

2021-22 ASDS FLN SCHEDULE

ASDS invests significant financial and staffing resources to support mentors and mentees who are accepted into FLN. As such, participation in all webinars and workshops is mandatory.



COSMETIC AND RECONSTRUCTIVE EXPERTISE
FOR YOUR skin health and beautySM

- Aug. 24, 2021 Webinar Mentors, Jumpstart Your Mentoring!
- Aug. 25, 2021 Webinar Mentees, Jumpstart Your Mentoring!
- Sept. 10-11, 2021* In-Person 1½ day workshop and project presentation in Chicago, IL**
- Oct. 15, 2021 In-Person Evening reception during the ASDS Annual Meeting with the Industry Advisory Council and ASDS/A Boards of Directors in Chicago, IL**
- Oct. 20, 2021 Webinar Project Management
- Nov. 17, 2021 Webinar Leadership Development and Project Update
- Dec. 15, 2021 Webinar Resolving Conflicts
- Jan. 12, 2022 Webinar Leadership Development and Project Update
- Feb. 9, 2022 Webinar Art of Negotiating
- March 11, 2022 Webinar Virtual Workshop
- March 25, 2022 In-Person Evening reception with the Industry Advisory Council and ASDS/A Boards of Directors during the AAD Annual Meeting in Boston, MA**
- April 13, 2022 Webinar Leadership Development and Project Update
- May 11, 2022 Webinar Delegating
- June 8, 2022 Webinar Leadership Development and Project Update
- July 13, 2022 Webinar Organizing Your Presentation
- Aug. 26-27, 2022* In-Person 1½-day workshop and project presentation in Chicago, IL**
- Oct. 5, 2022 In-Person Project presentation and dinner with the ASDS/A Boards of Directors in Denver, CO**
- Oct. 6, 2022 In-Person Final project presentation at the ASDS Annual Meeting's Opening Session in Denver, CO**

NOTE: All webinars start at 7 p.m. CT and topics are subject to change.

*** Travel costs to the August workshop located in Chicago will be reimbursed by ASDS.**

“Through FLN, you become involved in a meaningful project that has been vetted and develop a close relationship with a thought leader in our specialty. It is a truly unique experience. The course material will help you better manage your career and your practice.”

Naomi Lawrence, MD

2020-21 ASDSA (ADVOCACY) FLN SCHEDULE

ASDSA invests significant financial and staffing resources to support mentors and mentees who are accepted into FLN. As such, participation in all webinars and workshops is mandatory.



- Aug. 24, 2021 Webinar Mentors, Jumpstart Your Mentoring!
- Aug. 25, 2021 Webinar Mentees, Jumpstart Your Mentoring!
- Sept. 10-11, 2021* In-Person 1½ day workshop and project presentation in Chicago, IL**
- Oct. 14, 2021 In-Person Dermatologic Surgery Coding and Reimbursement session during the ASDS Annual Meeting in Chicago, IL**
- Oct. 15, 2021 In-Person Evening reception during the ASDS Annual Meeting with the Industry Advisory Council and ASDS/A Boards of Directors in Chicago, IL**
- Oct. 20, 2021 Webinar Project Management
- Nov. 17, 2021 Webinar ASDSA Emerging Issues / Policies and Positions & Organized Medicine Involvement
- Dec. 2021 (TBD) Webinar Dermatologic Surgery Coding and Reimbursement
- Dec. 15, 2021 Webinar Payment Policies & RUC /CPT
- Jan. 12, 2022 Webinar Leadership Development and Project Update
- Feb. 9, 2022 Webinar Art of Negotiating
- March 11, 2022 Webinar Virtual Workshop
- March 25, 2022 In-Person Evening reception with the Industry Advisory Council and ASDS/A Boards of Directors during the AAD Annual Meeting in Boston, MA**
- March/April 2022 In-Person ASDSA Virtual Fly-in at Congressional Members District Offices**
- April 27-30, 2022** In-Person Relative Value Scale Update Committee (RUC) meeting in Chicago, IL**
- May 11, 2022 Webinar Delegating
- May 12-14, 2022** In-Person Current Procedural Terminology (CTP®) meeting in Chicago, IL**
- June 8, 2022 Webinar Leadership Development and Project Update
- July 13, 2022 Webinar Organizing Your Presentation
- August 26-27, 2022* In-Person 1½- day workshop and project presentation in Chicago, IL**
- Oct. 5, 2022 In-Person Project presentation and dinner with the ASDS/A Boards of Directors in Denver, CO**
- Oct. 6, 2022 In-Person Final project presentation at the ASDS Annual Meeting's Opening Session In Denver, CO**

NOTE: All webinars start at 7 p.m. CT and topics are subject to change.

*** Travel cost to the August Workshop located in Chicago will be reimbursed by ASDS. Travel cost to the CPT or RUC meeting in Chicago will be reimbursed by ASDSA.**

****Participation based on chosen project.**

"The underpinning of patient protection is fair reimbursement. Understanding how coding and procedural terminology is made and how physicians get reimbursed is a vital advocacy tool. I am pleased ASDSA is on the forefront of developing a new cadre of reimbursement policy experts to serve our patients and specialty now and into the future. Advocating may seem of less immediate benefit to patients than addressing their specific medical complaints, but if we don't ensure access to care for our patients and the financial stability of physician practices at the national or state level, patient care at the local and individual level will suffer."

Murad Alam, MD, MBA

LEADERSHIP PROGRAM DETAILS

Phase 1: Understanding Yourself

Self-awareness as an individual, how to channel and hone your strengths and understanding personal weaknesses can be addressed effectively through leadership training. You will take a personality assessment and learn how to leverage your personality type to become a stronger leader. This provides a basis for ongoing discussions and allows the program to be customized to fit each participant's needs. Your personalized curriculum will draw on your strengths while working on areas that may challenge your ability to succeed.

You will learn:

- Different leadership styles and how to describe your dominant style.
- How to identify and assess your personal behavioral preferences.
- How to develop a leadership style that adapts to the person and situation.
- Insights into the key leadership skills and techniques you need to create a winning strategy.
- How to create a self-development plan to continue your growth as a leader.

Phase 2: Leadership Development Skills and Project Formulation

You will learn advanced leadership techniques, group dynamics, and skills to prepare you to be an effective leader in an organizational context. Vision and goals for the year will be reviewed. Participants will work with their mentors to develop plans utilizing best management practices and tools to help organize their efforts.

Learn leadership skills to help you:

- Clearly communicate mission, vision and value statements.
- Translate your vision into productive strategies and actions.
- Develop your action plan and persuade others to adopt it.
- Build a cohesive team that performs well in all situations.
- Communicate effectively to achieve results.
- Discover the power of emotional intelligence – leading with a healthy and wise demeanor.
- Use critical thinking and negotiating skills.
- Address tough and touchy topics in ways that defuse tension.
- Influence and inspire others into action.
- Build and maintain relationships.
- Take smart risks.

Master project management skills to effectively:

- Manage project phases and processes.
- Identify critical success factors to successfully execute your work.
- Set goals and objectives.
- Use strategies to increase visibility.
- Develop metrics and schedules to stay on target.

"I beam with pride as I see continued publications, relevant studies, emerging leaders and educational programming that is the direct result of FLN graduates. I encourage anyone interested in giving back to their field or attentive to his/her professional development to apply to the FLN; the experience is unmatched and enduring."

Melanie Palm, MD, MBA

LEADERSHIP PROGRAM DETAILS (CONT.)

Phase 3: Leadership in Action

You will apply the skill sets learned during Phase 1 and 2 to practical life situations and challenges through your individual mentored experiences. Participants will refine their leadership skills and collaborate as a group to support each other. Ongoing feedback for mentoring, troubleshooting advice and leadership best practices will be shared.

Workshops and webinars conducted on leadership issues will enable young leaders to share experiences and insights. Key successes, challenges and lessons learned through project implementation will be reviewed. Mentees participating will present their projects, welcoming suggestions from their peers, mentors and consultants.

Expand on your learning to:

- Enhance your active listening techniques.
- Understand body language, how to read an audience and techniques for engaging various-sized groups.
- Understand the cultural change processes that leaders can initiate, and support using vision, shared values, mission, and bold goals to organize resources, motivate action and guide steps through ongoing procedures and processes.

Phase 4: Passing the Torch

Continue the relationships you have forged this year and transfer the knowledge gained from FLN to future program graduates by staying involved with ASDS / ASDSA. Learn how to inspire and advise others, use general strategic thinking and share your skills. This is an alumni network that you will value and use for years to come.

"We are facing many changes and challenges in healthcare. Health policy advocacy is essential to ensuring access to safe, high quality care for our patients and securing the future of our specialty. With the Advocacy Future Leaders Network (ASDSA FLN), ASDS has built upon the proven success of the traditional FLN program to provide dedicated individuals with the tools to be effective advocates. My own participation in FLN has been one of the most enriching and rewarding experiences I have had and the guidance I received, and continue to receive, from my mentor has been invaluable. Working together and learning how to best make a positive impact for our patients and our specialty is critical. ASDSA FLN is a tremendous opportunity for anyone who wants to take charge and help protect our patients and preserve our specialty."

Arash Koochek, MD, MPH

FLN MENTEE PROJECTS RECOMMENDATIONS

Members who apply to be ASDS FLN Mentees must select three projects of interest from the following approved list of projects that advance the goals and priorities of ASDS and/or the dermatologic surgery community-at-large. Please rank your top 3 selections with 1 being your most preferred. It is important that you are excited about the project you will be undertaking for the coming year.

Education

- Add 500 board review Q&A on dermatologic surgery topics to ResQ to help residents and members prepare for exams and recertification.
- Create a recorded educational session on “Tricks of the Trade” or “What I didn’t learn in Medical School” content that would help early career success.
- Create a Micrographic Dermatologic Surgery Exam Review Question Bank to help members prepare for the board exam.
- Develop before and after test questions based on the Venous Disease Primer and Video Series.
- Create a diversity, equity and inclusion (DEI) presentation for use in Grand Rounds or to deliver to other organizations to promote DEI.
- Create a diversity, equity and inclusion curriculum for Fellowship Programs.

Public Education

- Create a Diversity Skin Health webpage and/or social media content of skin treatments for skin of color patients with copy, images or videos.

Research

- Update the Pioneer and Innovation study to determine which medical specialties have made the most advances in cosmetic treatments in the literature.
- Conduct research on safety in cosmetic procedures when performed by physician vs. non-physician providers.
- Conduct a truth in advertising research study for aesthetic procedures (i.e., PAs or NPs promoting themselves as a dermatologist or dermatology expert).
- Conduct a study on the impact of physician specialty on the safety of cosmetic procedures.
- Study the potential negative impact and increased costs associated with non-physicians practice of dermatology.
- Conduct a study on patient satisfaction following treatments for skin cancer by dermatologic surgeons vs. other medical specialties.
- Conduct research on cost effectiveness of treatments provided by dermatologic surgeons in procedural dermatology.

Dermatologic Surgery Community

- Develop a Digital Member Toolkit for Staff Training Resources or How-to Guide videos to assist with training practice staff. For example, how to set up a surgical tray or clean a room after a patient.
- Create a viable new business practice resource for the ASDS Own Your Expertise social media campaign by developing content such as video clips, Instagram stories/reels and graphic posts to reinforce the Society’s messaging. In addition, create an effective member communication plan to encourage stronger participation.

Email twalton@asds.net with any questions.

FLN MENTEE PROJECTS RECOMMENDATIONS (CONT.)

Members who apply to the ASDSA (Advocacy) FLN track are asked to select one of the two approved projects listed below. This year's focus is building reimbursement competencies in ASDSA members.

- Develop a primer and orientation guide for understanding and participation in the AMA's Specialty Society Relative Value Scale Update Committee (RUC). When Medicare transitioned to a physician payment system based on the [resource-based relative value scale \(RBRVS\)](#) in 1992, AMA anticipated the effects of this change and formulated a multispecialty committee. This primer and orientation manual is intended to provide education for members on how codes are valued as well as provide insight into the RUC process to develop future ASDSA RUC advisors. This committee provides medicine a voice in shaping Medicare relative values. ASDSA has a RUC advisor and works with the other dermatologic societies for patients and dermatology. The [RUC committee](#) is dedicated to describing the resources required to provide physician services which the Centers for Medicare & Medicaid Services (CMS) considers in developing Relative Value Units (RVUs). Although the RUC provides recommendations, CMS makes all final decisions about Medicare payments.
- Develop a primer and orientation guide for understanding and participation in the AMA's Current Procedural Terminology (CPT) Advisory Committee. The AMA's CPT® Editorial Panel (Panel) is responsible for maintaining the CPT code set and is authorized by the AMA Board of Trustees to revise, update or modify CPT codes, descriptors, rules and guidelines. This primer and orientation manual is intended to provide education for members on CPT, the Editorial Panel and how these codes work with payers to help develop future ASDSA CPT advisors. The panel is composed of 17 members, including 11 physicians nominated by the national medical specialty societies and approved by the AMA Board of Trustees. Other slots are designated for insurance and other health care professionals. ASDSA, along with other medical specialties, supports the work of the CPT in a larger body of CPT advisors, called the CPT Advisory Committee (CPT). The members of this committee are primarily physicians nominated by the national medical specialty societies represented in the AMA House of Delegates. Currently, the advisory committee is limited to national medical specialty societies seated in the AMA House of Delegates and to the AMA Health Care Professionals Advisory Committee (HCPAC), organizations representing limited-license practitioners and other allied health professionals. CPT's objectives are to:
 - Serve as a resource to the CPT Editorial Panel by giving advice on procedure coding and appropriate nomenclature as relevant to the member's specialty.
 - Provide documentation to staff and the CPT Editorial Panel regarding the medical appropriateness of various medical and surgical procedures under consideration for inclusion in the CPT code set.
 - Suggest revisions to the CPT code set. The advisory committee meets annually at the CPT February meeting to discuss items of mutual concern and to keep abreast of current issues in coding and nomenclature.
 - Assist in the review and further development of relevant coding issues and in the preparation of technical education material and articles pertaining to the CPT code set.
 - Promote and educate its membership on the use and benefits of the CPT code set.

"Patients and physicians are facing an ever evolving and complex health care environment. As we face challenges in patient access to care and medications, patient safety, scope of practice, fair reimbursement, new practice models, and physician burnout, it is critical that we as physicians stand up and empower ourselves to direct the future of healthcare. It is our responsibility to educate legislators and the public regarding issues that will affect the health of the community. In our training, we are provided with the best tools to advocate for our patients on an individual level. In our lifelong careers, we must gain the tools to protect our patients and profession on a national level."

Divya Srivastava, MD

MENTEE ELIGIBILITY

Applicants must be an ASDS / ASDSA Fellow or graduating resident in good standing at time of application; willing and able to commit the time required to fully participate in the program and attend all mandatory meetings both in person and via webinars (see calendar for respective track).

Program Deposit: \$500

Mentees are required to submit a program deposit of \$500. The deposit is intended to reflect your commitment to being fully immersed in the program. When you complete the program and your project, the deposit will be refunded to you in full or applied towards your registration fee to attend the 2022 ASDS Annual Meeting. *Please note: If you do not complete the program your deposit will be forfeited.* The deposit is due upon acceptance into the program. Instruction on how to submit payment will be provided.

MENTEE EXPECTATIONS

- Actively participate in all mandatory in-person workshops, meetings and scheduled webinars.
- Be diligent about completing your project or assignments on time.
 - Projects must be completed by August 2022.
 - Keep your mentor and staff informed of your project progress.
 - Reach out to staff as needed.
- Connect with your mentors/team at least once a month.
 - Share your accomplishments, learnings and challenges with your mentors/team. Be open to feedback and ask for suggestions and advice.

APPLICATION PROCESS

1. Complete the application.

For ASDS FLN mentees applicants, please select three of the approved projects and rank order of interest. For ASDSA (Advocacy) FLN mentees applicants, please select one of the two approved projects. If you are interested in both ASDSA (Advocacy) projects, please indicate and rank order.

2. Provide two letters of recommendation.

One letter of recommendation must be from your residency program chair.

3. Include a two-page CV.

Identify your organizational volunteer experiences you think would benefit your application.

4. Review 2021-22 schedule.

You must be able to attend all mandatory webinars, in-person workshops and meetings identified in the applicable schedule.

5. Sign the Participant Commitment.

6. Return application, signed participant commitment and deposit to ASDS by June 11, 2021.

Applicants will be notified of their status in the program no later than **July 9, 2021**.

FUTURE LEADERS NETWORK EARLY-CAREER LEADER (MENTEE) APPLICATION FORM

I am applying for the: ASDS FLN Program ASDSA FLN Program

Name _____

ASDS ID # _____

Address _____

City, State, ZIP _____

Home Phone _____ Cell Phone _____

Email _____

PROFESSIONAL AFFILIATIONS _____

YEAR COMPLETED RESIDENCY _____

YEAR COMPLETED FELLOWSHIP, IF APPLICABLE _____

ASDS MENTEE APPLICANTS, IDENTIFY AND RANK THREE PROJECTS OF INTEREST FROM THE ASDS PROJECT RECOMMENDATION LIST WITH "1" BEING MOST PREFERRED AND "3" BEING LEAST PREFERRED. IT IS IMPORTANT TO US THAT YOU ARE EXCITED ABOUT THE PROJECT YOU WILL BE UNDERTAKING FOR THE COMING YEAR:

1 _____

2 _____

3 _____

ASDSA (ADVOCACY) MENTEE APPLICANTS, IDENTIFY ONE PROJECT OF INTEREST FROM THE ASDSA PROJECT RECOMMENDATION LIST OR IF YOU ARE INTERESTED IN BOTH, STATE BELOW AND RANK ORDER:

1 _____

2 _____

Mentee Commitment and Expectations

I understand the success of the **Future Leaders Network** is based on my commitment to active participation including attendance at workshops and webinars; completion of assignments; engagement in the mentor-mentee partnership and collaborating with the other participants and facilitators.

I commit to actively participating in the **Future Leaders Network** by:

- Attending and actively participating in all in-person mandatory workshops meetings and scheduled webinars (see your respective schedule)
- Connecting with my mentors monthly via phone, email or in person.
 - Share my accomplishments, learnings and challenges with my mentor/team.
 - Ask for suggestions and advice.
- Initiating and completing my approved team project by the project deadline of August 2022.
 - Keep mentors and ASDS/A staff informed of my project progress.
- Preparing and presenting the progress of my project during Project Update webinars (see your respective schedule).
- Presenting a summary of your project to the ASDS/A Boards of Directors (see schedule).
- Presenting project summary during the ASDS Annual Meeting Opening Session (see schedule).

By signing, you are stating you have read and agree to the commitment and expectations above.

Signature _____

Print Name and Date _____

DID YOU REMEMBER TO:

- Sign the Participant Commitment.
- Include your two-page CV.
- Include your two letters of recommendation.

**Complete all necessary information and return with proper documentation
NO LATER THAN Wednesday, June 11, 2021, to:**

Future Leaders Network

American Society for Dermatologic Surgery
5550 Meadowbrook Drive, Suite 120 • Rolling Meadows, IL 60008
Or email Tamika Walton at twalton@asds.net

"FLN offers an incredible array of resources to an early-career dermatologist. In this stage of my career, it's often hard to find resources to help develop my leadership and communication skills. FLN provides all of this and more."

Kachiu Lee, MD