University of Michigan

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Evaluator:	<u> </u>	
Evaluation of:		
	ΔA	
Date.	an	
Demographi	c Information	
1. Name (Option	nal)	
2. Gender - Mal	e/Female (Optional)	
Year fellowsh (Optional)	ip program was completed	
4. Current place	of employment	
5. Current job tit	le	
from the list belo Private practice Academic practi	er description (please choose bw): , Veteran's Administration, ice, Combined private hic, Other (please specify)	
What percer	nt of your professional v	work is devoted to each of the following areas? (total
7. Mohs/Recons	struction	<u>A</u>
8. Melanoma/Ex	ccisional surgery	
9. Cosmetic Pro	cedures	
10. Laser Surge	ry	
11. General Der	matology	

13. Research						
14. Administration	A=					
15. Teaching	[a]					
16. Patient Care	[m]					
17. Other, please specify	[a]					
	No	Somewhat	Yes	N/A		
18. Overall, did your UM fellowship program meet your educational goals?		<u> </u>	0 h	<u>h</u> .=		
19. If you could do ONE THING TO IMPROVE your fellowship experience, what would it be?	4=1					
20. What was the ONE BEST THING about the fellowship program?						
	Outstanding	Above Expectation	At Expectation	Below Average	Unsatisfactory	Not Evaluate
	5	4	3	2	1	NE
21. How would you rate your fellowship experience as preparation for your career?		() u		<u>[]</u>	0 H	<u> </u>
22. Overall, how satisfied are you with the course of your career thus far?	(b) =	<u>₽</u> =	0 L	b. =		<u> </u>



ncounter for	r each fel	low.			
[A					
[a]					
[a]					
<u>п</u> Ъ					
No	Yes				
[h.					
<u></u>	<u></u>				
Poor 1	Fair 2	Good	Very Good	Excellent 5	Insufficient contact
b. =	b =	(b) H	(b) =	0 L b, 0	<u>b.</u> =
	No Poor 1	No Yes No Yes Poor Fair 1 2	No Yes Region Fair Good 1 2 3	No Yes Reliant Relian	No Yes The Research Cood Very Good Excellent 1 2 3 4 5

						P =
11. Physical examination*	[h.m]	<u> </u>	<u></u>	[h. #]	<u> </u>	0 C h =
12. Medical descision making*	<u>0</u>	<u> </u>	0,1	(b, s)), II	0 0
13. Appropriate use for procedure documented-op note*	(h, m)	<u> </u>	0 h	(b, s)	<u>, </u>	0.0
14. Procedure documentation-op note*	0 L	0 L h. II	0 L	0 b, s	(h, s)	0 1
15. Correct site documentation - op note*	0 L	0 L h. I	<u></u>	0. h. s	0 L h. =	
16. Charges for encounter entered properly*	O.L.	0 L		0 L h. II	0 L b. 0	
17. Letters to referring physician(s)	O.L.	0 L		0 L h. II	0 L b. 0	
18. Overall use of elecronic medical record*		<u>□</u>		0 ¹ / ₀ , 1		
19. Comments						

<u>0</u> □

Evaluation Form

Faculty Evaluation of Fellow Form						
Evaluation of: Date: Date:	low's training					
Please complete relative to this point in the Fell 1. At what point is fellow in their training - 6 months or 1 year?	low's training.					
Surgical Skills (Patient care, Medica	al knowled	lge, Pract	ice-based		ıg)	Not
	Outstanding	Expectation	At Expectation	Below Average	Unsatisfactory	Evaluated
2. Surgical and technical skills*	5	4	3	2	1	NE
3. Cosmetic procedural technical skills*	<u> </u>	0.0	0. h. s	0 h	0 h	<u> </u>
4. Mapping techniques and tissue orientation*	<u> </u>			0	0.1 h.1	<u> </u>
5. Interpretation of histologic material*	(h. s)	0 L	0 b	<u> </u>	0 L	<u> </u>
6. Anatomy*	(h. m)	0 L	<u> </u>	<u> </u>	0 L	(A)
7. Primary and secondary wound healing*	(h. m)	0 L	<u> </u>	<u> </u>	0.L	(A)
Clinical Judgement (Patient care, M Interpersonal and communication s		•		ased le	arning,	
	Outstanding	Above Expectation	At Expectation	Below Average	Unsatisfactory	Not Evaluated
	5	4	3	2	1	NE

8. Performs thorough, efficient history and physical examination*	(b), (ii)					F =
9. Appropriate patient selection for Mohs/WLE*	() () () () () () () () () () () () () (<u> </u>	<u> </u>	(h. s)	<u>P</u> =	F II
10. Appropriate patient selection for cosmetic procedures*	0 h, m	<u> </u>	<u> </u>	<u> </u>	<u>p</u> =	[F]
11. Identifies and prioritizes problems accurately*	0 h, s	<u> </u>	<u> </u>	<u></u>	(A) (B) (B) (B) (B) (B) (B) (B) (B) (B) (B	^[F] = 0
12. Shows sound judgement when addressing problems*	0 h, m	<u> </u>	<u> </u>	<u> </u>	<u> </u>	F =
13. Formulates differential diagnosis*	(i) (i) (ii) (ii) (ii) (ii) (ii) (ii) (0 L	0 0	F =	P a
Patient Management (Patient care, Management care, Management (Patient care, Management care, Manage		•			•	Not Evaluated NE
14. Takes responsibility for patient care: organizes, reassesses patient problems, and modifies therapy as needed (proactive vs. passive approach or lack of treatment plan).*	0 b			<u> </u>		
15. Clinic notes, orders, operative notes and dictation are organized and reflect understanding of the problem and treatment plan.*	(I)	<u> </u>		1 n	0 ⁽¹⁾	<u>₩</u> .
16. 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., valve prophylaxis, perioperative medications).*						<u> </u> <u> </u> <u> </u> <u> </u>
17. Mostly for melanoma patients, appropriately orders tests (i.e., lab, x-ray), interprets results, integrates findings with other data and considers costs.*	0.0		[] [] [] [] [] [] [] [] [] [] [] [] [] [<u> </u>	(a, m)	j.
18. Provides clear instructions to patients, establishes rapport and deals with difficult patients well.*	0 L	<u></u>	0 L	(a) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	P	b. =

Interpersonal and communication sl	kills, Prof	essionali	sm, Syster	-based ns-bas	e)	
	Outstanding	Above Expectation	At Expectation	Below Average	Unsatisfactory	Not Evaluated
	5	4	3	2	1	NE
19. Attends appropriate didactic sessions, conferences and meetings and assililates and uses data learned.*	0 h	<u>□</u> <u> </u>	0 L		<u> </u>	
Leadership (Practice-based learning Professionalism, Systems-based practice-based	•	sonal and	d commun	ication	skills,	
	Outstanding	Above Expectation	At Expectation	Below Average	Unsatisfactory	Not Evaluated
	5	4	3	2	1	NE
20. Demonstrates ability in organizing and running a project, team, or service.*	0.0	0 h	<u>n</u> <u>n</u>	(b) II	0 L	<u> </u>
21. Is a role model for others (residents, fellows, staff and faculty).*	0 b	<u> </u>	<u> </u>	<u> </u>	<u> </u>	(h, m)
22. Performance, attitude and reputation reflect positively on the unit, department, and specialty.*	(L)					
Faculty and Staff Relations (Patient Interpersonal and communication sl	•	essionali		ns-bas		e)
	Outstanding	Above Expectation	At Expectation	Below Average	Unsatisfactory	Not
	5	4	3	2		Evaluated
OO Demoteral to alluing and another as t			•	_	1	Evaluated NE
23. Punctual to clinics and conferences.*	0.1	<u> </u>	(h. m)		1	
24. Available to assist others as required.*					·	NE
			D. L.		0 L h. 1	NE
24. Available to assist others as required.* 25. Communicates with faculty and other	(B.), (1)	@L h.				NE

31. Independently motivated to review literature regarding clinical and/or research problems.* 32. Formulates or develops ideas for clinical and/or research papers.* 33. Laboratory research (i.e., technical skills, data gathering).* Record Keeping (Medical knowledge communication skills, Professionalis	Outstanding 5	Above Expectation 4	At Expectation 3 Particular of the control of the	Below Average 2	Unsatisfactory 1 Sonal and Unsatisfactory 1	Not Evaluate NE Not Evaluate NE Not Evaluate NE
31. Independently motivated to review literature regarding clinical and/or research problems.* 32. Formulates or develops ideas for clinical and/or research papers.* 33. Laboratory research (i.e., technical skills, data gathering).* Record Keeping (Medical knowledge)	Outstanding 5	Above Expectation 4 4	At Expectation 3 Particular of the control of the	Below Average 2		NE Evaluate
31. Independently motivated to review literature regarding clinical and/or research problems.* 32. Formulates or develops ideas for clinical and/or research papers.* 33. Laboratory research (i.e., technical skills,	Outstanding 5	Above Expectation 4	At Expectation 3	Below Average 2		NE DE
31. Independently motivated to review literature regarding clinical and/or research problems.* 32. Formulates or develops ideas for clinical	Outstanding 5	Above Expectation 4	At Expectation 3	Below Average 2	1	NE
31. Independently motivated to review literature regarding clinical and/or research	Outstanding 5	Above Expectation 4	At Expectation	Below Average	1	Evaluate NE
communication skills, Professionalis	Outstanding	Above Expectation	At Expectation	Below Average	. ,	Evaluate
communication skills, Professionalis		Above		Below	Unsatisfactory	
appropriately.* Research Activities (Medical knowle	•		_	•	personal an	nd
30. Supervises, educates and utilizes Residents and Medical Students	<u> j_, </u>	(b) =	<u> </u>	F =	(b) (c)	<u> </u>
	5	4	3	2	1	NE
Teaching Skills (Medical knowledge, communication skills, Professionalis			•	•	Onal and Unsatisfactory	Not Evaluate
29. Fellow's fund of knowledge and the methods used to apply this knowledge to Procedural Dermatology are:*	0 L			<u> -</u>		0 0
	5	4	3	2	1	NE
Knowledge Base (Patient care, Medi Interpersonal and communications s		•			•	Not Evaluate
Kanada las Basa (Bathari ann Mall		- I D.			•	
support staff, and the community.*		<u> </u>), i	

35. 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 (Medical knowledge, Practice-based learning, Interpersonal and communication skills, Professionalism, Systems based practice) Diversity Criteria (Medical knowledge, Practice-based learning, Interpersonal and communication skills, Professionalism, Systems based practice) Stress No Yes 37. Do you feel the Fellow is exhibiting signs of stress that may be affecting performance? (If "yes" please explain in comments).* No Yes Overall Performance (Medical knowledge, Practice-based learning, Interpersonal and communication skills, Professionalism, Systems based practice)	Health System Operations (Medical and communication skills, Profession	_			_	, Interpers	onal
35. 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 (Medical knowledge, Practice-based learning, Interpersonal and communication skills, Professionalism, Systems based practice) Diversity Criteria (Medical knowledge, Practice-based learning, Interpersonal and communication skills, Professionalism, Systems based practice) Note and the professional state of the profess		Outstanding		At Expectation		Unsatisfactory	Not Evaluated
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 (Medical knowledge, Practice-based learning, Interpersonal and communication skills, Professionalism, Systems based practice) Outstanding Expectation At Expectation Average Unsatisfactory Evaluate approach to patients and staff.* Stress No Yes 37. Do you feel the Fellow is exhibiting signs of trees that may be affecting performance? (If "yes" please explain in comments).* Overall Performance (Medical knowledge, Practice-based learning, Interpersonal and communication skills, Professionalism, Systems based practice) Outstanding Expectation At Expectation Professional and Communication skills, Professionalism, Systems based practice) Outstanding Expectation At Expectation Professional and Communication skills, Professionalism, Systems based practice) Outstanding Expectation At Expectation Professional and Communication skills, Professionalism, Systems based practice) Outstanding Expectation At Expectation Professional and Professionalism, Systems based practice) Outstanding Expectation At Expectation Professional At Expectation Professional Professi		J		·	· ·		
Communication skills, Professionalism, Systems based practice Outstanding Expectation At Expectation Average Unsatisfactory Evaluates 5 4 3 2 1 NE 36. Fosters a respectful and multicultural approach to patients and staff.* Stress No Yes 37. Do you feel the Fellow is exhibiting signs of stress that may be affecting performance? (If "yes" please explain in comments).* Overall Performance (Medical knowledge, Practice-based learning, Interpersonal and communication skills, Professionalism, Systems based practice) Outstanding Expectation At Expectation Average Unsatisfactory Evaluates 5 4 3 2 1 NE 38. Overall performance of fellow* 39. Comments: *	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	(C) (L) (L) (L) (L) (L) (L) (L) (L) (L) (L	(a) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c			0 L L	0 h
36. Fosters a respectful and multicultural approach to patients and staff.* Stress 37. Do you feel the Fellow is exhibiting signs of stress that may be affecting performance? (If "yes" please explain in comments).* Overall Performance (Medical knowledge, Practice-based learning, Interpersonal and communication skills, Professionalism, Systems based practice) Outstanding Expectation At Expectation Adverage Unsatisfactory Evaluate 5 4 3 2 1 NE 38. Overall performance of fellow*	` ` `	sm, Syste	ems base Above	d practice)	Below		Not Evaluated
approach to patients and staff.* Stress No Yes 37. Do you feel the Fellow is exhibiting signs of stress that may be affecting performance? (If "yes" please explain in comments).* Overall Performance (Medical knowledge, Practice-based learning, Interpersonal and communication skills, Professionalism, Systems based practice) Outstanding Above Expectation At Expectation Average Unsatisfactory Evaluates 5 4 3 2 1 NE 38. Overall performance of fellow* 39. Comments: *		5	4	3	2	1	NE
37. Do you feel the Fellow is exhibiting signs of stress that may be affecting performance? (If "yes" please explain in comments).* Overall Performance (Medical knowledge, Practice-based learning, Interpersonal and communication skills, Professionalism, Systems based practice) Outstanding Expectation At Expectation Average Unsatisfactory Evaluates 5 4 3 2 1 NE 38. Overall performance of fellow* 39. Comments: *	·		0 th			<u> </u>	(b), (ii)
37. Do you feel the Fellow is exhibiting signs of stress that may be affecting performance? (If "yes" please explain in comments).* Overall Performance (Medical knowledge, Practice-based learning, Interpersonal and communication skills, Professionalism, Systems based practice) Outstanding Expectation At Expectation Average Unsatisfactory Evaluates 5 4 3 2 1 NE 38. Overall performance of fellow*	Stress						
Stress that may be affecting performance? (If "yes" please explain in comments).* Overall Performance (Medical knowledge, Practice-based learning, Interpersonal and communication skills, Professionalism, Systems based practice) Outstanding Expectation At Expectation Average Unsatisfactory Evaluates 5 4 3 2 1 NE 38. Overall performance of fellow*		No	Yes				
communication skills, Professionalism, Systems based practice) Outstanding Expectation At Expectation Average Unsatisfactory Evaluated S 4 3 2 1 NE 38. Overall performance of fellow* 39. Comments: *	stress that may be affecting performance? (If	(b) (c)	D. L.				
38. Overall performance of fellow* 39. Comments: *	•	sm, Syste	ems base Above	d practice)	Below	•	
38. Overall performance of fellow* 39. Comments: *		5	4	3	2	1	NE
	38. Overall performance of fellow*		0 L	0 h	<u> </u>	<u> </u>	
	39. Comments: *	Tan A					
4-1		4-1					
A _m							
		4=1					



Faculty Evaluation of Fellowship Pro	ogram					
Evaluator: Evaluation of: Date:						
Please use the form below to evaluate the Univ Micrographic Surgery & Dermatologic Oncology						
How would you rate the following: CLINICAL EXPERIENCE						
	Poor	Fair	Good	Very Good	Excellent	Insufficient contact
1. Patient Numbers	1	2	3	4	5	N/A
2. Patient Variety						0 L
3. Surgical Numbers		0 1	M =	(A) (B) (B) (B) (B) (B) (B) (B) (B) (B) (B		D.L.
4. Surgical Variety			<u></u>	[h] =		
CURRICULUM AND INSTRUCTION						
	Poor 1	Fair 2	Good	Very Good	Excellent 5	Insufficient contact N/A
5. Didactic & Practical Instruction	<u></u>	<u> </u>	F =	<u> </u>	<u></u>	<u></u>
6. Defined Curriculum with Goals and Objectives					<u> </u>	
7. Balance of Supervision and Independence	<u> </u>	<u>□</u>	(b) =		0 L	

8. Encouragement of Critical Thinking	b. 10	<u></u>	F =		F	(b), =
9. Availability of Professional Counseling	(B)		h =	(A) (B) (B) (B) (B) (B) (B) (B) (B) (B) (B	(b) =	Q ^L
10. Research Opportunities	(A) (B) (B) (B) (B) (B) (B) (B) (B) (B) (B		<u> </u>	0 L		(D.) (b. a)
11. Facilities for Residency Education	0 h		p. =	0 h	h =	Q.C.
12. Preparation to be Comprehensive Cutaneous Surgeon & Oncologists	0 h		M. E	0 L	(h) =	Q ^L
13. Overall Quality of Education in the Program	(a) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	<u> </u>	(a) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	0 h	(b) (c)	0. h. =
14. What are the strengths and weaknesses of this program with respect to content, organization and teaching?						
15. What changes do you recommend?						
Confidential Comments:						



Fellow's Evaluation of Program/Prooุ	gram Direc	ctor				
Evaluator: Evaluation of:						
Date:						
Please complete relative to this poi	nt in your	training.				
1. At what point are you in your training? Six months or 1 year?	Am.					
	Outstanding	Above Expectation	At Expectation	Below Average	Unsatisfactory	Not Evaluated
2. Overall assessment of the year	5	4	3	2	1	NE
Evaluation of the Program Director						
	Outstanding	Above Expectation	At Expectation	Below Average	Unsatisfactory	Not Evaluated NE
3. Supervision and instruction	(a) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	0 L				0 h. s
4. Fund of knowledge	(b, s)	<u>□</u> =	0 <u>L</u>	<u> </u>		(b) a
5. Professionalism	(b, s)	<u> </u>		<u> </u>		<u>p</u> =
6. Availability	(b, s)	<u>□</u> =	0 h	<u> </u>		¹⁷ a a a a a a a a a a a a a a a a a a a
7. Fosters a respectful and multicultural approach to patients and staff	(b, m)	<u>P</u> ≡	0 h	<u> </u>		₽' a
Evaluation of the faculty						
	Outstanding 5	Above Expectation	At Expectation	Below Average	Unsatisfactory 1	Not Evaluated NE

8. Supervision and instruction	0 h	<u> </u>	<u> </u>	0 L	<u> </u>	<u>p</u> =
9. Fund of knowledge	(a) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	0.L	(a) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c			0 L
10. Professionalism	0 L	<u>□</u> =		<u>n</u>	<u> </u>	<u>₽</u> =
11. Availability	0.1	0 <u>0</u>			D.L.	(a) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c
12. Fosters a respectful and multicultural approach to patients and staff	0 h	<u>□</u> =	0 <u>L</u>	<u></u>		
Case load	Outstanding	Above Expectation 4	At Expectation	Below Average 2	Unsatisfactory	Not Evaluated NE
13. Total cases		() a				
14. As primary surgeon		[h] =	O.L.		@ <u>C</u>	
15. As assistant	<u> </u>	0.L	0.L			(b) (c)
16. Opportunity to assume significant responsibility under the supervision of faculty		[A] =				(b) II
Facilities and support staff						
17. Operating facilities and equipment	Outstanding 5	Above Expectation 4	At Expectation 3	Below Average 2	Unsatisfactory 1	Not Evaluated NE
18. Medical records, health system operations, billing compliance	0 to		D.	0 b		[h.
19. Professionalism	0 b		0 <u>L</u>	<u> </u>	0 L 0 L	
20. Nursing staff	0 L h =		0 L h =	(b) =	0 L 0 L	(b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c

21. Office staff	in Ch h. II	<u>0</u> L		<u>-</u>		P.
22. Laboratory	(a) (b) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	<u>0</u>	(b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	<u>□</u>	0 L 0 L	F =
23. Library	(b), (c)	<u>₽</u> =	<u>□</u> =	<u> </u>		<u>₽</u> =
24. Fellow's office	(b) a	(h) =	<u> </u>	<u></u>		<u>₽</u> =
Rate your education and experience	e in:					
	Outstanding	Above Expectation	At Expectation	Below Average	Unsatisfactory	Not Evaluate
	5	4	3	2	1	NE
25. Anatomy		[h] =	0 h		<u> </u>	N N N N N N N N N N
26. Histology and pathology as related to dermatologic surgical procedures	<u> </u>	<u> </u>	<u> </u>	<u> </u>		(A)
27. Wound healing	0 C) h. 0	P. C.	(), =	© ¹		<u>□</u>
28. Diagnosis, biology and pathology of skin tumors	(a) (b) (b) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c			<u>□</u>		
29. Early identification of benign and pre-malignant skin lesions	0. h, s	[h] =				
30. Cutaneous reconstructive surgery	0. h. s	[A] [B]			ob La	
31. Cutaneous cosmetic surgery	(i) (i) (ii) (ii) (ii) (ii) (ii) (ii) (<u> </u>		<u> </u>	0 h
32. Related disciplines such as aseptic technique, anesthesia, closure materials and instrumentation	(a) (b) (ii)	<u> </u>	(<u>h</u> . 11	D.L.	(b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	Ø ∏ Ø ∏
33. Pre, peri and postoperative evaluation and		P =	<u> </u>	F =	<u> </u>	<u> </u>

34. Lectures, required readings and conferences	<u> </u>		D. C.	<u></u>	<u> </u>	P.E.
35. Were lectures and conferences held regularly?	Yes No					
	Outstanding 5	Above Expectation	At Expectation	Below Average	Unsatisfactory	Not Evaluated
36. Destruction techniques (ED and C, cryotx, chemical and laser)	0.0					<u> </u>
37. Excision and layered closure	(b) II			<u> </u>	<u> </u>	<u> </u>
38. Mohs surgery				<u> </u>		<u> </u>
39. Laboratory management, h istologic processing, and slide review	(a) (b) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c			<u>a</u> =		h =
40. Procedures and principles of an aesthetic nature.						
Did the educational program includ	e instructi	ion in·				
41. Hair transplantation?	Yes No					
42. Small volume liposuction?	Yes No					
43. Ambulatory phlebectomy / vein surgery?	Yes No					
44. Deep dermal chemical peels?	Yes No					
45. Rhinophyma correction?	Yes No					

	Outstanding	Above Expectation	At Expectation	Below Average	Unsatisfactory	Not Evaluated
	5	4	3	2	1	NE
46. Clinical research		h m	<u>0</u>	(b) (c)	<u> </u>	
47. Basic research	0 b	□ □	(b) a	<u> </u>	(b) a	F
48. Multidisciplinary interaction with other specialty services			(a) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	D.		P =
49. Paper or textbook preparation and mentorship		P =	<u> </u>	<u></u>	<u> </u>	0 h
50. Attendance of regional and national meetings		<u>P</u> =	<u> </u>	<u></u>	<u>p</u> =	(A)
51. Interactions with residents and peers		P =	<u> </u>	(A) II	<u>p</u> =	(A) II
52. Growth and exercise in leadership abilities				P.		p.
Comments:						
	A=1					
	41					



Fellow Evaluation of Surgical I	Faculty					
Evaluator: Evaluation of: Date:						
Thank you for your feedback. Our goal is be used constructively and anonymously						
Patient Care Skills						
	Very Poor	Poor 2	Average 3	Good 4	Very Good 5	Outstanding
Listens to patients and answers their questions.					0 L	
Gives clear explanations that are appropriate to patients.		0 L h. =	<u>□</u> □	<u> </u>	[h. m]	(b, t)
Humanistic Qualities						
	Very Poor	Poor	Average	Good	Very Good	Outstanding
3. Demonstrates integrity, respect, empathy, and compassion.	1	2	3	4	5	6
4. Primary concern is for patient's welfare.	<u>0</u> L	(i) (i) (ii) (ii) (ii) (ii) (ii) (ii) (0.L		[h.1]	(b). (c)
5. Maintains credibility, excellent rapport with patients and families.		D. D.				[h.m]
6. Respects patient's need for information and personal preferences. Serves as patient advocate.		0 L h. =		<u>□</u> =	(), (i)	(b) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c
Professional Attitude & Behav	riior					

7. Responsible, reliable, enthusiastic, committed, cooperative, and respectful.	Very Poor 1	Poor 2	Average 3	Good 4	Very Good 5	Outstanding 6
8. Supportive of diversity.	© L <u>L</u> =	in the second se	0 L	0 L	(b, m)	[0.7] [h. #]
9. Provides effective communication.	@ C	in in	(a) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	0 ¹	0.L b. 11	0 L
10. Shows regard for opinions and skills of colleagues.	0 L	(a) (b) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	0 L	<u></u>		(a) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c
11. Shows interest and enthusiasm performing job.			(a) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c		0 C	(a) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c
Fellow/Resident/Student Intera	action Very Poor	Poor 2	Average 3	Good 4	Very Good 5	Outstanding
12. Role model, professional, cooperative.				D L		
13. Treats fellow/resident/student as a team member.		0 L h. =		<u>0</u> □	() II	(h, e)
14. Enjoyable to work with.		0. h. =	0 <u>0</u>		F a	(b, 1)
15. Shows respect to fellow/resident /student as a person and trainee.	<u> </u>	0 L h. =	<u> </u>	0 h	(b, s)	(b). (c)
Teaching						
16. Imparts knowledge and skills to trainee.	Very Poor 1	Poor 2	Average 3	Good 4	Very Good 5	Outstanding 6
17. Causes learning by example and/or experience.		0 L h. *	0 L		(), ()	(E)
18. Faculty has a stimulated interest in the subject matter.	<u>□</u>	@ _ b_ =		0 1	(b, m)	(a) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c



al knowled	_	ice-based		g)	
Outstanding	Above Expectation	At Expectation	Average	Unsatisfactory	Not Evaluated
5	4	3	2	1	NE
	<u></u>	b. =	<u></u>	<u> </u>	F =
<u>₽</u> =	<u></u>		0.1	<u></u>	0 to 10 to 1
(A)	<u> </u>		(b, =	0 L	P =
	<u> </u>	0 h	0 L	<u> </u>	(b) (c)
[A.1]	(), ()	[h. 0]	(b) =	0 to	
F II	<u>□</u> =	0 L h =	<u> </u>		(b) a
	_		pased I	earning,	
	Above	-	Below	I Incotin for stars	Not
J	·	·	ŭ	•	Evaluated NE
	<u>□</u>	0 b	0 L	<u> </u> _=	<u></u>
	Outstanding 5 Control of the contro	Above Expectation 5 4	Outstanding Expectation 5 4 3	Above Expectation At Expectation Average 5 4 3 2	Outstanding Expectation At Expectation Average Unsatisfactory 5 4 3 2 1

8. Appropriate patient selection for Mohs/WLE*	<u>□</u>		(b) (c) (c) (d) (d) (d) (d) (d) (d) (d) (d) (d) (d	0 L		P.
9. Appropriate patient selection for cosmetic procedures*	<u>D</u>	D. L.	0 <u>L</u>	<u> </u>		F =
10. Identifies and prioritizes problems accurately.*	<u></u>	<u> </u>		0 L		[h] =
11. Shows sound judgement when addressing problems.*		D. I		<u> </u>		<u>P</u> =
12. Formulates differential diagnosis*	<u> </u>	D. I		<u> </u>		<u>P</u> =
Patient Management (Patient care, N Interpersonal and communication sk					•))
	Outstanding	Above Expectation	At Expectation	Below Average	Unsatisfactory	Not Evaluated
	5	4	3	2	1	NE
13. Takes responsibility for patient care: organizes, reassesses patient problems, and modifies therapy as needed (Proactive vs. Passive approach or lack of treatment plan)*	0 h		0 h =		(), ()	<u>₽</u> 8
14. Clinic notes, orders, operative notes and dictation are organized and reflect understanding of the problem and treatment plan.*	0 h		0 C.		0.1 h.1	(A) (B) (B) (B) (B) (B) (B) (B) (B) (B) (B
15. Pre-op evaluation of cases and follow-up: a) Considers indications for procedure, alternatives, risk/benefits. b) Obtains results of relevant pre-op studies. c) Addresses medical issues (i.e., valve prophylaxis, perioperative medications).*	(a).	©_1 0_1	(a)	(g.), (h.)	(a)	(h, a)
16. Mostly for melanoma pts, appropriately orders tests (i.e., lab, x-ray), interprets results, integrates findings with other data and considers costs.*			(a) (b) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	0.0	0.5 k.=	F. II
17. Provides clear instructions to patients, establishes rapport and deals with difficult patients well.*	0 L	0.0 0.0 0.0	O.L.			- L

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

	Outstanding 5	Above Expectation	At Expectation	Below Average	Unsatisfactory	Not Evaluated NE
18. Attends appropriate didactic sessions, conferences and meetings and assimilates and uses data learned.*			<u> </u>		<u> </u>	
Leadership (Practice-based learning, Professionalism, Systems-based pra	•	sonal and	d commun	ication	skills,	
	Outstanding 5	Above Expectation	At Expectation	Below Average	Unsatisfactory 1	Not Evaluated NE
19. Demonstrates ability in organizing and running a project, team or service*		⊕ ^L				
20. Is a role model for others(residents, fellows, staff and faculty?)*		[A] =				
21. Performance, attitude and reputation reflect positively on the unit, department and			<u>0</u>	<u> </u>	<u> </u>	<u> -</u> =
•						
specialty.* Faculty and Staff Relations (Patient o	•		•			•
specialty.* Faculty and Staff Relations (Patient o	•		•			Not
specialty.* Faculty and Staff Relations (Patient o	ills, Profe	essionali: Above	sm, Syster	ns-bas Below	ed practice	Not
Faculty and Staff Relations (Patient o	Outstanding	Above Expectation	sm, Syster At Expectation	ns-bas Below Average	ed practice Unsatisfactory	Not Evaluated
Faculty and Staff Relations (Patient of Interpersonal and communication sk	Outstanding 5	Above Expectation	At Expectation	Below Average	Unsatisfactory	Not Evaluated NE
Faculty and Staff Relations (Patient of Interpersonal and communication skeeps) 22. Punctual to clinics and conferences* 23. Available to assist others, as required*	Outstanding 5	Above Expectation 4	At Expectation	Below Average 2	Unsatisfactory 1	Not Evaluated NE
Faculty and Staff Relations (Patient of Interpersonal and communication skip) 22. Punctual to clinics and conferences* 23. Available to assist others, as required* 24. Communicates with faculty and other services appropriately* 25. Exercises initiative within limits of knowledge and training.*	Outstanding 5	Above Expectation 4	At Expectation 3	Below Average 2	Unsatisfactory 1	Not Evaluated NE
Faculty and Staff Relations (Patient of Interpersonal and communication skeeps of the Patient of Interpersonal and communication skeeps of Interpersonal Action State	Outstanding 5	Above Expectation 4	At Expectation 3	Below Average 2	Unsatisfactory 1 Institute of the second o	Not Evaluated NE
Faculty and Staff Relations (Patient of Interpersonal and communication skeeps of the Patient of Interpersonal and communication skeeps of Interpersonal Action State	Outstanding 5 Cal knowledges Reported to the control of the contro	Above Expectation 4 edge, Praessionalise Above	At Expectation 3 Control of the con	Below Average 2 Line and learn ms-bas Below	Unsatisfactory 1 ining, ed practice	Not Evaluated NE
Faculty and Staff Relations (Patient of Interpersonal and communication skip) 22. Punctual to clinics and conferences* 23. Available to assist others, as required* 24. Communicates with faculty and other services appropriately* 25. Exercises initiative within limits of	Outstanding 5	Above Expectation 4 edge, Praessionalises	At Expectation 3	Below Average 2	Unsatisfactory 1 Institute of the second o	Not Evaluated NE

27. Establishes a professional and effective relationship with: patients and families, colleagues, students, referring physicians, the support staff and the community*	0 <u>0</u>	(h)	@ <u>C</u>	0 L 0 L	@ <u>C</u>	0 C) (b, 4)
28. Fellow's fund of knowledge and the methods used to apply this knowledge to procedural Dermatology are:*	0 to 1		(A. II)		(<u>h</u> . <u>u</u>	
Teaching Skills (Medical knowledge, communication skills, Professionalis			•	•	onal and	
	Outstanding	Above Expectation	At Expectation	Below Average	Unsatisfactory	Not Evaluated
	5	4	3	2	1	NE
29. Supervises, educates and utilizes Residents and Medical Students appropriately.*	<u>0</u>		<u>h</u>		<u>h</u> =	
Research Activities (Medical knowle communication skills, Professionalis	•		_	•	oersonal ar	n d Not
	Outstanding	Expectation	At Expostation	A	I lose attacks at a min	
	Ü	,	At Expectation	Average	Unsatisfactory 1	Evaluated
30. Independently motivated to review literature regarding clinical and/or research problems.*	5	4	3	2	1	NE
literature regarding clinical and/or research	5	4	3	2	1	NE
literature regarding clinical and/or research problems.* 31. Formulates or develops ideas for clinial	5	4	3	2	1	NE
literature regarding clinical and/or research problems.* 31. Formulates or develops ideas for clinial and/or research papers* 32. Laboratory research (i.e., technical skills,	sal knowled onalism, Sometime of the contraction of	edge, Pra Systems-k Above Expectation	3 ctice-base based prace	2 d learn tice) Below Average	1 ing, Interp	NE Property of the second of
literature regarding clinical and/or research problems.* 31. Formulates or develops ideas for clinial and/or research papers* 32. Laboratory research (i.e., technical skills, data gathering)* Record Keeping (Patient care, Medic	sal knowle	edge, Pra	3 ctice-base	2 d learn tice) Below	1	NE PROPERTY OF THE PROPERTY OF

34. 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, Medical knowledge, Practice-based learning, Interpersonal and communication skills, Professionalism, Systems-based practice) Above Below Not		Outstanding	Above Expectation	At Expectation	Below Average	Unsatisfactory	Not Evaluated
compliance (faculty presence, E/M leveling & coding); Knowledge of ancillarly 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, Medical knowledge, Practice-based learning, Interpersonal and communication skills, Professionalism, Systems-based practice) Outstanding Above Expectation At Expectation Average Unsatisfactory Evaluation provided to patients and staff* Stress No Yes 35. Fosters a respectful and multicultural approach to patients and staff* Stress No Yes 36. Do you feel you are experiencing stress that may be affecting your performance? (If "yes" please explain in comments)* Overall Performance Overall Performance (Patient care, Medical knowledge, Practice-based learning & Improvement, Interpersonal & communication skills, Professionalism, Health System operations) *		ū	•	·	-		NE
Interpersonal and communication skills, Professionalism, Systems-based practice) Outstanding Above Expectation At Expectation Average Unsatisfactory Evaluation	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			(a) (b) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c		0 L L	
35. Fosters a respectful and multicultural approach to patients and staff* Stress 36. Do you feel you are experiencing stress that may be affecting your performance? (If "yes" please explain in comments)* Overall Performance Overall Performance (Patient care, Medical knowledge, Practice-based learning & improvement, Interpersonal & communication skills, Professionalism, Health System operations) *	•		essionali		ns-bas	•	•
35. Fosters a respectful and multicultural approach to patients and staff* Stress 36. Do you feel you are experiencing stress that may be affecting your performance? (If "yes" please explain in comments)* Overall Performance Overall Performance (Patient care, Medical knowledge, Practice-based learning & improvement, Interpersonal & communication skills, Professionalism, Health System operations) *		ū	•	·	· ·		Evaluated
Stress 36. Do you feel you are experiencing stress that may be affecting your performance? (If "yes" please explain in comments)* Overall Performance Overall Performance (Patient care, Medical knowledge, Practice-based learning & improvement, Interpersonal & communication skills, Professionalism, Health System operations) *		5	4	3	2	1	NE
No Yes 36. Do you feel you are experiencing stress that may be affecting your performance? (If "yes" please explain in comments)* Overall Performance Overall Performance (Patient care, Medical knowledge, Practice-based learning & improvement, Interpersonal & communication skills, Professionalism, Health System operations) *	•		<u>□</u>		<u>b.</u> =	<u></u>	<u></u>
36. Do you feel you are experiencing stress that may be affecting your performance? (If "yes" please explain in comments)* Overall Performance Overall Performance (Patient care, Medical knowledge, Practice-based learning & improvement, Interpersonal & communication skills, Professionalism, Health System operations) *	Stress						
that may be affecting your performance? (If "yes" please explain in comments)* Overall Performance Overall Performance (Patient care, Medical knowledge, Practice-based learning & improvement, Interpersonal & communication skills, Professionalism, Health System operations) *		No	Yes				
Overall Performance (Patient care, Medical knowledge, Practice-based learning & improvement, Interpersonal & communication skills, Professionalism, Health System operations) *	that may be affecting your performance? (If	h, =	0 h. 1				
knowledge, Practice-based learning & improvement, Interpersonal & communication skills, Professionalism, Health System operations) *	Overall Performance						
improvement, Interpersonal & communication skills, Professionalism, Health System operations) *	,	4					
skills, Professionalism, Health System operations) *	-						
	skills, Professionalism, Health System						
	operations) *						



Nursing/Staff Evaluation of Fellow			
Evaluator:			
Evaluation of:			
Date:			
The UMHS expects its fellows to demonstrate the promote care delivered in the "best interest of the evaluation based on your interactions with each for Your answers will remain confidential.	e patient". In an effor		
	Satisfactory	Unsatisfactory	Not Applicable
Communication/Interpersonal Skills	<u></u>	D	(a) (b) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c
2. Willingness to listen to patients and families	(F) (F)	(h. m)	0.L b. 0
3. Willingness to listen to nursing and other staff.	© C		D. D
4. Explains information to patients and families using clear, understandable language.	© □ □		E.
5. Keeps patients, families, and nursing informed of changes in the care.	@ C		E.
6. Writes orders that are clear and legible.			D.E.
7. Participates cooperatively in multidisciplinary rounds.	(a) (b) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c		
8. Professionalism			(b). (c)
9. Altruism/Empathy		0 C	(B, C)

10. Attentive to details of patient comfort and delivery of care.	(h, s)	0 ¹ 2.	(L)
11. Accepts inconvenience to meet the needs of the patient.	() () () () () () () () () ()	D. h. si	0 L
12. Respects patient privacy when conducting examinations		D. h. m	0 L
13. Courteous and receptive to nursing and allied health staff.		(b, s)	0 L h. =
14. Responds in timely manner when paged or called.	(m)	(h, s)	(a) (b) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c
15. Follows through on issues.	() () () () () () () () () ()	0. h. #	E -
16. Maintains composure during stressful situations.	(E)	0. h. #	E-1
17. Do you feel the Fellow is exhibiting signs of stress that may be affecting performance?	Yes No		
Additional comments:	[a]		
	4=1		
	Ta-S		
	4=		
	[a]		