

ACVD Benchmarks for Residents

Year 1: Benchmarks for first-year residents to fulfill with supervision in order to continue to second-year of resident training program:

Patient Care

- Shows appropriate and effective compassionate care for patients and their owners
- Demonstrates comprehensive history taking ability and competency in performing physical examination and dermatologic examination
- Identifies common clinical patterns of dermatological disease
- Assimilates and prioritizes historical and clinical data into a problem list, formulate differential diagnoses, and create and discuss a diagnostic plan with attending dermatologist/mentor(s) and owner/agent
- Selects, prioritizes, performs, and interprets results of diagnostic tests in the context of patient care (e.g., skin scrapings, cytology, hair pluck, Wood's lamp examination, cultures, skin biopsies, allergy testing, video-otoscopy, hematology, serum biochemical analysis, urinalysis, endocrine assays)
- Where applicable, instructs, guides, and assists students, house officers, and/or medical personnel when performing diagnostic tests common to dermatology
- Formulates, discusses, and initiates a treatment plan with attending dermatologist/mentor(s) and owner consent based on the working/tentative diagnosis
- Effectively communicates the prognosis with the client to facilitate any needs for further diagnostic and treatment options
- Monitors and assesses the response to treatment and modifies the treatment plan and prognosis as indicated through re-examination and phone consults
- Documents clinical activities and communications by maintaining accurate and complete medical records and completing them in a timely manner
- Recognizes the need to consult with attending dermatologist/mentor(s) to provide the most appropriate patient care
- Detects the need to consult with or refer to other professionals when indicated to provide the most appropriate patient care
- Communicates patient care in a timely and professional manner with attending dermatologist/mentor(s), owners/agents, medical personnel, students, house officers, referring veterinarians, and/or specialists
- Where applicable, becomes acquainted and proficient in utilizing modes of telehealth (e.g., phone calls, emails, text messaging, instant messaging, picture messaging, video messaging, and live video conferencing) for assessment of patient and instruction to owners/agents, house officers, referring veterinarians, and/or specialists
- Follows legal and ethical guidelines to protect the public, enhance patient care, and maintain professional integrity
- Evaluates the literature critically as it relates to patients and the science of dermatology
- Recognizes and discuss potential zoonotic skin diseases and develops an appropriate disinfection plan with owners, medical personnel, and referring veterinarians

Medical and Theoretical Knowledge

- Demonstrates acceptable knowledge at level of training about origin, characteristics, factors, principles, anatomy, physiology, patterns, pathophysiology, signs, diagnosis, treatment, zoonoses, and/or interactions as they pertain to: atopy/hypersensitivity; structure, function, and disorders of epidermis, dermis, and adnexa; infectious diseases; internal medicine, endocrinology, and oncology; pharmacology; immune function and immune-mediated diseases; otology; parasitology; dermatohistopathology; nutritional and environmental/traumatic disorders; and psychoneurodermatology
- Knows dermatohistopathological terminology and identifies histopathological features (pattern recognition) of diseases during dermatopathology rounds and through interpretation of skin biopsy reports
- Demonstrates self-directed learning and reading of pertinent medical literature when a clinical opportunity arises, in order to improve retention of didactic information
- Applies an analytical/methodological approach to clinical situations
- Recalls and assembles learned information and inferences from the past to assist with current cases
- Regularly attends and participates in educational activities (e.g., case rounds, literature review clubs, seminars, coursework, etc.) with colleagues, experts in the field of study, and/or mentor(s) to ensure medical knowledge and understanding are appropriate and current
- Communicates with medical personnel, students, house officers, referring veterinarians, and specialists in a way demonstrating his/her understanding of medical and theoretical knowledge in a professional manner

Learning and Improvement

- Accurately self-evaluates and rates patient care and performance in other educational activities (e.g., case rounds, literature review clubs, seminars, coursework, ACVD credential material, etc.) developed for resident
- Has the capacity and willingness to acknowledge and learn from prior errors
- Structures work and personal schedules to accommodate time for self-directed learning, educational activities (e.g., case rounds, literature review clubs, seminars, coursework, ACVD credential material, etc.), and research
- Consistently contributes to scheduled journal/book clubs and structured learning activities such as departmental seminars, morbidity and mortality rounds, and any other supportive sessions
- Uses available medical resources and databases to guide clinical decision-making
- Actively seeks help of mentor(s) in an engaging manner when struggling with an appropriate level of understanding

Research and Publication

- Identifies an original research project under the supervision of mentor(s) and prepares a detailed proposal and study design by the end of the first year
- Begins a literature review on subject matter and critically evaluates findings as it relates to research project
- Complies with ethical principles of research
- When required, completes research-related training

Interpersonal and Communication Skills

- Actively listens and assimilates gathered information from attending dermatologist/mentor(s), owners/agents, medical personnel, students, house officers, referring veterinarians, and/or specialists
- Demonstrates appropriate, honest, and effective verbal/non-verbal communication with attending dermatologist/mentor(s), owners/agents, medical personnel, students, house officers, referring veterinarians, and/or specialists
- Develops appropriate, honest, and effective written skills (e.g., email, text messaging, medical record) to communicate with attending dermatologist/mentor(s), owners/agents, medical personnel, students, house officers, referring veterinarians, and/or specialists
- Provides comprehensive, but succinct and organized, information exchange with attending dermatologist/mentor(s), owners/agents, medical personnel, students, house officers, referring veterinarians, and/or specialists
- Correctly uses medical/dermatological terminology
- Abides by the current format of required documentation of information in the medical record
- Maintains professional relationships with attending dermatologist/mentor(s), owners/agents, medical personnel, students, house officers, referring veterinarians, and/or specialists
- Recognizes and communicates personal limitations and struggles and seeks proper help and professional counsel, which should include attending dermatologist/mentor(s), when possible and appropriate
- Where applicable, becomes acquainted and proficient in utilizing modes of telehealth (e.g., phone calls, emails, text messaging, instant messaging, picture messaging, video messaging, and live video conferencing) for assessment of patient and instruction to owners/agents, house officers, referring veterinarians, and/or specialists

Professionalism

- Fulfills professional responsibilities, maintains a commitment to ethical principles, and possesses sensitivity to cultural differences and preferences
- Exhibits respect, integrity, trustworthiness, and compassion in all forms of communication when engaging others
- Demonstrates a commitment to ethical principles involving confidentiality of patient information and informed consent
- Exhibits professional responsibility in completing all medical records and follow-up communications with owners and colleagues in a timely manner
- Maintains a professional appearance
- Begins developing skills in problem solving and conflict resolution

Years 2/3: Benchmarks for second-year residents to fulfill with growing independence in order to continue to third-year of resident training program or complete resident training program:

Patient Care

- Fulfills all benchmarks expected of a first-year resident
- Identifies and develops more independent diagnostic and therapeutic plans before consulting with attending dermatologist/mentor(s) for feedback
- Demonstrates more competence in performing basic dermatological diagnostic skills
- Demonstrates creativity in considering alternative treatment options in challenging dermatologic cases where evidence-based medicine is lacking
- Recognizes continued need to consult with attending dermatologist/mentor(s) at times to provide the most appropriate patient care

Medical and Theoretical Knowledge

- Fulfills all benchmarks expected of a first-year resident
- Exhibits a deeper understanding of the skin/ears, appendages, and keratinized structures' response to disease and how to best manage them
- Knows dermatohistopathological terminology, identifies histopathological features of diseases, diagnoses disease, relates dermatohistopathological findings to clinical findings, and develops a treatment plan following evaluation of patient dermatohistopathology and through interpretation of skin biopsy reports
- Develops proficiency in critical data analysis when reviewing the medical literature
- Leads case rounds and clubs with colleagues and/or attending dermatologist/mentor(s) to ensure medical knowledge and understanding are appropriate

Learning and Improvement

- Fulfills all benchmarks expected of a first-year resident
- Facilitates the learning of medical personnel, students, house officers, and referring veterinarians
- Demonstrates competence as an educator of the field of veterinary dermatology

Research and Publication

- Fulfills all benchmarks expected of a first-year resident
- Initiates project implementation (e.g., patient recruitment, sample collection, assay performance, data analysis, interpretation of results) with a projected end-point within the timeline and due dates of ACVD Credential Guidelines
- Prepares and delivers an abstract of original research to attending dermatologist/mentor(s) in a timely manner before the deadline for submission to a call of an accepted conference
- Prepares and delivers a scientific presentation describing original research to attending dermatologist/mentor(s) in a timely manner before delivery at an accepted conference

- Prepares and delivers a draft research manuscript to attending dermatologist/mentor(s) in a timely manner to comply with timeline and due dates of ACVD Credential Guidelines
- The research project should be accepted for publication in an accepted peer-reviewed journal
- Further refines a deeper understanding of study designs by reviewing published studies

Interpersonal and Communication Skills

- Fulfills all benchmarks expected of a first-year resident
- Continues to improve interpersonal and communication skills
- Adopts and uses new communication skills when provided constructive feedback for improvement
- Develops effective negotiation skills for conflict avoidance and resolution

Professionalism

- Fulfills all benchmarks expected of a first-year resident
- Continues to refine, improve, and demonstrate professional skills
- Fulfills all professional responsibilities and obligations of employer prior to residency training program completion