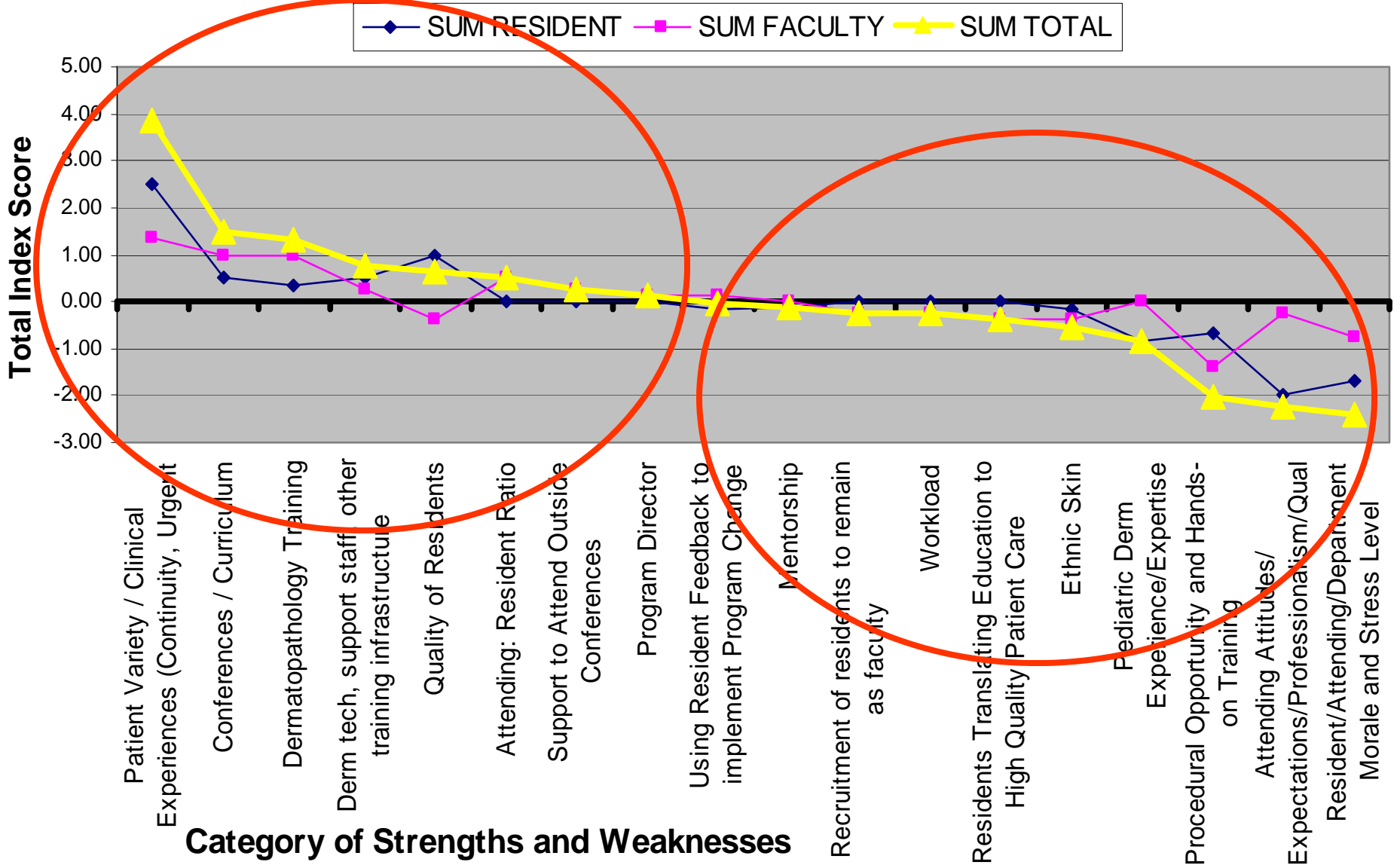
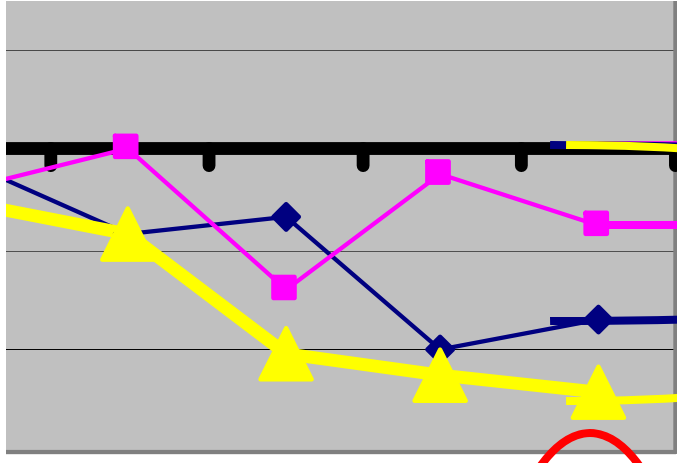


Short,
Sweet,
and
Meaningful:
Using the Modified Cruz Index
to Assess Program Quality and
Track Program Improvement

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Dept. of Dermatology
Marshfield Clinic

Dermatology Cruz Index 2011





Pediatric Derm Experience/Expertise
 Procedural Opportunity and Hands-on Training
 Attending Attitudes/Expectations/Professionalism/Qual
 Resident/Attending/Department
 Morale and Stress Level

Score Faculty
 + Score Residents

 Score Program

Action Results in Delta

ACTION ITEMS

2010 Combined Cruz Index Areas In Need Of Improvement	PROGRAM ACTION	Resulting DELTA
Resident Supervision/Faculty Accountability	Address expectations explicitly in faculty and resident education meetings	0.03
Defining Competence	Piloted Faculty-specific Practice Expectation list (Stratman). Encouraged Faculty to be Explicit about expectations. Encouraged Faculty to Write Practice Expectation list similar to Stratman Pilot. Served on the Association of Professors of Dermatology Ad Hoc Task Force to Develop Residency Milestones. Defined Residency Training Milestones for Marshfield Clinic Residents and Distributed to Residents and Faculty.	0.14
Pediatric Derm Expertise	Interested residents are targeted pediatric patients to follow in continuity clinics. Accommodate resident request for off-cycle elective month in Pediatric Dermatology. Create schedule that allows "Selective" experiences in areas of interest or need, including Pediatric Dermatology scheduled to begin July 2011. Continue to require pediatric dermatology sessions attended by residents at Annual AAD Meeting.	-0.35
Board Review	Instructed residents to purposefully begin online Board Review questions when waiting for any protected academic time session that requires faculty presence to begin. Dr. Clayton Green scheduled series of Board Review question sessions during 2 week span prior to In-Training examination.	0.6
Workload	Begin one week per month that is independent learning the topics of the week. Residents do not prepare handouts during this time. They are responsible for independent reading. No handouts. This is expected to decrease conference workload by at least 25%. Added benefit of self-directed learning.	0.35
Ethnic Skin	Fundraising efforts for residency education fund and Bill Schorr Endowment fund to include funding of honoraria to allow invitation to outside speakers for ethnic skin talks. Allow any request for offsite rotations at sites with ethnic skin. Encourage attendance and support vehicle rental costs to Milwaukee WI Derm Society meeting, where patient viewing more likely to include ethnic populations.	0.37
Procedural Opportunity	Dr. Stratman opened half-day procedure clinic for first year dermatology resident procedures. Announced to faculty and staff about referring patients to dermatology residency procedure clinic. Began conversations with clinic administration about possible VA relationship in Tomah. Began conversation with offsite Mohs surgeon about away rotation opportunities during elective months. Discussed with faculty who do procedures the importance of including residents, even if just for observation (cosmetics, aesthetician procedures, etc.)	-1.01
Attending Attitudes/ Expectations/Professionalism	Program evaluation discussion with faculty about ideas to improve morale among residents and faculty. Begin Faculty Feedback Pearls email series addressing expectations, attitudes and faculty professionalism. Blow-up Fun Pic of Faculty and residents and hang prominently in Department.	0.98

OFFER:

Web Link to any interested program after APD

Distribute to your residents and faculty

I will generate a Modified Cruz Index specific for your program (to use for Annual Program Evaluation / Program Improvement Planning)

(If you participate, I plan to use the cumulative de-identified data to study strengths and weaknesses nationally by program size)