Memorial Sloan-Kettering Cancer Center

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Contents:

Fellow Evaluation
Fellow Self-evaluation
Lasers Evaluation
Procedural Dermatology Skills Evaluation
Program Evaluation

MSKCC/WEILL CORNELL MICROGRAPHIC SURGERY AND DERMATOLOGIC ONCOLOGY FELLOWSHIP Fellow Evaluation

Name of Fellow: Name of Evaluator (optional):		Rotation: MSKCC Cornell 20 - 20				
Name of Evaluator (optional).		Date.	Decem		<u> </u>	- 20
	(1)	(2)	(3)	(4)	(5) Above	(NA)
Patient Care	Below expectations		At Expectations		Expectations	Insufficient Information
Clinical judgment in patient						
management Problem solving ability				П		
Compassion and courtesy in care of						
patients						
History taking and physical						
examination skills						
Medical record keeping skills						
Communication skills with other						
physicians						
Medical Knowledge						
Basic Science						
Cutaneous surgical anatomy						
Aseptic technique						
Sterilization of instruments						
Local and regional anesthesia						
Pre-operative sedation and peri-						
operative monitoring						
Pre and post-operative management						
Diagnostic imaging technologies						
Wound healing						
Cutaneous wound closure materials						
Mohs Surgery						
Reconstruction of cutaneous defects				Ш		
Phlebology techniques						
Chemical Peels						
Hair transplantation						
Dermabrasion						
Soft tissue augmentation						

	(1) Below	(2)	(3) At	(4)	(5) Above	(NA) Insufficient
Small volume tumescent liposuction	expectations		Expectations	ПП	Expectations	Information
Rhinophyma correction						
Cutaneous oncology						
0,						
Laser surgery						
Epidemiology						
Medicolegal and regulatory issues						
Quality Assurance						
Referral to other surgical specialist			Ш			
Clinical diagnosis, biology& pathology of skin tumors						
Medical dermatological therapy						
Dermatopathology				$\overline{\Box}$		
Advanced Cardiac Life Support						
				1		1
Mohs Laboratory Knowledge						
Laboratory Equipment						
Regulatory compliance						
Quality assurance						
Frozen tissue section preparation						
Performance and evaluation of routine stains						
Performance and evaluation of						
special stains						
Mapping techniques and tissue orientation						
Duration board I coming and I com						
Practice-based Learning and Impro Knowledge and management of	vement					
adverse events						
Appropriate referrals to other surgical specialists						
Maintains case logs						
Understands principles of disease						
Understands treatable conditions of local population						
Demonstrates skills of self-learning						
Able to find and asses best- evidence for clinical decision making						

Interpersonal and Communication Skills	(1) Below	(2)	(3) At	(4)	(5) Above	(NA) Insufficient
Counsel and educate patients and	expectations		Expectations		Expectations	Information
families						
Function as team member/leader						
Communication skills with other						
physicians						
Demonstrate courtesy to office staff						
Quality of verbal presentations						
Professionalism						
Leadership						
Ethical conduct						
Relationship with colleagues						
Emotional maturity						
Dependability						
Cooperation						
Acceptance of responsibility						
Demonstrates appropriate work ethic						
Response to criticism						
Initiative						
Availability and punctuality						
Professional appearance						
Teaching ability						
Sensitive to culture, age, gender and						
disability issues						
Systems-based Practice						
Practices cost-effective care without						
compromising quality (value)						
Knows how different practice						
systems function to deliver care Uses allied health professionals as						
part of the care team						
Obtains and provides appropriate						
consultation						
Participates in clinic operations						
improvements	1					

Comments:			

MSKCC/WEILL CORNELL MICROGRAPHIC SURGERY AND DERMATOLOGIC ONCOLOGY FELLOWSHIP FELLOW SELF- EVALUATION FORM

Date:						
Fellow:						
Note: Competencies evaluated in pare	ntheses					
SURGICAL SKILLS (Patient care, Medi	cal knowle	dge, Practio	ce-based le	arning)		
	(1) Below	(2)	(3) At Expectations	(4)	(5) Above Expectations	(NA) Not Evaluated
Surgical and technical skills	expectations		Expectations		Expectations	Evaluated
Cosmetic procedural technical skills						
Mohs mapping techniques and tissue orientation						
Mohs Interpretation of histologic material						
Anatomy						
Primary and secondary wound healing						
CLINICAL JUDGMENT (Patient care, M communication skills, Professionalism		vledge, Pra	ctice-base	d learning,	Interpersoi	nal and
	(1) Below	(2)				
Performs thorough, efficient history and	expectations	, ,	(3) At Expectations	(4)	(5) Above Expectations	(NA) Not Evaluated
physical examination	expectations		(3) At Expectations	(4)		
<u> </u>	expectations		At	(4)	Above	Not
physical examination Appropriate patient selection for Mohs	expectations		At	(4)	Above	Not
physical examination Appropriate patient selection for Mohs /Excision Appropriate patient selection for	expectations		At		Above	Not
physical examination Appropriate patient selection for Mohs /Excision Appropriate patient selection for cosmetic procedures Identifies and prioritizes problems	expectations		At		Above	Not

PATIENT MANAGEMENT (Patient care, Medical knowledge, Practice-based learning, Interpersonal and communication skills, Professionalism, Systems-based practice)

	(1) Below expectations	(2)	(3) At Expectations	(4)	(5) Above Expectations	(NA) Not Evaluated
Takes responsibility for patient care: organizes, reassesses patient problems, and modifies therapy as needed (Proactive vs. Passive approach or lack of treatment plan)						
Clinic notes, orders, operative notes and dictation are organized and reflect understanding of the problem and treatment plan.						
Pre-op evaluation of cases and follow- up: a) Considers indications for procedure, alternatives, risks/benefits. b) Obtains results of relevant pre-op studies. c) Addresses medical issues (i.e., antibiotic prophylaxis).						
Appropriately orders tests as needed (i.e., lab, x-ray), interprets results, integrates findings with other data and considers costs.						
Provides clear instructions to patients, establishes rapport and deals with difficult patients well.						
DIDACTIC CONFERENCES (Patient car and communication skills, Professiona	•		•	pased learr	ing, Interp	ersonal
	(1) Below expectations	(2)	(3) At Expectations	(4)	(5) Above Expectations	(NA) Not Evaluated
Attends appropriate didactic sessions, conferences and meetings and assimilates and uses data learned						

LEADERSHIP (Practice-based learning, Interpersonal and communication skills, Professionalism, **Systems-based practice)** (1) (2) (3)(4) (5) (NA) Bèlów Àί Not Above expectations Evaluated Expectations Expectations Demonstrates ability in organizing and running a project, team or service Is a role model for others (residents, fellows, staff and faculty?) Performance, attitude and reputation reflect positively on the unit, department and specialty. FACULTY AND STAFF RELATIONS (Patient care, Medical knowledge, Practice-based learning, Interpersonal and communication skills, Professionalism, Systems-based practice) (2) (NA) (1) (3)(4) (5) Below Αt Above Not expectations Expectations Expectations Evaluated Punctual to clinics and conferences Available to assist others, as required. Communicates with faculty and other services appropriately Exercises initiative within limits of knowledge and training Recognizes limitations, seeks advice and consultation when needed and is able to accept constructive criticism Establishes a professional and effective relationship with: patients and families, colleagues, students, referring physicians, the support staff and the community KNOWLEDGE BASE (Patient care, Medical knowledge, Practice-based learning, Interpersonal and communication skills, Professionalism, Systems-based practice) (1) (2) (3)(4) (5) (NA) Below Above Not Δt expectations Expectations Expectations Evaluated Fellow's fund of knowledge and the methods used to apply this knowledge

to Procedural Dermatology are:

skills, Professionalism, Systems-based practice) (2) (1) (3)(4) (5) (NA) Below Àί Above Not Evaluated expectations Expectations Expectations Supervises, educates and utilizes Residents and Medical Students appropriately RESEARCH ACTIVITIES (Medical knowledge, Practice-based learning, Interpersonal and communication skills, Professionalism, Systems-based practice) (2) (4) (5) (NA) (1) (3)Below Αt Above Not Evaluated expectations Expectations Expectations Independently motivated to review literature regarding clinical and/or research problems. Formulates or develops ideas for clinical and/or research papers. Laboratory research (i.e., technical skills, data gathering) RECORD KEEPING (Patient care, Medical knowledge, Practice-based learning, Interpersonal and communication skills, Professionalism, Systems-based practice) (2) (4) (5) (NA) (1) (3)Below Αt Above Not expectations Expectations Expectations Evaluated Notes, letters and summaries are thorough and organized. Charts are legible and neat. Dictates promptly, documents patient interactions appropriately and communicates with referring physicians

TEACHING SKILLS (Medical knowledge, Practice-based learning, Interpersonal and communication

HEALTH SYSTEM OPERATIONS (Patient care, Medical knowledge, Practice-based learning, Interpersonal and communication skills, Professionalism, Systems-based practice)

	(1) Below expectations	(2)	(3) At Expectations	(4)	(5) Above Expectations	(NA) Not Evaluated
Knowledge of documentation for CMS compliance (faculty presence, E/M leveling & coding); Knowledge of ancillary services i.e., social work, Health care financing with respect to financial pool, cost-effectiveness, overall public health issues, knowledge of mechanics on obtaining health care coverage for indigent patients.						
DIVERSITY CRITERIA (Patient care, M communication skills, Professionalism				d learning, l	nterperson (5) Above	al and (NA) Not
Fosters a respectful and multicultural approach to patients and staff	expectations		Expectations		Expectations	Evaluated
STRESS Do you feel you are experiencing stress comments) Yes No	that may be a	affecting yo	ur performa	nce? (If "ye:	s" please ex	plain in
OVERALL PERFORMANCE (Patient calinterpersonal & communication skills						rovement,
(1) (2) (3) (4) Below At expectations Expectations	(5) Above Expectation					

COMMENTS:

MSKCC/WEILL CORNELL MICROGRAPHIC SURGERY AND DERMATOLOGIC ONCOLOGY FELLOWSHIP

Lasers Evaluation

ame of Fellow: ame of Evaluator (d	optional):		Rotation Date:	n: MSKCC Decembe	=	
	ulsed Dye La lair Removal lon-Ablative I	Laser	☐ Pigmented Laser ☐ Ablative Laser ☐			
Technique & Concept	(1) Below expectations	(2)	(3) At expectations	(4)	(5) Above expectations	(NA) Insufficient Information
Principles (understanding) Including safety issues						
Patient selection						
Machine calibration						
Fluence selection/ Power						
Pulse duration selection (if applicable)						
Spot size (if applicable)						
Wavelength (if applicable)						
Application & use (proper use of laser and appropriate indications)						
Comments:						

MSKCC/WEILL CORNELL MICROGRAPHIC SURGERY AND DERMATOLOGIC ONCOLOGY FELLOWSHIP

Procedural Dermatology Skills Evaluation

Name of Fellow: Name of Evaluator (option	onal):		Rotation: MSKCC Cornell Date: December June 20 - 20					
	(1) Below expectations	(2)	(3) At Expectations	(4)	(5) Above Expectations	(NA) Insufficient Information		
1. Mohs layer resection:								
Nose								
Ear								
Eyelids								
Lips								
Scalp/Neck								
2. Mohs tissue processing & mapping								
3. Fusiform Ellipse and layered closure: Face								
Trunk/ extremity								
4. Curvilinear S –plasty								
5. Suturing techniques (simple interrupted/running/running locked, horizontal/vertical mattress, running subcuticular, purse string, pulley, figure eight)								
6. Partial closure & second intention healing								

		(1) Below expectations	(2)	(3) At Expectations	(4)	(5) Above Expectations	(NA) Insufficient Information
	Design						
7. Advancement flap (Burow's type)	Execution						
8. Advancement flap	Design						
(A to T)	Execution						
9. Island Pedicle Flap	Design						
(V-Y)	Execution						
40 Petation flow	Design						
10. Rotation flap	Execution						
11. Rotation flap (O-Z)	Design						
(6 2)	Execution						
40 Towns at the floor	Design						
12. Transposition flap	Execution						
13. Interpolation flaps	Design						
	Execution						

	(1) Below expectations	(2)	(3) At Expectations	(4)	(5) Above Expectations	(NA) Insufficient Information
Full-thickness skin graft: Donor selection						
Donor harvest						
Graft thinning						
Graft placement						
Cartilage grafting						
Execution						
Scar revision techniques						
2. Cryosurgery						
3. Electrosurgery						
4. Nail surgery						
5. Phlebology techniques						
6. Chemical peels						
7. Soft tissue augmentation						
8. Botulinum toxin injection						
9. Light based therapies						
10. Use of diagnostic aids (i.e epiluminescence)						

MSKCC/WEILL CORNELL MICROGRAPHIC SURGERY AND DERMATOLOGIC ONCOLOGY FELLOWSHIP

Program Evaluation

Program Name:
Evaluator:Date of Evaluation:
Rating Scale: 5 through 1. 5 = Superior: Program consistently meets or exceeds definition criteria 3 = Satisfactory: Program generally meets definition criteria 1 = Unsatisfactory: Program often fails to meet definition criteria
1. Quality of Case Material: Program provides exposure to representative examples of diseases expected at a cancer center. *Rating (5 through 1):
Comments:
2. Quantity of Case Material: Program provides an appropriate quantity of case material. Rating (5 through 1):
Comments:
3. Procedures: Program provides appropriate opportunities to perform a relevant range of patient evaluations, patient follow-up and procedures within this specialty. **Rating (5 through 1):
Comments:
4. Quality of Trainees Selected for Program: Fellows selected for Program are drawn from a strong candidate poor with the intelligence, clinical background, motivation and professionalism required to successfully complete this Program. Rating (5 through 1):
Comments:
5. Amount of Responsibility: Fellows are given assignments which reflect an increasing degree of professional responsibility commensurate with their level of experience and expertise. Rating (5 through 1):
Comments:

6. Didactics: Program provides conferences and lectures designed to increase fellow knowledge in specialty.

Program Evaluation Page 1 of 3

Rating (5 through 1):
Comments:
7. Research Opportunities: Program provides appropriate and timely support for trainees' research activities including assignment to mentors, protected time, and other support as needed. *Rating (5 through 1):
Comments:
8. Success in producing well-trained graduates: Program graduates are proficient in their specialty; obtain positions commensurate with their training and proficiency; and achieve board certification (if applicable). **Rating (5 through 1):
Comments:
9. The Training Program Director and Program Faculty encourage trainees to become aware of and adhere to established practices, procedures and policies of the institution and to participate, as appropriate, in institutional programs and medical staff activities. *Rating (5 through 1):
Comments:
10. The Training Program Director and Program Faculty ensure that the trainees' curriculum includes consideration of ethical issues that affect graduate medical education and medical practice and review of socioeconomic issues, medical/legal issues and cost containment issues that affect GME and medical practice. Rating (5 through 1):
Comments:
11. The Training Program, in partnership with the Institution, provides institutional resources in a manner consistent with defined educational and patient care objectives, including an effective library, laboratory, medical records, and radiologic information retrieval systems to meet these objectives. **Rating (5 through 1):
Comments:
12. The Training Program Director holds regular meetings with Program Faculty and is responsive to Faculty suggestions for program improvement. *Rating (5 through 1):
Comments:

13. The Training Program Director and Program Faculty assist trainees in meeting NYS and ACGME requirements for work hours. *Rating (5 through 1):
Comments:
14. The Training Program Director and Program Faculty provide appropriate supervision of fellows' care of patients to ensure patient safety; clinical and academic excellence and overall professionalism. *Rating (5 through 1):
Comments:
15. [For ACGME-sponsored programs - Check if Yes: A. The Training Program provides learning opportunities in all six competency areas: medical knowledge, patient care, professionalism, interpersonal and communication skills, systems-based practice; and practice-based learning and improvement. □ B. The Program is engaged in efforts to improve learning opportunities and/or assessment of the competencies. □ C. The Program assesses fellow performance at every rotation, and in all competency areas. □ D. The Program uses assessment data to provide feedback to fellows for all competencies. □
Comments:
16. Overall Evaluation: Program achieves stated goals regarding fellow training. Rating (5 through 1): Comments:
Suggestions for Improving Fellowship Program:
Comments: