Mohs micrographic surgery schedule is essential
- Be sensitive, respectful, and adapt appropriately to the social cultural issues of each patient
- Incorporate the advantages of both a University and community-based Mohs micrographic surgery practice in developing an effective model of care for skin cancer patients
- Integrate high-tech resources to optimize patient care (electronic medical record, Internet, Medline search etc.)
- Achieve logistical efficiency in scheduling and management of a surgical and clinic day
- Be aware of the financial impact of provided health care (costs of suture materials, instrumentation, procedures, visits, imaging studies). This includes the cost effective use of therapies.

ACGME Competencies Addressed:

- Patient Care
- Medical Knowledge
- Practice-Based Learning
- Interpersonal and Communication Skills
- Professionalism
- Systems-Based Practice

<u>Surgical principles and practice, I</u>

Goal: Knowledge of the principles of and the provision of practical training in electrosurgery for benign and malignant lesions (electrocoagulation, electrofulguration, electrodesiccation, electrosection and electrocautery), cryosurgery, scalpel and Mohs micrographic surgery.

Objectives: To attain, the fellow must:

- Attend the appropriate departmental, institutional and national lectures.
- Complete required readings.
- Organize, actively participate and present effectively in journal clubs.
- Acquire, identify, and apply recent medical literature to patient care.
- Develop skills in critically analyzing the medical literature are essential
- Be involved in relevant didactics
- Expertly administer local anesthesia including nerve blocks and prescribe anxiolytics
- Master postoperative care of skin cancer patients including the management of complications
- Master electrosurgery, cryosurgery, scalpel surgery and chemical treatments
- Possess expert knowledge of anatomy, especially of the head and neck
- Understand the etiology, epidemiology, and prevention aspects of skin cancer
- Accurately diagnose and manage common and rare cutaneous malignancies
- Understand surgical and non-surgical therapies for skin cancer

- Acquire, identify, and apply recent medical literature to patient care.
- Develop skills in critically analyzing the medical literature
- Communicate to patients and their families including an effective informed consent
- Clearly and concisely explain diagnoses, therapeutic options, prognosis, and perioperative issues and engage patients and their families in a shared-decision making process
- Develop a confident, calm and reassuring approach to surgical patients
- Possess knowledge of HIPAA regulations as it applies to patient and family communications
- Provide clear, concise, and respectful communications to ancillary healthcare personnel in the process of patient care. Specifically, effective communication in the direction, task delegation, and management of a Mohs micrographic surgery schedule is essential
- Communicate responsibilities and appropriately delegate responsibilities to trainees
- Display integrity, honesty, respect, and a commitment to excellence in all activities (interactions with health care personnel, patient care, rotations, didactics, and scholarly work)
- Be sensitive, respectful, and adapt appropriately to the social cultural issues of each patient
- Display initiative and resourcefulness in patient care and in solving problems
- Be aware of the financial impact of provided health care (costs of suture materials, instrumentation, procedures, visits, imaging studies). This includes the cost effective use of therapies.

ACGME Competencies Addressed:

- Patient Care
- Medical Knowledge
- Practice-Based Learning
- Interpersonal and Communication Skills
- Professionalism
- Systems-Based Practice

Surgical principles and practice, II

Goal: Experience in staged reconstruction techniques, chemical destructive techniques, nail surgery, grafts, local flaps, wedge excision (lip and ear) and closures

Objectives: To attain, the fellow must:

- Demonstrate patient care that is compassionate, respectful, and responsive-especially to the unique needs of skin cancer patients.
- Gather essential and accurate information about their patients
- Make informed decisions about diagnostic and therapeutic interventions based on patient information and preferences, scientific evidence and clinical judgment
- Develop and carry out management plans for skin cancer patients
- Counsel and educate patients and their families about skin cancer, aging of the skin and treatment options
- Use information technology to support patient care decisions and patient education in skin cancer and aging
- Recognize the value of non-intervention and that of specialist referral in cancer care.
- Master complete skin examination, lymph node examination, and targeted neurologic examination of the head and neck.
- Expertly administer local anesthesia including nerve blocks and prescribe anxiolytics
- Master suturing techniques
- Master postoperative care of skin cancer patients including the management of complications
- Master reconstructive techniques for skin cancer defects (2nd intention healing, primary closures, complex closures, skin grafts, advancement flaps, rotation flaps, transposition flaps, staged pedicle flaps, cartilage grafting, wedge excisions of the lip and ear)
- Possess expert knowledge of anatomy, especially of the head and neck

- Accurately diagnose and manage common and rare cutaneous malignancies
- Possess expert knowledge of instrumentation, closure materials, sterilization, aseptic technique and appropriate antibiotic usage as related to skin cancer treatment
- Acquire expert knowledge of reconstructive techniques for skin cancer defects
- Acquire expert knowledge of various wound healing modalities
- Recognize low and high risk malignancies and master the indications for referral for both cancer and reconstructive management
- Acquire expert knowledge of scar revision techniques, including Z-plasty, W-plasty, Geometric broken lines, intralesional medications, and dermabrasion
- Acquire, identify, and apply recent medical literature to patient care.
- Develop skills in critically analyzing the medical literature
- Communicate to patients and their families including an effective informed consent
- Clearly and concisely explain diagnoses, therapeutic options, prognosis, and perioperative issues and engage patients and their families in a shared-decision making process
- Develop a confident, calm and reassuring approach to surgical patients
- Possess knowledge of HIPAA regulations as it applies to patient and family communications
- Provide clear, concise, and respectful communications to ancillary healthcare personnel in the process of patient care, specifically, effective communication in the direction, task delegation, and management of skin cancer patients.
- Communicate clearly and concisely to other specialists relevant issues in a patient's multidisciplinary care
- Display integrity, honesty, respect, and a commitment to excellence in all activities (interactions with health care personnel, patient care, rotations, didactics, and scholarly work)
- Be sensitive, respectful, and adapt appropriately to the social cultural issues of each patient
- Display initiative and resourcefulness in patient care and in solving problems
- Integrate high-tech resources to optimize patient care (electronic medical record, Internet, Medline search etc.)
- Achieve logistical efficiency in scheduling and management of a surgical and clinic day
- Be aware of the financial impact of provided health care (costs of suture materials, instrumentation, procedures, visits, imaging studies). This includes the cost effective use of therapies

ACGME Competencies Addressed:

- Patient Care
- Medical Knowledge
- Practice-Based Learning
- Interpersonal and Communication Skills
- Professionalism
- Systems-Based Practice

<u>Post-operative Patient Care and Wound Healing</u>

Goal: Obtain advanced competence in the post-operative evaluation of patients. Demonstrate the ability to assess wound healing, post-procedure complications, and needed interventions (debridement, antibiotic therapy, etc.) to optimize patients' surgical outcomes.

Objectives: To attain, the fellow must:

- Demonstrate patient care that is compassionate, respectful, and responsive-especially to the unique needs of skin cancer patients.
- Gather essential and accurate information about their patients
- Make informed decisions about diagnostic and therapeutic interventions based on patient information and preferences, scientific evidence and clinical judgment

- Counsel and educate patients and their families about wound healing and wound care.
- Master complete skin examination, lymph node examination, and targeted neurologic examination of the head and neck.
- Possess expert knowledge of anatomy, especially of the head and neck
- Understand the phases of wound healing
- Accurately diagnose post-operative complications including hematoma, seroma, wound infection, dehiscence
- Understand surgical and non-surgical interventions for post-operative complications and their applications including wound culture, antibiotic therapy, physical and chemical debridement techniques, aspiration, I & D, scar revision
- Recognize the value of non-intervention and that of specialist referral in wound care.
- Acquire expert knowledge of reconstructive techniques for skin cancer defects
- Acquire expert knowledge of scar revision techniques, including Z-plasty, W-plasty, Geometric broken lines, intralesional medications, and dermabrasion
- Acquire expert knowledge of wound dressing techniques
- Recognize low and high risk malignancies and master the indications for referral for both cancer and reconstructive management
- Possess knowledge of radiation oncology as it applies to skin cancer management (primary & adjuvant). Recognize the potential wound complications that may result from radiation therapy and possess knowledge of appropriate wound care interventions.
- Acquire, identify, and apply recent medical literature to patient care.
- Develop skills in critically analyzing the medical literature
- Be involved in tumor board, multidisciplinary conferences, and relevant didactics
- Communicate to patients and their families including an effective informed consent
- Clearly and concisely explain diagnoses, therapeutic options, prognosis, and perioperative issues and engage patients and their families in a shared-decision making process
- Develop a confident, calm and reassuring approach to surgical patients
- Possess knowledge of HIPAA regulations as it applies to patient and family communications
- Communicate clearly and concisely to other specialists relevant issues in a patient's multidisciplinary care
- Be sensitive, respectful, and adapt appropriately to the social cultural issues of each patient
- Integrate high-tech resources to optimize patient care (electronic medical record, Internet, Medline search etc.)
- Achieve logistical efficiency in scheduling and management of a surgical and clinic day
- Be aware of the financial impact of provided health care (costs of suture materials, instrumentation, procedures, visits, imaging studies). This includes the cost effective use of therapies.

ACGME Competencies Addressed:

- Patient Care
- Medical Knowledge
- Practice-Based Learning
- Interpersonal and Communication Skills
- Professionalism
- Systems-Based Practice

Destruction Techniques

Goal: Obtain and demonstrate advanced procedural skills in electrosurgery, cryosurgery and chemical destruction

Objectives: To attain, the fellow must:

- Expertly administer local anesthesia including nerve blocks and prescribe anxiolytics

- Master postoperative care of skin cancer patients including the management of complications
- Master electrosurgery, cryosurgery, scalpel surgery, chemical treatments
- Possess expert knowledge of anatomy, especially of the head and neck
- Understand the etiology, epidemiology, and prevention aspects of skin cancer
- Accurately diagnose and manage common and rare cutaneous malignancies
- Understand surgical and non-surgical therapies for skin cancer
- Acquire, identify, and apply recent medical literature to patient care.
- Develop skills in critically analyzing the medical literature
- Communicate to patients and their families including an effective informed consent
- Clearly and concisely explain diagnoses, therapeutic options, prognosis, and perioperative issues and engage patients and their families in a shared-decision making process
- Develop a confident, calm and reassuring approach to surgical patients
- Possess knowledge of HIPAA regulations as it applies to patient and family communications
- Provide clear, concise, and respectful communications to ancillary healthcare personnel in the process of patient care. Specifically, effective communication in the direction, task delegation, and management of a Mohs micrographic surgery schedule is essential
- Communicate responsibilities and appropriately delegate responsibilities to trainees
- Display integrity, honesty, respect, and a commitment to excellence in all activities (interactions with health care personnel, patient care, rotations, didactics, and scholarly work)
- Be sensitive, respectful, and adapt appropriately to the social cultural issues of each patient
- Display initiative and resourcefulness in patient care and in solving problems
- Be aware of the financial impact of provided health care (costs of suture materials, instrumentation, procedures, visits, imaging studies). This includes the cost effective use of therapies.

ACGME Competencies Addressed:

- Patient Care
- Medical Knowledge
- Practice-Based Learning
- Interpersonal and Communication Skills
- Professionalism
- Systems-Based Practice

<u>Excision and Repair Techniques</u>

Goal: Obtain and demonstrate advanced procedural skills in excision of skin cancers, warts and other skin lesions followed by layered closure.

Objectives: To attain, the fellow must:

- Demonstrate patient care that is compassionate, respectful, and responsive-especially to the unique needs of skin cancer patients.
- Gather essential and accurate information about their patients
- Make informed decisions about diagnostic and therapeutic interventions based on patient information and preferences, scientific evidence and clinical judgment
- Develop and carry out management plans for skin cancer patients
- Expertly administer local anesthesia including nerve blocks and prescribe anxiolytics
- Master suturing techniques
- Master postoperative care of skin cancer patients including the management of complications

- Master reconstructive techniques for skin cancer defects (2nd intention healing, primary closures, complex closures, skin grafts, advancement flaps, rotation flaps, transposition flaps, staged pedicle flaps, cartilage grafting, wedge excisions of the lip and ear)
- Possess expert knowledge of anatomy, especially of the head and neck
- Understand the etiology, epidemiology, and prevention aspects of skin cancer
- Accurately diagnose and manage common and rare cutaneous malignancies
- Understand surgical and non-surgical therapies for skin cancer
- Possess expert knowledge of instrumentation, closure materials, sterilization, aseptic technique and appropriate antibiotic usage as related to skin cancer treatment
- Acquire expert knowledge of reconstructive techniques for skin cancer defects
- Acquire expert knowledge of scar revision techniques, including Z-plasty, W-plasty, Geometric broken lines, intralesional medications, and dermabrasion
- Acquire expert knowledge of various wound healing modalities
- Be capable of self-analysis and respond positively to constructive feedback
- Communicate to patients and their families including an effective informed consent
- Clearly and concisely explain diagnoses, therapeutic options, prognosis, and perioperative issues and engage patients and their families in a shared-decision making process
- Develop a confident, calm and reassuring approach to surgical patients
- Possess knowledge of HIPAA regulations as it applies to patient and family communications
- Provide clear, concise, and respectful communications to ancillary healthcare personnel in the process of patient care, specifically, effective communication in the direction, task delegation, and management of skin cancer patients.
- Display integrity, honesty, respect, and a commitment to excellence in all activities (interactions with health care personnel, patient care, rotations, didactics, and scholarly work)
- Be sensitive, respectful, and adapt appropriately to the social cultural issues of each patient
- Display initiative and resourcefulness in patient care and in solving problems
- Achieve logistical efficiency in scheduling and management of a surgical and clinic day
- Be aware of the financial impact of provided health care (costs of suture materials, instrumentation, procedures, visits, imaging studies). This includes the cost effective use of therapies.

ACGME Competencies Addressed:

- Patient Care
- Medical Knowledge
- Practice-Based Learning
- Interpersonal and Communication Skills
- Professionalism
- Systems-Based Practice

<u>Mohs Micrographic Surgery</u>

Goal: Obtain and demonstrate advanced procedural skills in Mohs micrographic surgery for basal and squamous cell carcinoma

Objectives: To attain, the fellow must:

- Demonstrate patient care that is compassionate, respectful, and responsive-especially to the unique needs of skin cancer patients.
- Gather essential and accurate information about their patients
- Make informed decisions about diagnostic and therapeutic interventions based on patient information and preferences, scientific evidence and clinical judgment
- Develop and carry out management plans for skin cancer patients
- Counsel and educate patients and their families about skin cancer, aging of the skin and treatment options

- Use information technology to support patient care decisions and patient education in skin cancer and aging
- Recognize the value of non-intervention and that of specialist referral in cancer care.
- Master complete skin examination, lymph node examination, and targeted neurologic examination of the head and neck.
- Expertly administer local anesthesia including nerve blocks and prescribe anxiolytics
- Master Mohs micrographic surgery layer resection and mapping techniques
- Master Mohs micrographic surgery frozen sections and frozen section biopsy interpretation
- Master suturing techniques
- Master the Mohs micrographic surgical technique and its complexities including its indications, contraindications, and limitations
- Master postoperative care of skin cancer patients including the management of complications
- Master reconstructive techniques for skin cancer defects (2nd intention healing, primary closures, complex closures, skin grafts, advancement flaps, rotation flaps, transposition flaps, staged pedicle flaps, cartilage grafting, wedge excisions of the lip and ear)
- Possess expert knowledge of anatomy, especially of the head and neck
- Understand the etiology, epidemiology, and prevention aspects of skin cancer
- Accurately diagnose and manage common and rare cutaneous malignancies
- Possess expert knowledge of instrumentation, closure materials. sterilization, aseptic technique and appropriate antibiotic usage as related to skin cancer treatment
- Master dermatopathologic and frozen section interpretation as it relates to skin cancer resection
- Acquire expert knowledge of reconstructive techniques for skin cancer defects
- Acquire expert knowledge of various wound healing modalities
- Recognize low and high risk malignancies and master the indications for referral for both cancer and reconstructive management
- Understand the Mohs micrographic surgical technique and its complexities including its indications, contraindications, and limitations
- Acquire expert knowledge of scar revision techniques, including Z-plasty, W-plasty, Geometric broken lines, intralesional medications, and dermabrasion
- Acquire, identify, and apply recent medical literature to patient care.
- Develop skills in critically analyzing the medical literature
- Communicate to patients and their families including an effective informed consent
- Clearly and concisely explain diagnoses, therapeutic options, prognosis, and perioperative issues and engage patients and their families in a shared-decision making process
- Develop a confident, calm and reassuring approach to surgical patients
- Possess knowledge of HIPAA regulations as it applies to patient and family communications
- Provide clear, concise, and respectful communications to ancillary healthcare personnel in the process of patient care, specifically, effective communication in the direction, task delegation, and management of skin cancer patients.
- Communicate clearly and concisely to other specialists relevant issues in a patient's multidisciplinary care
- Display integrity, honesty, respect, and a commitment to excellence in all activities (interactions with health care personnel, patient care, rotations, didactics, and scholarly work)
- Be sensitive, respectful, and adapt appropriately to the social cultural issues of each patient
- Display initiative and resourcefulness in patient care and in solving problems
- Incorporate the advantages of both a University and community-based Mohs micrographic surgery practice in developing an effective model of care for skin cancer patients
- Integrate high-tech resources to optimize patient care (electronic medical record, Internet, Medline search etc.)
- Achieve logistical efficiency in scheduling and management of a surgical and clinic day
- Be aware of the financial impact of provided health care (costs of suture materials, instrumentation, procedures, visits, imaging studies). This includes the cost effective use of therapies.

ACGME Competencies Addressed:

- Patient Care
- Medical Knowledge
- Practice-Based Learning
- Interpersonal and Communication Skills
- Professionalism
- Systems-Based Practice

Nail Surgery

Goal: Master techniques of nail surgery

Objectives: To attain, the fellow must:

- Demonstrate patient care that is compassionate, respectful, and responsive-especially to the unique needs of nail surgery patients.
- Gather essential and accurate information about their patients
- Make informed decisions about diagnostic and therapeutic interventions based on patient information and preferences, scientific evidence and clinical judgment
- Develop and carry out management plans for nail surgery patients
- Expertly administer local anesthesia including nerve blocks and prescribe anxiolytics
- Master pre and post-operative care for nail surgery patients
- Master techniques of nail surgery including nail avulsion, biopsy techniques.
- Understand principles of matricectomy and reconstruction
- Possess expert knowledge of anatomy of the digits and nail apparatus
- Understand the etiology, epidemiology, and prevention aspects of skin cancer as related to the nail unit
- Possess expert knowledge of instrumentation, closure materials, sterilization, aseptic technique and appropriate antibiotic usage as related to nail unit procedures
- Understand the Mohs micrographic surgical technique and its complexities as applied to appropriate nail lesions, including its indications, contraindications, and limitations
- Acquire, identify, and apply recent medical literature to patient care.
- Develop skills in critically analyzing the medical literature
- Organize, actively participate and present effectively in Journal clubs.
- Be involved in tumor board, multidisciplinary conferences, and relevant didactics as related to malignancies of the nail unit
- Communicate to patients and their families including an effective informed consent
- Clearly and concisely explain diagnoses, therapeutic options, prognosis, and perioperative issues and engage patients and their families in a shared-decision making process
- Develop a confident, calm and reassuring approach to surgical patients
- Possess knowledge of HIPAA regulations as it applies to patient and family communications
- Provide clear, concise, and respectful communications to ancillary healthcare personnel in the process of patient care.
- Display integrity, honesty, respect, and a commitment to excellence in all activities (interactions with health care personnel, patient care, rotations, didactics, and scholarly work)
- Be sensitive, respectful, and adapt appropriately to the social cultural issues of each patient
- Display initiative and resourcefulness in patient care and in solving problems
- Achieve logistical efficiency in scheduling and management of a surgical and clinic day
- Be aware of the financial impact of provided health care (costs of suture materials, instrumentation, procedures, visits, imaging studies). This includes the cost effective use of therapies.

ACGME Competencies Addressed:
- Patient Care
- Medical Knowledge

- Practice-Based Learning
- Interpersonal and Communication Skills
- Professionalism
- Systems-Based Practice

Dermatopathology and Laboratory Methods

Goal: Expertise in dermatopathology and laboratory methods utilized in Mohs micrographic surgery

Objectives: To attain, the fellow must:

- Master Mohs micrographic layer resection and mapping techniques
- Master Mohs micrographic frozen sections and frozen section biopsy interpretation
- Possess expert knowledge of anatomy, especially of the head and neck
- Master dermatopathologic and frozen section interpretation as it relates to skin cancer resection
- Acquire, identify, and apply recent medical literature to patient care
- Develop skills in critically analyzing the medical literature
- Be involved in tumor board, multidisciplinary conferences, and relevant didactics
- Participate in regularly scheduled quality assurance (QA) Mohs micrographic consult slide review
- Possess knowledge of HIPAA regulations
- Provide clear, concise, and respectful communications to ancillary healthcare personnel in the process of laboratory management
- Communicate clearly and concisely to other specialists
- Display integrity, honesty, respect, and a commitment to excellence in all activities (interactions with health care personnel, patient care, rotations, didactics, and scholarly work)
- Be aware of the financial impact of provided health care including pathological services

ACGME Competencies Addressed:
- Patient Care
- Medical Knowledge
- Practice-Based Learning
- Interpersonal and Communication Skills
- Professionalism
- Systems-Based Practice

Mohs micrographic surgery and multidisciplinary management of complicated tumors

Goal: Experience in Mohs micrographic surgery in the treatment of aggressive tumors, large tumors, tumors is difficult anatomic sites, tumors with complex histopathologic interpretation, recurrent and satellite tumors, multidisciplinary treatment, and complex medical problems

Objectives: To attain, the fellow must:
- Demonstrate patient care that is compassionate, respectful, and responsive-especially to the unique needs of skin cancer patients
- Gather essential and accurate information about their patients
- Make informed decisions about diagnostic and therapeutic interventions based on patient information and preferences, scientific evidence and clinical judgment
- Develop and carry out management plans for skin cancer patients
- Counsel and educate patients and their families about skin cancer, aging of the skin and treatment options
- Use information technology to support patient care decisions and patient education in skin cancer and aging

- Recognize the value of non-intervention and that of specialist referral in cancer care
- Master complete skin examination, lymph node examination, and targeted neurologic examination of the head and neck
- Expertly administer local anesthesia including nerve blocks and prescribe anxiolytics
- Master Mohs micrographic layer resection and mapping techniques
- Master Mohs micrographic frozen sections and frozen section biopsy interpretation
- Master suturing techniques
- Master the Mohs micrographic surgical technique and its complexities including its indications, contraindications, and limitations
- Master postoperative care of skin cancer patients including the management of complications
- Master reconstructive techniques for skin cancer defects (2nd intention healing, primary closures, complex closures, skin grafts, advancement flaps, rotation flaps, transposition flaps, staged pedicle flaps, cartilage grafting, wedge excisions of the lip and ear)
- Possess expert knowledge of anatomy, especially of the head and neck
- Understand the etiology, epidemiology, and prevention aspects of skin cancer
- Accurately diagnose and manage common and rare cutaneous malignancies including BCC, SCC, melanoma, DFSP, sebaceous carcinoma, microcystic adnexal carcinoma, extra-mammary Paget's disease, etc.
- Possess expert knowledge of instrumentation, closure materials, sterilization, aseptic technique and appropriate antibiotic usage as related to skin cancer treatment
- Master dermatopathologic and frozen section interpretation as it relates to skin cancer resection
- Acquire expert knowledge of reconstructive techniques for skin cancer defects
- Acquire expert knowledge of various wound healing modalities
- Recognize low and high risk malignancies and master the indications for referral for both cancer and reconstructive management
- Understand the Mohs micrographic surgical technique and its complexities including its indications, contraindications, and limitations
- Acquire expert knowledge of scar revision techniques, including Z-plasty, W-plasty, Geometric broken lines, intralesional medications, dermabrasion
- Acquire, identify, and apply recent medical literature to patient care
- Develop skills in critically analyzing the medical literature
- Communicate to patients and their families including an effective informed consent
- Clearly and concisely explain diagnoses, therapeutic options, prognosis, and perioperative issues and engage patients and their families in a shared-decision making process
- Develop a confident, calm and reassuring approach to surgical patients
- Possess knowledge of HIPAA regulations as it applies to patient and family communications
- Provide clear, concise, and respectful communications to ancillary healthcare personnel in the process of patient care, specifically, effective communication in the direction, task delegation, and management of skin cancer patients
- Communicate clearly and concisely to other specialists relevant issues in a patient's multidisciplinary care
- Display integrity, honesty, respect, and a commitment to excellence in all activities (interactions with health care personnel, patient care, rotations, didactics, and scholarly work)
- Be sensitive, respectful, and adapt appropriately to the social cultural issues of each patient
- Display initiative and resourcefulness in patient care and in solving problems
- Incorporate the advantages of both a University and community-based Mohs micrographic surgery practice in developing an effective model of care for skin cancer patients
- Integrate high-tech resources to optimize patient care (electronic medical record, Internet, Medline search etc.)
- Achieve logistical efficiency in scheduling and management of a surgical and clinic day
- Be aware of the financial impact of provided health care (costs of suture materials, instrumentation, procedures, visits, imaging studies). This includes the cost effective use of therapies

ACGME Competencies Addressed:

- Patient Care
- Medical Knowledge
- Practice-Based Learning
- Interpersonal and Communication Skills
- Professionalism
- Systems-Based Practice

Reconstruction

Goal: Reconstruction following Mohs micrographic and excisional surgery including competence in cutaneous reconstructive surgery, random pattern and axial flaps, grafting and staged reconstruction

Objectives: To attain, the fellow must:

- Demonstrate patient care that is compassionate, respectful, and responsive-especially to the unique needs of skin cancer patients
- Gather essential and accurate information about their patients
- Make informed decisions about diagnostic and therapeutic interventions based on patient information and preferences, scientific evidence and clinical judgment
- Develop and carry out management plans for skin cancer patients
- Counsel and educate patients and their families about skin cancer, aging of the skin and treatment options
- Use information technology to support patient care decisions and patient education in skin cancer and aging
- Recognize the value of non-intervention and that of specialist referral in cancer care.
- Master complete skin examination, lymph node examination, and targeted neurologic examination of the head and neck
- Expertly administer local anesthesia including nerve blocks and prescribe anxiolytics
- Master Mohs micrographic layer resection and mapping techniques
- Master Mohs micrographic frozen sections and frozen section biopsy interpretation
- Master suturing techniques
- Master the Mohs micrographic surgical technique and its complexities including its indications, contraindications, and limitations
- Master postoperative care of skin cancer patients including the management of complications
- Master reconstructive techniques for skin cancer defects (2nd intention healing, primary closures, complex closures, skin grafts, advancement flaps, rotation flaps, transposition flaps, staged pedicle flaps, cartilage grafting, wedge excisions of the lip and ear)
- Possess expert knowledge of anatomy, especially of the head and neck
- Understand the etiology, epidemiology, and prevention aspects of skin cancer
- Accurately diagnose and manage common and rare cutaneous malignancies
- Possess expert knowledge of instrumentation, closure materials, sterilization, aseptic technique and appropriate antibiotic usage as related to skin cancer treatment
- Master dermatopathologic and frozen section interpretation as it relates to skin cancer resection
- Acquire expert knowledge of reconstructive techniques for skin cancer defects
- Acquire expert knowledge of various wound healing modalities
- Recognize low and high risk malignancies and master the indications for referral for both cancer and reconstructive management
- Understand the Mohs micrographic surgical technique and its complexities including its indications, contraindications, and limitations
- Acquire expert knowledge of scar revision techniques, including Z-plasty, W-plasty, Geometric broken lines, intralesional medications, and dermabrasion
- Acquire, identify, and apply recent medical literature to patient care
- Develop skills in critically analyzing the medical literature

- Communicate to patients and their families including an effective informed consent
- Clearly and concisely explain diagnoses, therapeutic options, prognosis, and perioperative issues and engage patients and their families in a shared-decision making process
- Develop a confident, calm and reassuring approach to surgical patients
- Possess knowledge of HIPAA regulations as it applies to patient and family communications
- Provide clear, concise, and respectful communications to ancillary healthcare personnel in the process of patient care, specifically, effective communication in the direction, task delegation, and management of skin cancer patients
- Communicate clearly and concisely to other specialists relevant issues in a patient's multidisciplinary care
- Display integrity, honesty, respect, and a commitment to excellence in all activities (interactions with health care personnel, patient care, rotations, didactics, and scholarly work)
- Be sensitive, respectful, and adapt appropriately to the social cultural issues of each patient
- Display initiative and resourcefulness in patient care and in solving problems
- Incorporate the advantages of both a University and community-based Mohs practice in developing an effective model of care for skin cancer patients
- Integrate high-tech resources to optimize patient care (electronic medical record, Internet, Medline search etc.)
- Achieve logistical efficiency in scheduling and management of a surgical and clinic day
- Be aware of the financial impact of provided health care (costs of suture materials, instrumentation, procedures, visits, imaging studies). This includes the cost effective use of therapies

ACGME Competencies Addressed:

- Patient Care
- Medical Knowledge
- Practice-Based Learning
- Interpersonal and Communication Skills
- Professionalism
- Systems-Based Practice

<u>Laboratory Management</u>

Goal: Laboratory management – experience required to set up and operate a frozen section laboratory for Mohs micrographic surgery and to supervise and train laboratory personnel

Objectives: To attain, the fellow must:

- Possess expert knowledge of instrumentation, closure materials, sterilization, aseptic technique and as related to skin cancer treatment
- Acquire expert knowledge of reconstructive techniques for skin cancer defects
- Acquire expert knowledge of various wound healing modalities
- Understand surgical and non-surgical therapies for skin cancer
- Be able to organize and develop a Mohs micrographic laboratory in compliance with CLIA
- Appreciate the role of quality assurance and quality improvement processes in optimizing laboratory management, as well as be able to develop QA & Quality Improvement processes
- Initiate a quality improvement project related to dermatologic surgery to enhance process efficiency, patient safety or outcomes
- Participate in regularly scheduled quality assurance (QA) conferences.
- Be capable of self analysis and respond positively to constructive feedback
- Be able to effectively lead and facilitate a team meeting
- Possess knowledge of HIPAA , CLIA , OSHA and other regulatory bodies
- Provide clear, concise, and respectful communications to ancillary healthcare personnel
- Communicate responsibilities and appropriately delegate responsibilities to laboratory personnel

ACGME Competencies Addressed:

- Medical Knowledge
- Practice-Based Learning
- Interpersonal and Communication Skills
- Professionalism
- Systems-Based Practice

Quality Assurance

Goal: Quality assurance activities and documentation

Objectives: To attain, the fellow must:

- Appreciate the role of quality assurance and quality improvement processes in optimizing patient care, as well as be able to develop a QA & Quality Improvement (Q.I.) process
- Initiate a quality improvement project related to dermatologic surgery to enhance process efficiency, patient safety or outcomes
- Participate in regularly scheduled quality assurance (QA) conferences including seminal events
- Participate in regularly scheduled quality assurance (QA) Mohs micrographic consult slide review
- Communicate clearly and concisely with colleagues re: QA issues
- Display integrity, honesty, respect, and a commitment to excellence in all activities (interactions with health care personnel, patient care, rotations, didactics, and scholarly work)
- Display initiative and resourcefulness in patient care and in solving problems
- Be timely in attendance of activities and completion of tasks
- Know how to partner with health care managers and providers to assess and improve health care by QA processes
- Be aware of the financial impact of provided health care

ACGME Competencies Addressed:

- Patient Care
- Medical Knowledge
- Practice-Based Learning
- Interpersonal and Communication Skills
- Professionalism
- Systems-Based Practice