



## *ASDS Cosmetic Dermatologic Surgery Fellowship Milestones*

Developed by ASDS as measurement of standard levels of achievement to assess trainee performance during fellowship.

2016

**Authors:**

Abigail Waldman, MD; Kenneth A. Arndt, MD; Omar A. Ibrahimi, MD, PhD; Emily Poon, PhD; Murad Alam, MD, MSCI, MBA

*2016 ASDS Accreditation Work Group*

Murad Alam, MD, Mariah R. Brown, MD; Kyle M. Coleman, MD; Sabrina G. Fabi, MD; Daniel P. Friedmann, MD; Mitchel P. Goldman, MD; Jeremy B. Green, MD; Derek H. Jones, MD; David H. McDaniel, MD; Arisa Ortiz, MD; Thomas E. Rohrer, MD; Abel Torres, MD; Susan H. Weinkle, MD; Margaret A. Weiss, MD

*ASDS Cosmetic Dermatologic Surgery Fellowship Directors*

Murad Alam, MD; Mathew M. Avram, MD; Anne M. Chapas, MD; Jeffrey S. Dover, MD, FRCPC; Roy G. Geronemus, MD; David J. Goldberg, MD, JD; Mitchel P. Goldman, MD\*; Derek H. Jones, MD\*; Suzanne L. Kilmer, MD; Joely Kaufman, MD; David H. McDaniel, MD\*; Suzan Obagi, MD; Mark B. Taylor, MD; Eduardo Weiss, MD; Robert A. Weiss, MD

\*denotes duplicates

**Table 1. Definition of Milestone Levels**

LEVEL	DEFINITION
1	The fellow demonstrates milestones expected of an incoming fellow.
2	The fellow is advancing and demonstrates additional milestones, but is not yet performing at mid-fellowship level.
3	The fellow continues to advance and demonstrate additional milestones, consistently including the majority of milestones targeted for fellowship.
4	The fellow has advanced so that he or she now substantially demonstrates the milestones targeted for fellowship. This level is designed, but not required, as the graduation target.
5	The fellow has advanced beyond performance targets set for fellowship and is demonstrating “aspirational” goals which might describe the performance of someone who has been in practice for several years. It is expected that only a few exceptional fellows will reach this level.

**Figure 1.**

The diagram below presents an example set of milestones for one sub-competency in the same format as the ACGME Report Worksheet. For each reporting period, a fellow’s performance on the milestones for each sub-competency will be indicated by selecting the level of milestones that best describes that fellow’s performance in relation to those milestones.

Patient Care 1 – Wrinkles and Folds				
Level 1	Level 2	Level 3	Level 4	Level 5
Recognize the difference between currently available soft-tissue fillers to enhance product selection  Identify the differences in neuromodulator products  Understand relationship between anatomy and effect of neuromodulators and fillers  With direct supervision, performs simple neurotoxin and filler procedures	Assess the aging face and able to determine how fillers and neurotoxins could be used  With moderate supervision, perform simple filler and neurotoxin injections  Recognizes acute complications (necrosis, ptosis)	Select most appropriate filler or neurotoxin for deficiency  With moderate supervision, performs complex injections  Aware of the impact of patient comorbidities and social circumstances in use of fillers and neurotoxin  Manage acute complications	Independently uses advanced injection techniques  discuss off-label use of fillers with patients  articulate new technologies and techniques in filler and neurotoxin	Independently performs innovative injection techniques  independently manages complications of filler or neurotoxin
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:		Not applicable <input type="checkbox"/>	Not yet achieved	Level 1 <input type="checkbox"/>

Selecting a response box in the middle of a level implies that milestones in that level and in lower levels have been substantially demonstrated.

The “not applicable” box can be selected for up to 3/8 patient care arenas based on the fellowship training options

Selecting a response box on the line in between levels indicates that milestones in lower levels have been substantially demonstrated as well as some milestones in the higher level(s).

**Table 2. Additional Milestone Scoring Instructions**

TOPIC	SCORING INSTRUCTIONS
Patient Care Milestones	Fellows should demonstrates appropriate abilities in 5 of 8 Patient Care Milestones, each of which covers a single procedure category (wrinkles and folds, rejuvenation/ resurfacing, veins, body contouring, lifting, hair treatments, scar revision, pigmentation). For those procedure categories (up to 3) that are not applicable to the fellowship or fellow, “not applicable” can be selected.
Minimum Thresholds	There no required minimums for Milestone reporting. Level 4 is indicated as the target for graduation, but the determination of an individual’s readiness for graduation is at the discretion of the program director.

## Patient Care 1 – Wrinkles and Folds

Level 1	Level 2	Level 3	Level 4	Level 5
<p>Recognizes the similarities and differences between currently available soft-tissue fillers to enhance product selection</p> <p>Identifies the similarities and differences between neuromodulator products</p> <p>Understands relationship between anatomy and effect of neuromodulators and fillers, including high risk vasculature associated with necrosis or blindness</p> <p>With direct supervision, performs simple neurotoxin and filler procedures</p>	<p>Assesses the aging face and able to determine how fillers and neurotoxins could be used</p> <p>With moderate supervision, performs simple filler and neurotoxin injections</p> <p>Recognizes complications (necrosis, ptosis)</p>	<p>Selects most appropriate filler or neurotoxin for deficiency</p> <p>With moderate supervision, performs complex injections</p> <p>Assesses comorbidities and social circumstances in use of fillers and neurotoxin</p> <p>Manages complications</p>	<p>Independently uses advanced injection techniques</p> <p>Discusses off-label use of fillers with patients</p> <p>Articulates new technologies and techniques in filler and neurotoxin</p>	<p>Independently performs innovative injection techniques</p> <p>Independently manages complications of filler or neurotoxin</p>










Comments:

Not applicable

Not yet achieved Level 1

## Patient Care 2 – Rejuvenation/Resurfacing

Level 1	Level 2	Level 3	Level 4	Level 5
<p>Recognizes the various methods for rejuvenation and resurfacing including microdermabrasion, dermabrasion, non-ablative, ablative and fractioned laser and light based treatments, superficial, medium and deep chemical peels</p> <p>Understands basics about laser physics and fundamentals of cutaneous laser surgery</p> <p>With direct supervision, performs simple rejuvenation and resurfacing techniques</p>	<p>Assesses the aging face and able to determine which rejuvenation and resurfacing techniques should be applied</p> <p>With moderate supervision, performs simple techniques</p> <p>Recognizes complications (e.g.scarring, hypo, hyperpigmentation, infection)</p>	<p>Selects most appropriate technique for deficiency</p> <p>With moderate supervision, performs complex techniques</p> <p>Assesses comorbidities and social circumstances in use of rejuvenation and resurfacing techniques</p> <p>Manages complications</p>	<p>Independently uses advanced rejuvenation/resurfacing techniques</p> <p>Discusses off-label use of with patients</p> <p>Articulates new technologies and techniques in cutaneous laser surgery/ chemical peel/ dermabrasion</p>	<p>Independently performs innovative rejuvenation/resurfacing techniques</p> <p>Independently manages complications</p>

Comments:

Not applicable

Not yet achieved Level 1

## Patient Care 3 – Veins

Level 1	Level 2	Level 3	Level 4	Level 5
<p>Recognizes the similarities and differences between currently available vein treatment modalities</p> <p>Describes relevant anatomical structures to enhance safety and profile of treatment</p> <p>With direct supervision, performs simple vein procedures</p> <p>Performs adequate medical history and physical examination to assess risks of treatment as well as Duplex examination to determine location and extent of reflux</p>	<p>Assesses patient vein concerns and able to determine how vein surgery and treatments could be used</p> <p>Recites the risks and benefits associated with each sclerotherapy treatment modality</p> <p>Discusses medical management and conservative therapy for patients undergoing treatment for venous disease</p> <p>With moderate supervision, performs simple vein procedures</p> <p>Recognizes complications</p>	<p>Selects most appropriate vein treatment</p> <p>With moderate supervision, performs complex vein treatment</p> <p>Assesses comorbidities and social circumstances in use of vein treatments</p> <p>Manages complications</p>	<p>Independently uses advanced injection techniques and other vein treatment modalities</p> <p>Articulates new technologies and techniques as well as off label use in vein therapy</p>	<p>Independently performs innovative injection techniques and other vein treatment</p> <p>Independently manages complications of vein therapy</p>

Comments:

Not applicable

Not yet achieved Level 1



# Patient Care 4 – Body Contouring

Level 1	Level 2	Level 3	Level 4	Level 5
<p>Recognizes the similarities and differences between currently available body contouring treatments including cryolipolysis, ultrasound/radiofrequency devices, tumescent liposuction, deoxycholic acid</p> <p>Describes relevant anatomical structures to enhance safety and profile of treatment</p> <p>With direct supervision, performs simple body contouring procedures</p>	<p>Assesses patient cosmetic concerns and able to determine how and when body contouring could be used</p> <p>Recites the risks and benefits associated with each treatment modality</p> <p>Discusses medical management and conservative therapy for patients undergoing treatment for body contouring</p> <p>With moderate supervision, performs simple body contouring procedures</p> <p>Recognizes complications (e.g. bleeding, bruising)</p>	<p>Selects most appropriate body contouring treatment</p> <p>With moderate supervision, performs complex body contouring procedures</p> <p>Assesses comorbidities and social circumstances in use of body contouring procedures</p> <p>Manages complications</p>	<p>Independently uses advanced body contouring techniques</p> <p>Articulates new technologies and techniques in body contouring</p>	<p>Independently performs innovative contouring treatment</p> <p>Independently manages complications of body contouring</p>

Comments:

Not applicable

Not yet achieved Level 1

## Patient Care 5 – Lifting

Level 1	Level 2	Level 3	Level 4	Level 5
<p>Recognizes the similarities and differences between currently available lifting procedures including brow lift, blepharoplasty, and facelift</p> <p>Describes relevant anatomical structures to enhance safety and profile of treatment</p> <p>With direct supervision, performs simple lifting procedures</p>	<p>Assesses patient cosmetic concerns and able to determine how lifting procedures could be used</p> <p>Recites the risks and benefits associated with each treatment modality</p> <p>Discusses medical management and conservative therapy for patients undergoing treatment</p> <p>With moderate supervision, performs simple lifting procedures</p> <p>Recognizes complications</p>	<p>Selects most appropriate lifting treatment</p> <p>With moderate supervision, performs complex lifting procedures</p> <p>Assesses comorbidities and social circumstances in use of lifting procedures</p> <p>Manages complications</p>	<p>Independently uses advanced lifting procedures</p> <p>Articulates new technologies and techniques as appropriate</p>	<p>Independently performs innovative lifting procedures</p> <p>Independently manages complications of lifting procedures</p>

Comments:

Not applicable

Not yet achieved Level 1

## Patient Care 6 – Hair Treatment

Level 1	Level 2	Level 3	Level 4	Level 5
<p>Recognize the available hair treatments including hair transplant and hair laser removal</p> <p>Describes relevant anatomical structures to enhance safety and profile of treatment</p> <p>With direct supervision, performs hair treatments</p>	<p>Assesses patient cosmetic concerns and able to determine how hair treatments could be used</p> <p>Recites the risks and benefits associated with each treatment modality</p> <p>Discusses medical management and conservative therapy for patients undergoing treatment for hair concerns</p> <p>With moderate supervision, performs simple hair procedures</p> <p>Recognizes complications</p>	<p>Selects most appropriate hair treatment</p> <p>With moderate supervision, performs complex hair treatment</p> <p>Assesses comorbidities and social circumstances in use of hair treatments</p> <p>Manages complications</p>	<p>Independently uses advanced hair treatment techniques</p> <p>Articulates new technologies and techniques in hair treatment</p>	<p>Independently performs innovative hair treatment procedures</p> <p>Independently manages complications of hair treatments</p>










Comments:

Not applicable

Not yet achieved Level 1

## Patient Care 7 – Scar Revision

Level 1	Level 2	Level 3	Level 4	Level 5
<p>Recites the pathophysiology of abnormal wound healing leading to atrophic, hypertrophic or keloidal scarring</p> <p>Recognizes the difference between currently available scar revision techniques including confluent and fractional/vascular lasers, keloid excision, z-plasty, subcision, TCA-cross, and injection techniques</p> <p>Describes relevant anatomical structures to enhance safety and profile of treatment</p> <p>With direct supervision, performs simple scar revision techniques</p>	<p>Assesses patient scar concerns and able to determine how and when scar revision modalities could be used</p> <p>Recites the risks and benefits associated with each treatment modality</p> <p>Discusses medical management and conservative therapy for patients undergoing treatment for scars</p> <p>With moderate supervision, performs simple scar revision</p> <p>Recognizes complications</p>	<p>Selects most appropriate scar revision technique</p> <p>With moderate supervision, performs complex scar treatment</p> <p>Assesses comorbidities and social circumstances in use of scar revision</p> <p>Manages complications</p>	<p>Independently uses advanced scar revision techniques</p> <p>Considers new technologies and techniques in scar revision as appropriate</p>	<p>Independently performs innovative scar revision techniques</p> <p>Independently manages complications of scar revision</p>



## Patient Care 8– Pigmentation

Level 1	Level 2	Level 3	Level 4	Level 5
<p>Recognize the available treatments for pigmentation disorders such as melasma, lentigines, hyperpigmentation, nevus of Ota, tattoos</p> <p>Understands basics about laser physics and fundamentals of cutaneous laser surgery</p> <p>With direct supervision, performs procedures for pigmentation (e.g. Q switched laser devices)</p>	<p>Assesses patient cosmetic concerns related to pigmentation and able to determine which treatment is most appropriate</p> <p>Recites the risks and benefits associated with each treatment modality including scarring and hyperpigmentation</p> <p>Discusses medical management and conservative therapy for patients undergoing treatment for pigmentation concerns</p> <p>With moderate supervision, performs simple procedures</p> <p>Recognizes complications</p>	<p>Selects most appropriate treatment for various pigmentation disorders and tattoos</p> <p>With moderate supervision, performs complex treatments</p> <p>Assesses comorbidities and social circumstances in use of laser, other light devices, and chemical peels</p> <p>Manages complications with moderate supervision</p>	<p>Independently uses advanced techniques</p> <p>Articulates new technologies and techniques in the treatment of hyperpigmentation</p>	<p>Independently performs innovative treatment procedures</p> <p>Independently manages complications of treatments for pigmentation</p>

Comments:

Not applicable

Not yet achieved Level 1

# Medical Knowledge

Level 1	Level 2	Level 3	Level 4	Level 5
<p>Demonstrates basic knowledge of wound healing, relevant anatomy, local, twilight and general anesthesia, sterile technique, laser physics</p> <p>Understands the methodology and pathophysiology associated with invasive cosmetic dermatologic procedures, laser, resurfacing, hair transplantation, liposuction, sclerotherapy and vein surgery</p>	<p>Demonstrates practical understanding of learned concepts such as appropriate use of prophylactic antibiotics, antivirals, etc.</p> <p>Recognizes potential relevant drug reactions and interactions related to cosmetic procedure</p> <p>Understands how cosmetic treatments affect normal pathophysiology and skin</p>	<p>Applies medical and surgical knowledge to participate in clinical research and new applications</p> <p>Knowledge of adjunctive products or procedures to enhance recovery and/or prevent and manage complications following cosmetic procedures</p>	<p>Demonstrates comprehensive knowledge of cosmetic surgical procedures including appropriate wound care, proper use and administration of required drugs and antibiotics</p> <p>Teaches residents/ students medical knowledge and procedures</p>	<p>Develops and performs a well-designed patient oriented clinical trial or develops/refines a novel treatment method related to cosmetic dermatologic surgery</p> <p>Develops and implements or updates a new dermatologic cosmetic surgery curriculum for procedural dermatology fellowship</p>

Comments:

Not yet achieved Level 1

# System Based Practice

Level 1	Level 2	Level 3	Level 4	Level 5
<p>Performs basic coding and reimbursement when appropriate (<i>may not be applicable to all clinical settings</i>)</p> <p>Consults/coordinates care with other health care providers to provide excellent patient care</p>	<p>Understands consents and follows documentation best practice</p> <p>Articulates awareness of health care costs, basics of political issues facing the specialty</p> <p>Understands risk-management and medical-legal issues related to the practice of cosmetics including basic understanding of negligence and fraud related to procedures and documentation</p>	<p>Maintains appropriate patient and practice records including HIPAA compliance</p> <p>Appropriately communicates and coordinates care with referring physician</p> <p>Works as part of a team to deliver care</p>	<p>Demonstrates cost-awareness principles into procedure allocation</p> <p>Manages inter-professional team</p>	<p>Works to improve access to care in cosmetic dermatologic surgery</p> <p>Leads an inter-professional team</p>

Comments:

Not yet achieved Level 1

# Practice Based Learning and Improvement

Level 1	Level 2	Level 3	Level 4	Level 5
<p>References the literature for updated information on cosmetic procedures</p> <p>Attends meetings and participates in other CME learning activities</p> <p>Provides appropriate reference lists from the literature</p> <p>Has basic understanding of the health care delivery system and quality improvement</p>	<p>Assesses the literature for validity and identifies well-conducted research that impacts patient care</p> <p>Participates in quality improvement project</p>	<p>Synthesizes and summarizes literature</p> <p>Defines and constructs process and outcome measures</p>	<p>Incorporates principles of literature into clinical practice</p> <p>Assesses outcomes of quality improvement efforts and applies these towards continuous quality improvement</p> <p>Prepares manuscript for submission to peer-reviewed journal</p>	<p>Teaches evidence-based medicine</p> <p>Develops/implements a major quality control or improvement project</p>










Comments:

Not yet achieved Level 1



# Professionalism

Level 1	Level 2	Level 3	Level 4	Level 5
<p>Receives feedback constructively</p> <p>Completes assigned tasks in a timely manner</p> <p>Behaves honestly</p>	<p>Accepts feedback constructively and modifies practice in response</p> <p>Assists team members when requested</p>	<p>Provides constructive feedback</p> <p>Anticipates team needs and steps in to assist as needed</p> <p>Identifies and acts to correct errors</p>	<p>Actively seeks feedback to improve performance</p> <p>Anticipates team needs and takes leadership role to independently implement solutions</p>	<p>Able to manage multiple competing tasks</p> <p>Is a source of support and guidance to other members of the health care team</p>










Comments:

Not yet achieved Level 1

# Interpersonal Skills and Communication

Level 1	Level 2	Level 3	Level 4	Level 5
<p>Competent in the use of electronic health record</p> <p>Treats patients with dignity and civility</p> <p>Produces clear clinical/operative note</p>	<p>Provides effective communication with patients, families and health care providers</p> <p>With guidance, manages patient conflicts and complaints</p>	<p>With little to no guidance, manages clinical and laboratory personnel</p> <p>With little guidance, manages patient conflicts and complaints</p> <p>Appropriately uses professional online communication and social media</p>	<p>Independently manages staff and patient conflicts/complaints</p> <p>Communicates difficult news (e.g. bad news or errors)</p>	<p>Teaches concepts of interpersonal skills and communication</p>










Comments:

Not yet achieved Level 1