Procedural Dermatology Curriculum

November 2011
PROCEDURAL DERMATOLOGY FELLOWSHIP 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 procedural dermatology attending faculty will be pertinent to procedural dermatology. 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 procedural dermatology.

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.

Fellows:
- Must demonstrate proficiency in decisions regarding patient treatment, including instances in which the patient should be referred to a different specialty or individual
- Must demonstrate proficiency in performing procedures
- Be competent in skin neoplasm destruction techniques, excision, and Mohs micrographic surgery
- Be competent in cutaneous reconstructive surgery, including random pattern and axial flap repair, grafting techniques, and staged reconstructive techniques
- Perform at least 400 surgical cases of which at least 200 are Mohs micrographic surgery procedures
- Must demonstrate advanced evaluation and management skills for all cutaneous surgical patients regardless of diagnosis, including preoperative, perioperative, and postoperative evaluation
- Must demonstrate proficiency in the early identification of benign premalignant and malignant skin lesions through unaided and aided visual morphologic recognition
- Must maintain certification in advanced cardiac life support (ACLS)

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.

**Fellows are expected to:**

- Demonstrate knowledge of related disciplines including surgical anatomy, sterilization of equipment
- Aseptic technique, anesthesia, closure materials, and instrumentation
- Demonstrate in-depth knowledge of clinical diagnosis, biology, and pathology of skin tumors, as well as laboratory interpretation related to diagnosis and surgical treatment

**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.
Fellows are expected to develop skills and habits to be able to:

- Systematically analyze practice using quality improvement methods, and implement changes with the goal of practice improvement
- Locate, appraise, and assimilate evidence from scientific studies related to their patients’ health problems

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.

Fellows are expected to:

- Work effectively in various health care delivery settings and systems relevant to their clinical specialty
- Coordinate patient care within the health care system relevant to their clinical specialty
- Incorporate considerations of cost awareness and risk-benefit analysis in patient care
- Advocate for quality patient care and optimal patient care systems
- Work in interprofessional teams to enhance patient safety and improve patient care quality
- Participate in identifying systems errors and in implementing potential systems solutions

Objectives:
The Fellow with 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.

**Fellows are expected to demonstrate:**
- Compassion, integrity, and respect for others
- Responsiveness to patient needs that supersedes self-interest
- Respect for patient privacy and autonomy
- Sensitivity and responsiveness to a diverse patient population, including but not limited to diversity in gender, age, culture, race, religion, disabilities, and sexual orientation

**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.

**Fellows are expected to:**
- Communicate effectively with patients and families across a broad range of socioeconomic and cultural backgrounds
- Communicate effectively with physicians, other health professionals, and health related agencies
- Work effectively as a member of leader of a health care team or other professional group
- Act in a consultative role to other physicians and health professionals
- Maintain comprehensive, timely, and legible medical records

**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
- Cosmetic Dermatology
- Research

Cutaneous Surgery and Oncology
The procedural dermatology curriculum focuses on developing advanced competence in the diagnosis and evaluation of cutaneous tumors, identifying patients whose conditions are optimally treated by Mohs 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 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 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 surgery unit. Other tumors managed in the Mohs 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.

Cutaneous Cosmetic Dermatology
The fellow will participate weekly in clinics focused on cosmetic dermatology and laser surgery. These clinics involve a broad spectrum of cases. The fellow will follow a stepwise progression from observation and learning through learning treatment options and performance of therapeutic interventions for scars, actinic Chelitis, pigmented lesions (Lentigines, Cafe au lait macules, Becker's nevi and some other tan/brown birthmarks), facial Blood Vessels / Telangiectasia, prominent facial blood vessels, the flushing and redness of rosacea, spider and cherry angiomas, and other benign blood vessel-related lesions, port Wine Stains: superficial hemangiomas, and some other types of benign vascular "birthmarks", removal of unwanted hair, spider veins of the legs, sun damaged skin, fine lines, wrinkles, uneven coloring of the skin, and "sun spots" of the face, hands or other sites, and tattoo removal.

Instruction in hair transplantation, small-volume tumescent liposuction, ambulatory phlebectomy/vein surgery and deep dermal chemical peels occurs in didactic sessions and reading materials and will comprise a small portion of Dr. Omar Ibrahimi’s clinical services in the next 1-2 years as his practice grows.
**Research and Scholarship**
The Mohs surgeons 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:

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<tr>
<th>Monday</th>
<th>Tuesday</th>
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<td>7:15-8:00</td>
<td><strong>(Weekly) Surgery Conference</strong></td>
<td>7:15-1200 (<strong>(Monthly) Grand Rounds</strong>)</td>
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<td>No Clinical Duties</td>
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<td><strong>(Weekly) Surgery Conference</strong> (Planning, utilization review, complication outcomes, etc.)</td>
<td>7:15-1200 <strong>(Monthly) Grand Rounds</strong></td>
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<td>8-12:00 Mohs Surgery Clinic</td>
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<td>1:00-5:00 Mohs Surgery Clinic</td>
<td>1:00-5:00 Mohs Surgery Clinic</td>
<td>1:00-5:00 Mohs Surgery Clinic</td>
<td>1:00-5:00 Mohs Surgery Clinic or Resident Surgery Clinic (Supervisory role, 2x/month)</td>
<td>1:00-5:00 Academic Time (Patient callbacks, charting, Slide review, conference/didactic preparation, etc.)</td>
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<td>5:30-7:00</td>
<td><em>(Monthly) Surgery Lecture Series</em></td>
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At the completion of the year, it is expected the fellow will have clinical experience in all aspects of procedural 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, chemical peel, hair transplantation, dermabrasion, rhinophyma correction, cutaneous oncology, laser surgery, epidemiology, medicolegal and regulatory issues, quality assurance, electrosurgery for benign and malignant lesions, cryosurgery, curettage and electrosurgery, scalpel surgery Mohs micrographic surgery, reconstruction of defects, staged reconstructive techniques, chemical destructive techniques, nail surgery, grafts, local flaps, sclerotherapy, wedge excision, complex cutaneous closures, cutaneous soft tissue augmentation with injectable fill material, chemo denervation, tumescent liposuction and fat transplantation, hair replacement surgery, skin resurfacing and tightening techniques, cosmetic laser procedures, and the use of specialized wound dressings appropriate to the clinical problems. Skills and Competencies in these areas are listed below.

**Didactics**
The procedural dermatology 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.

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

*(Overlap with Resident Surgical Lecture Series is noted by text in **bold**)*

| July  | Session 1 | Wound Closure Materials & Instruments (Bologna 144; Robinson 4 & 16)  
Review of Biopsy Techniques & Basic Excisions (Bologna 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 (Bologna 141; Robinson 1)  
Wound Healing (Bologna 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 Procedural Dermatology society meetings on topics relevant to procedural 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
- Hair Transplantation
- Skin Rejuvenation
- Laser Surgery
- Nail Surgery
- Small-Volume Tumescent Liposuction
- Soft Tissue Augmentation
- Dermatopathology and Laboratory Methods
- Mohs Surgery and Multidisciplinary Management of Complicated Tumors
- Reconstruction
- Laboratory Management
- Quality Assurance

Didactics

**Goal:** Systematically study of areas relevant to Procedural 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
- **Cutaneous cosmetic surgery** – medical, surgical and dermatopathologic knowledge of cutaneous disorders and aging of the skin; procedures to improve the appearance of the skin
- **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 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, intralesional 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 surgical 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 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
Surgical principles and practice, I

Goal: Knowledge of the principles of and the provision of practical training in electrosurgery for benign and malignant lesions (electrocoagulation, electrofulguration, electrodessication, electrosection and electrocautery), cryosurgery, scalpel and Mohs 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, chemical treatments and laser surgery
- 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 surgical 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
Surgery

Goal: Experience in staged reconstruction techniques, chemical destructive techniques, nail surgery, grafts, local flaps, sclerotherapy, laser surgery, 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, intraligamental 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

Post-operative Patient Care and Wound Healing

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, chemical and laser and laser 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 and laser surgery
Expertly perform laser ablation of cutaneous lesions (malignant and non-malignant)
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 surgical 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

Excision and Repair Techniques

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
Mohs Micrographic Surgery

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 layer resection and mapping techniques.
- Master Mohs 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, intrallesional 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

Hair Transplantation

Goal: Obtain and demonstrate working knowledge of hair transplantation techniques and evaluation of hair transplant patients

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
- Demonstrate patient care that is compassionate, respectful, and responsive-especially to the unique needs of laser patients.
Gather essential and accurate information about their patients
Acquire, identify, and apply recent medical literature to patient care.
Make informed decisions about diagnostic and therapeutic interventions based on patient information and preferences, scientific evidence and clinical judgment
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 and carry out management plans for patients for which hair transplantation is a viable treatment option.
Counsel and educate patients and their families about hair transplantation and its risks and benefits
Use information technology to support patient care decisions and patient education
Recognize the value of non-intervention.
Possess expert knowledge of anatomy, especially of the head and neck
Expertly perform hair transplantation techniques.
Develop a confident, calm and reassuring approach to 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 laser 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
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.
Develop a strong aesthetic sense

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

Skin Rejuvenation

Goal: Obtain and demonstrate advanced skills in skin rejuvenation techniques (dermabrasion, chemical peel, laser resurfacing, Rhinophyma correction)

Objectives: To attain, the fellow must:

- Demonstrate patient care that is compassionate, respectful, and responsive—especially to the unique needs of cosmetic dermatology 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 cosmetic dermatology patients
Counsel and educate patients and their families about aging of the skin and treatment options
Use information technology to support patient care decisions and patient education in cosmetic dermatology and skin aging
Recognize the value of non-intervention
Expertly administer local anesthesia including nerve blocks and prescribe anxiolytics
Expertly perform non-laser superficial destruction of cutaneous lesions (Curettage, cryotherapy, intralesional medications, chemical peels)
Expertly perform dermabrasion, laser surgery, cosmetic injectables, and scar revision
Provide health care services aimed at preventing skin health problems or maintaining healthy skin
Possess expert knowledge of anatomy, especially of the head and neck
Understand the etiology, epidemiology, and prevention aspects of skin aging
Possess expert knowledge of instrumentation, closure materials, sterilization, aseptic technique and appropriate antibiotic usage as related to skin rejuvenation techniques
Understand surgical and non-surgical therapies for skin rejuvenation
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
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 cosmetic dermatology 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 cosmetic dermatology 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
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
Develop a strong aesthetic sense

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

Professionalism

Systems-Based Practice

Laser Surgery

Goal: Obtain and demonstrate advanced skills in laser surgery techniques and laser phototherapy

Objectives: To attain, the fellow must:

- Demonstrate patient care that is compassionate, respectful, and responsive—especially to the unique needs of laser 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 laser patients and patients with congenital vascular and pigmented lesions
- Counsel and educate patients and their families about skin discolorations and treatment options
- Use information technology to support patient care decisions and patient education in laser treatment and aging
- Recognize the value of non-intervention
- Expertly administer local anesthesia including nerve blocks and prescribe anxiolytics
- Expertly perform laser surgery with a variety of lasers including: vascular laser, YAG laser, alexandrite laser, CO2 laser, ruby laser
- Understand and be able to explain to patients the risks of laser surgery
- Provide health care services aimed at preventing skin health problems or maintaining healthy skin
- Possess expert knowledge of anatomy, especially of the head and neck
- Understand the etiology, epidemiology, and prevention aspects of skin aging
- Understand surgical and non-surgical therapies for skin rejuvenation
- 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
- 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 laser 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 laser 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
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
Develop a strong aesthetic sense

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

Small-Volume Tumescent Liposuction

Goal: Obtain and demonstrate advanced skill in small-volume tumescent liposuction

Objectives: To attain, the fellow must:

- Demonstrate patient care that is compassionate, respectful, and responsive—especially to the unique needs of laser patients
- Gather essential and accurate information about their patients
- Acquire, identify, and apply recent medical literature to patient care
- Make informed decisions about diagnostic and therapeutic interventions based on patient information and preferences, scientific evidence and clinical judgment
- 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 and carry out management plans for patients for which small-volume tumescent liposuction is a viable treatment option
- Counsel and educate patients and their families about small volume tumescent liposuction and its risks and benefits
- Use information technology to support patient care decisions and patient education
- Recognize the value of non-intervention
- Possess expert knowledge of anatomy, especially of the head and neck
- Expertly perform small volume tumescent liposuction
- Develop a confident, calm and reassuring approach to 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 laser 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

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

Develop a strong aesthetic sense

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

Soft tissue Augmentation

Goal: Instruction in cutaneous soft tissue augmentation with injectable filler material

Objectives: To attain, the fellow must:

- Demonstrate patient care that is compassionate, respectful, and responsive—especially to the unique needs of soft tissue augmentation 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 soft tissue augmentation patients
- Counsel and educate patients and their families about aging of the skin and treatment options
- Recognize the value of non-intervention
- Expertly administer local anesthesia including nerve blocks and prescribe anxiolytics
- Expertly administer cosmetic injectables
- Do the required reading on sclerotherapy
- Provide health care services aimed at preventing skin health problems or maintaining healthy skin
- Possess expert knowledge of anatomy, especially of the head and neck and lower extremities
- Understand the etiology, epidemiology, and prevention aspects of skin aging
- Possess expert knowledge of instrumentation, closure materials, sterilization, aseptic technique and appropriate antibiotic usage as related to skin rejuvenation techniques
- Understand surgical and non-surgical therapies for skin rejuvenation
- 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.
- 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 soft tissue augmentation 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 cosmetic dermatology 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
- 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
- Develop a strong aesthetic sense

**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 surgery

**Objectives:** To attain, the fellow must:

- Master Mohs layer resection and mapping techniques
- Master Mohs 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 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 Surgery and Multidisciplinary Management of Complicated Tumors**

**Goal:** Experience in Mohs surgery in the treatment of aggressive tumors, large tumors, tumors in 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 layer resection and mapping techniques
- Master Mohs 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, extramammary pagets 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 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 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 layer resection and mapping techniques
- Master Mohs 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

**Laboratory Management**

**Goal:** Laboratory management – experience required to set up and operate a frozen section laboratory for Mohs 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 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 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