



APPD NEWSLETTER

Winter 2010

Association of Pediatric Program Directors

EDITOR'S COLUMN

*Jerry Rushton, MD, MPH
Indiana University School of Medicine,
Riley Hospital for Children*

The APPD started 25 years ago with a meeting of Chairmen and Program Directors—our national meetings are the core of our organization. Meetings provide an opportunity to learn from each other, share innovations, and enjoy the company of those few who really understand the unique challenges of pediatric graduate medical education. We hope that you will join colleagues and members April 15-18th to participate in this significant step in our APPD history.

The APPD has evolved over the last quarter-century; membership includes a wide range of programs, educators, and over 2,000 different members. Our meetings have also grown to include programming for both common interests and focus on smaller groups (associate PDs, fellowship PDs, coordinators, small programs, etc.). As our meetings have grown, we have reached the point to have our 'own' meeting separate from PAS. As you will view in the newsletter and online, the APPD Meeting in Chicago next month has expanded programming for all APPD members and everyone interested in pediatric education and child health.

At our core, we value collaboration, yet based on your input and a vision of APPD leadership; we have taken this step. We will still collaborate with the ABP, APA, AAP, COMSEP, SPR and others with joint programming like the Fellowship Forum in Vancouver April 30th. However, in the separate APPD meeting with more meeting space and sessions, we have the opportunity to highlight more of your amazing work and expand our leadership in medical education across the continuum.

As we develop our spring and fall meetings and programming over the coming years, we need your input, participation, and feedback as we consider how best to grow while preserving our core mission—serving members and child health. This is an important time for you to contribute as we take a step into the next 25 years.

PRESIDENT'S COLUMN

*Susan Guralnick, MD
Winthrop University*

We're waiting. Waiting for our match lists. Hoping we fill. Hoping we matched with the students we dreamed of. Looking forward to another group of smart, hardworking, enthusiastic young professionals who will grow from scared and nervous July interns into strong, confident, and competent pediatricians. Simultaneously, it's nearly time to push the fledglings from the nest. They aren't sure they are ready. As the time nears they begin to realize what they have looked forward to is terrifying: "The Boards"...Practice "without supervision". Are they ready? Are you ready? We all have to make the leap together, the letting go and the flying high. This is what it is all about. As much as we struggle day to day with the "rules", this is really what we are doing. We are educating, mentoring, leading, role-modeling, parenting. We put up with the bureaucracy and the administrative demands because of those we do it for.



It cannot be an accident that the APPD Annual Meeting takes place between the match and graduation. The spring meeting is a place for renewal. We can escape into a world of education for education's sake. A place filled with hundreds of people who "get it", people who push the envelope, innovate, and share ideas. What a joy it is to learn from those who have lived the life and still yearn to make it better. There is great power in knowing that others share the same stresses, survive similar failures, and achieve great successes. This elixir of the mind and heart allows us to return to our own worlds with the enthusiasm to begin life with another group of "newbies" and the pride and confidence to say goodbye to another class of pediatricians.

As I near the end of my term as President of the APPD, my hope is that each of you will continue to remember (at least a few times a year) why we are here and how lucky we are to have the opportunity to be Program Directors and Program Coordinators. There are no better jobs in the world.

INSIDE:

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Update from the AAP SOMSRFT
Report from FOPO ~ St. Geme Leadership Award**

APPD QUARTERLY PAGE FEATURED IN *ACADEMIC PEDIATRICS JOURNAL*: “VIEW FROM THE ASSOCIATION OF PEDIATRIC PROGRAM DIRECTORS”

Academic Pediatrics, the official journal of the Academic Pediatric Association, serves as a peer-reviewed publication whose purpose is to strengthen the research and education base of academic general pediatrics. The content areas include pediatric education, emergency medicine, injury, child abuse, behavioral pediatrics, holistic medicine, child health services and health policy and the environment. [1] The journal serves those educators across the entire continuum from medical students to practicing professionals.

As such, the APPD was delighted to have the opportunity to contribute to the journal with a page in each issue, in a section titled “*View from the Association of Pediatric Program Directors.*” This page offers an opportunity for the APPD to share with the readership of *Academic Pediatrics* content that represents emerging themes, developing or best practices, and new ideas in pediatric medical education.

Ideas for contributions to this page are welcomed and should be presented to Patricia Hicks who is Associate Editor for The Association of Pediatric Program Directors [2]. Promising submissions, in the form of an outline or draft, will then be vetted by the APPD Board. If the APPD board determines that the outline or draft submitted is of interest to the broad readership of *Academic Pediatrics*, the authors will then be contacted and begin the process of preparing the manuscript for presentation to the Editor-in-Chief, Peter Szilagyi. Members of APPD are encouraged to contact Patricia Hicks hicksp@email.chop.edu with ideas, works-in-progress or questions.

Recent publications to the journal can be found by going online to <http://www.sciencedirect.com/science> and then entering the journal name – *Academic Pediatrics*, followed by the issue number and page number, as prompted by the website’s

search. Some of the recently published APPD works are listed below.

Published:

Planning for Change: Medical Education Program Design, Patient Care, and Measures of Effectiveness

Volume 9, Issue 2, Pages 65-130 (March-April 2009)

Patricia J. Hicks

pages 67-68

Economic Tough Times: Solutions Found in the Medical Education Continuum

Volume 9, Issue 3 (May-June 2009)

Susan Guralnick, Robert S. McGregor

pages 138-139

Promoting Professionalism in Pediatrics

Volume 9, Issue 5 (September-October 2009)

John G. Frohna, Robert McGregor, Nancy Spector

pages 295-297

The Next Phase of Pediatric Residency Education: The Partnership of the Milestones Project

Volume 9, Issue 10 (March-April 2010)

Jerry L. Rushton, Patricia J. Hicks, Carol L. Carraccio

Pages 91-92

In press:

Peer Group Mentoring: A Case Study of Creating Leadership Skills Among the Associate Program Directors of the APPD

Nancy D. Spector, M.D., Keith J. Mann, M.D., Marsha S. Anderson, M.D., Aditee P. Narayan, M.D., M.P.H., and Robert McGregor, M.D. For May/June 2010

1. *Academic Pediatrics. Journal Information: Aims and Scope; Available from: <http://www.academicpedsjnl.net/aims>.*
2. *Academic Pediatrics. Journal Information: Aims and Scope; Editorial Board members]. Available from: <http://www.academicpedsjnl.net/edboard>.*

COORDINATORS’ CORNER

Avis Grainger, C-TAGME

Levine Children’s Hospital at Carolinas Medical Center

One thing pediatric programs have in common right now is that we are winding down from the hectic recruitment season and preparing for another successful match. This is a very exciting time as we reap the rewards of our labor on March 18th. Recruitment takes a toll on organization and time management and my office usually resembles a combat zone on the last day of our interviews.

Between the rank list due date and match day, coordinators and directors take on a more normal workload and I use this time to tackle a time consuming project which helps me and

the program stay more organized for the future. Some ideas for projects are listed below. Some of these I have done in the past and some I still have on my to-do list:

- Color coordinating files: In training board score files are green. ABP board score files are orange. The North Carolina files are light blue, such as NC medical board, NC Peds Society, etc. Governing body files are black (this includes ACGME, ABP, AAP, USMLE, etc.). A separate file color is used for institutional policies within the hospital where I work. All department files are blue.
- Intern files are prepared before the match so that all I have to do on match day is add names.

COORDINATOR’S CORNER, continued on page 16

PRE-CONFERENCE WORKSHOP ON TEAMSTEPS

Register now to attend the Faculty Development Pre-Conference Workshop at the APPD Annual Meeting in Chicago. This session is offered on *Thursday, April 15 from 12:45-3:45 pm.*

The focus of the interactive workshop will be on introducing the various TeamSTEPS tools and strategies that are most relevant for pediatric GME programs, such as sign-outs and handoffs, structured communication, methods for increasing accuracy, problems of hierarchy, physician-nurse communication, and clinical leadership. Although the ultimate goal of TeamSTEPS is to reduce errors and improve patient outcomes through educational interventions, the programs themselves fulfill key ACGME requirements for training in systems based practice, practice-based learning and improvement, and interpersonal and communication skills.

The two main workshop mediators are Heidi King, who is the Director of the DoD Patient Safety Program and a principle figure in the national roll out of TeamSTEPS programs, and John Webster, a physician, healthcare consultant, and TeamSTEPS trainer who has conducted over 100 training sessions nationally. Joining Heidi and John for a panel discussion at the conclusion of the workshop will be Ted Sectish, who has implemented TeamSTEPS training at his residency program in Boston and who will provide his perspective as a pediatric program director. The ultimate goal of the workshop will be to provide program directors and coordinators a strategy for implementation of desired and relevant aspects of the training curriculum back at their home institutions.

Note: a minimal registration fee of \$45 (by March 16) or \$50 (on-site), in addition to the APPD Meeting registration fee, applies.

INITIATIVE FOR INNOVATION IN PEDIATRICS EDUCATION (IPE) SESSION SCHEDULED FOR ANNUAL MEETING



Updates on the Initiative for Innovation in Pediatrics Education (IPE) will be offered at both the Plenary Session on Friday, April 16 and during a dedicated session early Sunday morning, April 18 (7:00-8:00 am).

IPE: Navigating the Next Round — FAQ & Lessons Learned

Be sure to sign-up for this special session on your registration form. Seating will be limited.

GRASSROOTS FORUM FOR ASSOCIATE PROGRAM DIRECTORS

The Associate Program Director Special Interest Group (APD-SIG) will again meet during the spring 2010 APPD meeting in Chicago. The meeting will take place Thursday April 16th from 4-6 PM and is listed in the program agenda as the Grassroots Forum for Associate Program Directors. The APD SIG meeting is a solutions-oriented session that will allow APDs the opportunity to present and hear current challenges, potential solutions and collaborations to address hot topics. We will define our common goals for the upcoming year, and resources for our members will be provided. This year, we will introduce an opportunity for APDs to participate in 2 different types of mentoring programs: traditional one-on-one (dyadic) mentoring and facilitated peer group mentoring (group of APDs with a senior mentor). A description of the Mentoring Program appears on page four of this newsletter. We hope to see all of you at the APD SIG/Grassroots Forum.

GRASSROOTS FORUM FOR FELLOWSHIP DIRECTORS

In addition to the intensive **APPD Forum for Fellowship Directors** offered in Vancouver during PAS (see pages 14-15 for complete information and registration form), subspecialty directors may also attend the recently added **Grassroots Forum for Fellowship Directors** during the APPD Annual Meeting in Chicago. On Thursday, April 15 from 4:00-6:00 pm, this forum for subspecialty program directors will be an open discussion of hot topics raised by the participants. Potential topics might include new duty hour rules, program accreditation, improving fellow scholarship, faculty development, and use of ERAS and the match. Facilitation will be by subspecialists on the APPD Board. Plan now to attend!

GRASSROOTS FORUM FOR PROGRAM DIRECTORS

Mark your calendars! The APPD Program Director Grassroots session will be held on April 15th from 4:00 – 6:00pm. We are working to incorporate your feedback from last year and would like to address issues about which the membership feels strongly. We will have breakout rooms this year, so hope for a very inclusive session. When you receive your emailed invitation to our survey, please be sure and fill it out so we can best meet member needs during our 2 hours. Facilitators will be Drs. Cindy Ferrell, Diane Kittredge and Bob Vinci. See you soon!

NEW MENTORING PROGRAM INTRODUCED AT APPD ANNUAL MEETING IN CHICAGO

*Nancy Spector, MD, St. Christopher's Hospital for Children
Keith Mann, MD, University of Missouri-Kansas City*

The *New* APPD Mentoring Program is designed to support educators in meeting their career, program, and personal goals related to residency education. Two modes of mentoring will be offered at the 2010 Spring Meeting in Chicago: *Traditional Dyadic Mentoring* and *Facilitated Peer Group Mentoring*.

In traditional dyadic mentoring, a mentor is matched with a mentee based on common interests, and often, geography. The dyad participates in a bi-directional relationship. In facilitated peer group mentoring, a senior mentor is assigned to a small group of mentees. The group members serve as peer mentors offering a network of colleagues while working on common interests or projects. The senior mentor, often a content expert, facilitates the process.

The goals of the APPD Mentoring Program are: 1) to engage interested members in the APPD Mentoring Program at the Spring Meeting that features the choice of traditional dyadic or facilitated peer group mentoring; 2) to introduce participants to personal and professional development plans and to assist them in creating a personal professional development plan; and 3) to evaluate the effectiveness of the mentoring program.

The *APPD Mentoring Session will take place on Saturday, April 17th from 2:30-4:30 pm* during the Spring Meeting. Participants were asked to sign-up for this session by March 1 so that the leadership of the Mentoring Program could match Mentors with Mentees and communicate with them prior to the meeting in Chicago.

The benefits of this mentoring program include opportunities to: 1) develop an area of interest and expertise with a person who has experience in that particular area; 2) create a personal professional development plan; 3) participate in a creative project that can result in scholarly activities; and/or 4) develop professional relationships outside of one's own institution.

Mentoring has the potential to facilitate scholarship and relationships. It can also make educational, clinical, teaching, and administrative activities more productive and enjoyable. We hope the APPD Mentoring Program will be just what you need to enhance your role as a program director, associate program director, or fellowship director.

AMA VICE PRESIDENT FOR MEDICAL EDUCATION TO SPEAK AT APPD ANNUAL MEETING

On Friday, April 16 from 2:00-3:00 pm during the APPD Annual Meeting in Chicago, Dr. Susan Skochelak, Vice President for Medical Education of the American Medical Association (AMA), will speak on the topic:



**Evidence and Reason:
Applying these Principles to US Medical Education**

You won't want to miss this compelling presentation!

BUILDING NATIONAL EFOLIO CONNECTIVITY: SUPPORTING BOTH LOCAL PORTFOLIOS AND TRANSPORTABILITY ACROSS THE CONTINUUM

Eight medical schools are engaged in an eFolio pilot with the AAMC, FSMB and NBME, to build technical specifications that promote interoperability of data across disparate medical school and residency portfolio systems. This would allow learners to assemble and view their data confidentially for private learning purposes, and with their express authorization to report out selected portions for regulatory purposes (e.g. licensure, certification, privileging).

At the APPD Annual Meeting in Chicago, please plan to attend an introductory eFolio session on Friday, April 16 from 5:30-6:00 pm, immediately following the plenary session and interactive discussion. This session will briefly discuss the status quo of this pilot, and seek input to guide its possible future trajectory.

JOIN US

2010 Annual Meeting
Association of Pediatric Program Directors
Chicago, IL
April 15 – 18, 2010
Hilton Chicago
720 South Michigan Avenue

Advance Registration ends March 16th
Schedule and Registration Form on pages 5-6
ON-SITE REGISTRATION AVAILABLE

SCHEDULE-AT-A-GLANCE

THURSDAY, APRIL 15	FRIDAY, APRIL 16	SATURDAY, APRIL 17	SUNDAY, APRIL 18
8:00am Registration Begins	8:00 – 9:00am Breakfast and Platform Presentations of best posters	7:00 – 8:20am Regional breakfasts	6:30 – 8:00am Continental Breakfast
8:00am – 4:00pm Board Meeting	9:00 – 11:15am Task Force Meetings	8:30am – 4:00pm Coordinators' Session	7:00 – 8:00am IPE: Navigating the Next Round: FAQ & Lessons Learned
9:00am – 12:30pm Forum for Directors of Small Programs/Affiliate Chairs	Coordinators' Session	8:30 – 10:30am Workshop Session I for Physicians	8:00 – 10:00am Workshop Session III for Everyone
9:00am – 5:00pm Forum for Chief Residents	11:15 – 11:30am Break	10:30 – 11:00am Break	10:15am – 12:15pm Workshop Session IV for Everyone
11:00am – 4:00pm Coordinators' TAGME Exam (prior registration necessary)	11:30am – 12:00pm APPD Presidential Address	11:00am – 1:00pm Workshop Session II for Physicians	12:45 – 1:45pm Working Lunch Session: Action Points & Next Steps from Plenary
12:45 – 3:45pm Faculty Development Pre- Conference Workshop (separate registration required)	12:00 – 12:30pm APPD Award Presentations	1:00 – 2:30pm Lunch on Own	
4:00 – 6:00pm Grassroots Forum for Program Directors	12:30 – 2:00pm Lunch on Own	2:30 – 4:30pm Mentoring Session for Physicians	
Grassroots Forum for Fellowship Directors	Council of Task Force Chairs (CoTFC) Luncheon	4:30 – 6:00pm Poster Session	
Grassroots Forum for Associate Program Directors	Council of Regional Chairs (CoRC) Luncheon		
Coordinators' Assembly	2:00 – 3:00pm Invited Presentation Evidence and Reason: Applying these Principles to US Medical Education <i>Susan Skochelak, MD, MPH, Vice President for Medical Education, American Medical Association (AMA)</i>		
6:00 – 7:00pm Wine and Cheese Reception <i>Start the celebration of 25 years!!</i>	3:00 – 4:30pm Plenary Session		
	4:30 – 5:30pm Interactive Panel Discussion (with Plenary speakers)		
	5:30 – 6:00pm Building National eFolio Connectivity		
	6:30pm Coordinators' Social (separate arrangements)		

**Association of Pediatric Program Directors
2010 Annual Meeting ~ April 15 - 18, 2010 ~ Chicago, IL
ADVANCE REGISTRATION**

Name _____ Degree _____ Title _____
 First name for Badge _____ Subspecialty (if applicable) _____
 First time at APPD meeting? Yes No How long at a Peds Residency Program? _____ years _____ months.
 Program Name _____
 Address _____
 Phone _____ Fax _____ Email _____

Please check all sessions you plan to attend

THURSDAY, APRIL 15

- 9:00am - 12:30pm
 Forum for Directors of Small Programs/
 Affiliate Chairs
- 9:00am - 5:00pm
 Forum for Chief Residents
- 12:45pm - 3:45pm
 Faculty Development Pre-Conference
 Workshop (additional fee required)
- 4:00pm - 6:00pm
 Grassroots Forum for Program Directors
 Grassroots Forum for Fellowship Program
 Directors (**NEW**)
 Grassroots Forum for Associate Program
 Directors
 Coordinators' Assembly
- 6:00pm - 7:00pm
 Wine and Cheese Reception

FRIDAY, APRIL 16

- 8:00am - 9:00am
 Breakfast and Platform Presentations
- 9:00am - 11:00am
 Task Force Meetings--select one
 Evaluation Curriculum
 Learning Technology Research
 Faculty Development
- Coordinators' Session and Task Force Meet-
 ings--select one
 Professional Development Tools
 Management/Supervision
- 11:30am - 12:00pm
 APPD Presidential Address
- 2:00pm - 3:00pm
 Invited Presentation
- 3:00pm - 4:30pm
 Plenary Session
- 4:30pm - 5:30pm
 Interactive Panel Discussion

APPD CANCELLATION POLICY

All requests must be received in writing. A \$25 administrative fee will be assessed for all cancellation requests received prior to March 16, 2010. A \$50 administrative fee will be assessed for all cancellation requests received between March 16, 2010 and April 1, 2010. Cancellations received after April 1, 2010 will not be eligible for a refund. All reimbursements will be processed following the meeting.

SATURDAY, APRIL 17

- 7:00am - 8:20am
 Regional Breakfast Meetings--select one
 Mid-America Mid-Atlantic
 Midwest New England
 New York Southeast
 Southwest Western
- 8:30am - 4:00pm
 Coordinators' Session
- Please review program for workshop descriptions. Space is limited. Choices will be assigned on a first come basis.*
- 8:30am - 10:30am Workshops I
 First Choice _____ Second Choice _____
- 11:00am - 1:00pm Workshops II
 First Choice _____ Second Choice _____
- 2:30pm - 4:30pm
 Mentoring Session (please see page 16:
 must register by March 1st to participate)
 Mentor or Mentee (circle one)
 Mode: (choose one)
 Traditional Dyadic
 Facilitated Peer Group
- 4:30pm - 6:00pm
 Poster Session

SUNDAY, APRIL 18

- 7:00 - 8:00am
 IPE: Navigating the Next Round: FAQ &
 Lessons Learned
- Please review program for workshop descriptions. Space is limited. Choices will be assigned on a first come basis.*
- 8:00am - 10:00am Workshops III
 First Choice _____ Second Choice _____
- 10:15am - 12:15pm Workshops IV
 First Choice _____ Second Choice _____
- 12:45pm - 1:45pm
 Working Lunch Session: Action Points &
 Next Steps from Plenary

.....
 • CME
 • CME credit for the APPD program is included in
 • your registration fee.

REGISTRATION FEES

- APPD Member:
 \$425 (by March 16) \$475 (on-site)
- Non-Member:
 \$500 (by March 16) \$575 (on-site)
- Resident Registration: \$160
- Presenting-Only: \$160*
- Resident Presenting-Only: Fee waived
- Faculty Development Pre-Conference
 Workshop:
 \$45 (by March 16) \$50 (on-site)

TOTAL AMOUNT ENCLOSED \$ _____

.....
Payment by CHECK is preferred. APPD must pay a fee to process each credit card charge.
 Check or Money Order (made payable to APPD)
 Credit Card (Visa/Mastercard only)
 Credit Card Number: _____

Expiration Date: _____
 Signature: _____

.....
 * For non-members presenting a workshop, but not attending other sessions at the APPD Annual Meeting, the presenting-only fee is \$160.00 per person to a maximum of \$450/workshop for all presenters.

Important: Please note that ALL presenters are expected to register and pay for the meeting.

Special Offer for APPD Members: The (4th) person registering from the same program is free if received by March 16. (All 4 must be APPD members and the first 3 must pay the FULL registration fee.)

This form may be reproduced. Only one registrant per form. APPD Tax ID#: 54-2015821. Return form and payment (checks made out to APPD) by mail to:

Association of Pediatric Program Directors
 6728 Old McLean Village Drive
 McLean VA 22101-3906

Forms with credit card payment info may be faxed to 703-556-8729 or emailed to info@appd.org.

Meeting confirmations will be sent in March 2010

REGIONAL HAPPENINGS

Mid-Atlantic Region

Paul Bellino, MD, Geisinger Medical Center

The Mid-Atlantic Region had an engaging meeting in the fall of 2009, graciously hosted by the Program Directors from A.I. duPont. There were presentations highlighting educational innovations including an approach to resident Quality Improvement (QI) projects, a Procedure curriculum using Simulation, and the utility of using review of applicants' social networking pages in the resident recruiting process. There was also much discussion regarding potential strategies to respond to the ACGME's response to the IOM work-hours recommendations. Members of the region are also developing a process to fund resident-led research in pediatric resident education. We are looking forward to a productive meeting in Chicago.

Midwest Region

Jay Nocton, MD, Medical College of Wisconsin
Keith Mann, MD, University of Missouri-Kansas City
Tara Shirley, University of Kansas-Wichita

The APPD Midwest Region held its second annual fall regional meeting on October 16-17, 2009 in Iowa City, Iowa. Stacy McConkey and Ambrosya Amlong, program director and program coordinator respectively at the University of Iowa, graciously hosted and helped coordinate this meeting for our membership. Attendees at the meeting represented eight of the programs within the Midwest region, and included program directors, associate program directors, coordinators, and chief residents. The meeting started with a great dinner at a downtown Iowa City restaurant on Friday evening, and the formal portion of the meeting was held on Saturday.

Stacy McConkey, program director at the University of Iowa, started the formal program with a discussion regarding enhancing communication between nurses and physicians. Stacy and her colleagues at the University of Iowa have been interested in studying how gender biases may influence the effectiveness of communication among residents and other health care professionals. They plan to further explore ways to overcome some of the often unrecognized barriers created by gender bias. Stacy's presentation was followed by a morning session of presentations and discussions of three additional topics. Emily Borman-Shoap, Associate Program Director at the University of Minnesota, led a discussion entitled "Creating and Implementing a Web-based Continuity Clinic Curriculum." Emily is in the process of further developing and expanding such a curriculum within her program, and thus far, this curriculum appears to be very popular with the residents. Joy Drass, Program Director at the University of Missouri-Columbia, along with colleagues Kristin Koehn, Associate Program Director, and Russell McCulloh, a former resident, then

presented a standardized, structured, check-out system that they have developed and implemented in their program. Their presentation, entitled "PAGER: A Standardized Physician Check-out System Using Crew Training Principles," included some role-playing and emphasized the critical elements necessary for effective and efficient sign-out. The third topic presented was "To Click or Not to Click: Audience Response Systems and Resident Education," and was presented by Keith Mann, Associate Program Director at the University of Missouri-Kansas City, and his colleagues and chief residents Sarah McCormick and Lindsey Albenberg. Keith, Sarah, and Lindsey presented a number of innovative ways in which the Audience Response System can be used to engage residents during educational sessions. Those of us attending even got to "click" ourselves as part of their presentation.

Following lunch, the afternoon agenda consisted of two separate informal breakout sessions. During a session for program directors, associate program directors, and chief residents, Serkan Toy, PhD, an educational specialist at the University of Missouri-Kansas City, presented a project that he and his colleagues have been working on entitled "Making Rotation Evaluations Meaningful and Competency-Based." Following Serkan's presentation, there was considerable discussion among the directors and chief residents regarding the effectiveness of current evaluations in each of our programs and the ways that we can improve the evaluation process to make it more meaningful for residents. Coordinators met separately for an open forum, during which they shared a number of ideas regarding the administrative and supportive role they play in the lives of their residents.

Overall, it was an informative, fun, and engaging meeting, during which the regional members attending were able to share ideas and perspectives that we can each bring back to our respective programs. We would like to again thank our friends at the University of Iowa for hosting the regional meeting, and we look forward to seeing most of our regional membership again in Chicago.

New England Region

Edwin Zalneraitis, MD, University of Connecticut

Since the last Newsletter, the NPPD held our Annual Fall Meeting on October 22, 2009 in New Haven, CT. The meeting was hosted by Dr. Alan Freidman, Yale University Pediatric Program Director and the Chair of Pediatrics, Dr. Margaret Hostetter. The host Coordinator was Ann Marie Healy of the Yale University Program.

The Fall Meeting opened with a combined session for Program Directors, Coordinators, Clerkship Directors, and Chief Resi-

REGIONS, continued on next page

dents. The session consisted of four informative and thought provoking presentations. The first was *Challenges with today's residents: A Changing Work Ethic?* by the host program director Dr. Alan Friedman. The next was *Providing Health Care to Children in the Next Decade: Balancing Service Needs and Education* by Michael Apkon, MD, PhD, MBA, Vice President & Executive Director, Yale New Haven Children's Hospital. The third was *Residents in the Community - Learning, Research and the RWJ Clinical Scholars Program* by Margi Rosenthal, MD, MPH, Assistant Director, Robert Wood Johnson Clinical Scholars Program. The final was *Global Health and the Pediatric Resident - Making the Experience more than Medical Tourism* by Marietta Vazquez, MD, Assistant Professor, Pediatrics.

The groups then had individual breakout sessions as usual. The Coordinators' session, hosted by Ann Marie Healy, included transformation of the program coordinator's role, direction of the coordinator NPPD meetings, recruitment strategies, and ERAS tips. The Chief Residents' breakout session was lead by the Yale University Pediatric Chief Residents, Drs. Beth Emerson, Sherene Mason and Ian Zenlea. Their topics included a follow up on each of their progress since they had taken over as Chief Residents, bedside rounding/family centered rounding, scheduling conflicts and maintaining morale through the winter and recruitment.

Program Directors and Clerkship Directors had a follow up during the morning combined session, lead by Drs. Zalneraitis and Friedman. They followed up on the opening sessions, and discussed the University of Massachusetts initiative in Liberia provided by Dr. Trish McQuilkin. This triggered a discussion of what all NPPD programs were doing in international health, and how we could share resources. The group discussed innovation in primary care as introduced by Dr. Jacques Benun of the Tufts University program. There was then a presentation and discussion on hand-offs provided through Dr. Dennis Simon of Boston Children's Hospital. This was followed by general group discussions on work hours and night teams, where we stand with the IOM recommendations and what to look forward to with the Milestones Project.

The next meeting is planned for Friday, March 27, 2009 in Boston, Massachusetts. It will be hosted by Program Directors Drs. Emmett Schmidt, Shannon Scott-Vernaglia and Ariel Frey and Pediatric Coordinator Therese D'Agostino of the Massachusetts General Hospital Pediatric Residency Program. It will include the usual spring gathering of both finishing and rising Chief Residents to promote a smooth transition to the new academic year. Then, it's on to the APPD meeting in Chicago!

APPD - NY/NJ REGION

2010 Spring Educational Retreat

New York / New Jersey
Program Directors
Associate Program Directors
Pediatric Chief Residents
Pediatric Program Coordinators

Date: Tuesday, March 23, 2010

Location: Corporate Learning Center
Jacobi Medical Center, Bronx, NY

Please contact Beth.Woolf@nymc.edu for further information.

TASK FORCE REPORTS

Curriculum Task Force

Susan Bostwick, MD

New York Presbyterian Hospital (Cornell)

Karin Hillenbrand, MD

East Carolina University School of Medicine

We invite everyone to join us at our Task Force meeting in April in Chicago, as well as to attend the 5th annual workshop presented by the Curriculum Task Force (workshop # 5 on page 11 of the Annual Meeting Preliminary Program). This year, our workshop will follow the same format as in past years, i.e. a series of platform presentation of accepted posters. Our focus this year is on curriculum for communication skills. At our Task Force meeting we will hear updates from committee members regarding national curriculums that they are involved in developing. In addition, we will spend focused time breaking into groups to work on curricula that are in different stages of development, e.g. night float and the medical home.

Members of the Curriculum Task Force and the AAP Resident Planning Team selected five new AAP online courses that will be free to residents starting July 1, 2010-June 30, 2012. The courses were selected based on the course content, ACGME core competencies covered, and potential gaps in learning within pediatric residency programs. The courses are: Pediatric Musculoskeletal Medicine, Childhood Hearing 2009, Help Every Family Quit Smoking, Health Literacy, Pediatric Dermatology – Newborn Skin Conditions, and Fostering Health –Evaluation of Children in Foster Care. Check out PediaLink for further details.

COMSEP/APPD PEDIATRIC SUBINTERNSHIP CURRICULUM DEVELOPED

The COMSEP/APPD Pediatric Subinternship Curriculum has been developed through a collaboration between the COMSEP Curriculum Task Force and the APPD Curriculum Task Force. Educators are free to use this resource and amend it as needed. The Subinternship Curriculum can be accessed by clicking on the link below. We are in the process of developing optional learning activities and learner assessment strategies and will update you when they are ready for posting.

www.appd.org/PDFs/COMSEP-APPD.pdf

For additional information or comments please contact:
Lyuba Konopasek lyk2003@med.cornell.edu and Sandy Sanguino ssanguino@northwestern.edu.

Faculty Development Task Force

Clifton Yu, MD, National Capital Consortium

A meeting of the APPD Faculty Development Task Force was convened by Cliff Yu and Nancy Spector via teleconference on Friday, January 22, 2010 at 3PM EST. Participants included Adam Pallant, Antonio Zamora, Kimberly Gifford, Laura Carravallah, Maria Ramundo, Melissa Hamp, Mike Southgate, and Wendy Hobson-Rohrer.

An overview of this year's pre-conference workshop sponsored by the Faculty Development Task Force was presented. This year we have invited two guest speakers to present a workshop on TeamSTEPPS (Team Strategies and Tools to Enhance Performance and Patient Safety), which is a national program co-sponsored by the Agency for Healthcare Research and Quality (AHRQ) and the Department of Defense (DoD) designed to enhance communication and teamwork skills in order to improve patient safety and healthcare quality. (See page 3 for further details on this workshop, scheduled for Thursday, April 15 from 12:45-3:45 pm at the Hilton Chicago.) Faculty Development Task Force members are encouraged to attend the session on April 15 and bring their thoughts and comments about the program to the general Task Force meeting on April 16.

An update on the recent activities of the Ad Hoc Committee on Professional Development was given by Nancy Spector, starting with a review of the APPD Mentoring Program headed by Nancy and Keith Mann. In an attempt to rejuvenate the current APPD Mentorship Program, Keith and Nancy initiated a survey of the entire APPD listserv. Surprisingly, the

largest percentage of respondents were interested in a proposal to start a peer collaborative type of mentorship program led by a senior mentor in a specific area of interest whereby groups of mentees would work with the senior mentor on a specific academic idea or project. A smaller percentage of respondents were interested in the more traditional "dyadic" mentorship relationship, although with some attempt at matching mentors and mentees based on common interests and perhaps geography. A follow-up survey is being sent out via the electronic registration announcement for the APPD Spring Meeting that asks for members to sign up as mentors or mentees, and whether they have a specific interest in the paired or group program. The target will be to have at least the individual mentors/mentees paired by the annual meeting in April, with further discussion of the group program at the meeting in Chicago. In addition, Nancy touched on two other leadership forums that will be co-sponsored by the APPD and the APA. The first one will be held immediately after the APPD Fall Meeting in Northern Virginia in September, with the entire conference content tailored to the needs of the audience based on a survey performed earlier of the APPD membership. The second forum will be a mini-course that was accepted for presentation at this year's PAS meeting in Vancouver entitled "Leadership Skills for Academic Pediatricians," to be led by both Tina Cheng from APA and Nancy from APPD.

This past fall, the Faculty Development Task Force proposed to the APPD Board of Directors the development of a faculty development curriculum based on a needs assessment survey of APPD membership. The curriculum would consist of workshops targeting key areas identified through the survey that would be held at the annual meeting. Although the Board liked the idea in concept, it was felt that having a faculty development curriculum embedded in the annual meeting workshops would be unfair to other task forces who might also want to have workshops "reserved" for what they might see as part of a core curriculum as well. Utilizing the existing method of having competitive submission for all workshops, including those related to faculty development, seemed to be a reasonable approach. As it now stands, Faculty Development Task Force members (Joe Lopreiato, Nancy Spector, Keith Mann, and Cliff Yu) submitted a workshop proposal on mentorship that was accepted for the spring meeting (Workshop # 30, "Mentoring and Advising Pediatrics Trainees – It's All Greek to Me," scheduled for Sunday, April 18 from 10:15 am-12:15 pm. See page 40 of the APPD Annual Meeting Preliminary Program.).

There were, however, no other workshops submitted that would reasonably qualify as "faculty development." An alternative idea would be for the Task Force to devise the topics for a curriculum based on a survey of membership, to include speci-

fying broad-based goals and objectives, and then allow for competitive submission of workshops on these topics by anyone in the APPD. If accepted, the Task Force would make a determination if the workshop appeared to fulfill the intended goals of the curriculum and then the workshop could be “starred” or identified by an asterisk in registration materials that the workshop counts towards completing the broader faculty development curriculum. Mention was made of the similarity of this approach to PAS, as well as the APA Scholar’s Program and that of the AAMC, although the APPD curriculum would be decidedly different in its content focus. After completion of a pre-determined number of “certified” faculty development workshops, an individual would receive certification in faculty development from the APPD. In order for this idea to come to fruition, it would need to have broad based support from the Task Force, both in terms of its conception and implementation. This topic will be brought up for larger discussion and perhaps inclusion of interested task force members to both implement and analyze a survey, conceive of the topics, and to outline broad goals and objectives, assuming the APPD Board gives the go ahead for this proposal.

REPORT OF THE APPD AD HOC COMMITTEE ON PROFESSIONAL DEVELOPMENT

*Ted Sectish, MD and Nancy Spector, MD
Co-Chairs, Ad Hoc Committee on Professional
Development*

Over the past year, the Ad Hoc Committee on Professional Development conducted a survey of APPD members to determine the professional development needs that would facilitate the development of a leadership conference based on these data. Our survey results showed consensus around a number of topics within each broad area of professional development: leadership skills, personnel management, personal professional development, and financial management.

Our Ad Hoc Committee approached the APA in February of 2009 to discuss a potential partnership with APPD. Subsequently, a planning group consisting of Rob McGregor, Ted Sectish and Nancy Spector (representing APPD) and Susan Bostwick, Tina Cheng, Tom Dewitt, Danielle Laraque, and Janet Serwint (representing APA) are planning a day-and-a-half **APA-APPD Leadership Conference** to immediately follow the APPD Fall Meeting, starting at mid-day **September 21-22, 2010** at the **Hyatt Regency in Reston, VA**.

The conference is built directly on the needs of our membership based on the survey results. The leadership conference includes a series of interactive workshops based on the survey. In addition, we will feature facilitated peer group mentoring throughout the conference with peer groups assembled based on leadership challenges and current program projects reported by attendees.

We encourage APPD members to mark their calendars and attend this leadership conference.

SAVE THE DATE

**APPD Fall 2010 Meeting
September 19-21**

Keynote Address and Dinner: **Sunday evening, September 19**

Sessions for Program Directors, Fellowship Directors,
Associate Directors, Program Coordinators,
and Fellowship Coordinators
Monday and Tuesday, September 20-21

**APA-APPD Leadership Conference
September 21-22**

Hyatt Regency Hotel, Reston, VA

UPDATE FROM THE MEDICINE-PEDIATRICS PROGRAM DIRECTORS ASSOCIATION (MPPDA)

Suzanne K. Woods, MD, MPPDA President
Director, Med-Peds Residency Program, Duke University School of Medicine

News from the Med-Peds front includes:

- Applications to Med-Peds programs have increased significantly this year and are over 20% greater than last year, including US and international graduates. At last count, 80 programs will be participating in the Match this year. We are looking forward to an exciting Match!
- We are thrilled to have several regional Med-Peds meetings in the coming months and the schedule is as follows:

First Annual Southeast Med-Peds Meeting:
Saturday, February 27th, 2010

First Annual Southwest Med-Peds Meeting:
Saturday, April 10th, 2010

Tenth Annual Northeast Med-Peds Meeting:
Saturday, April 17th, 2010

American College of Physicians with the Med-Peds section and reception: Thursday, April 22, 2010

Please contact NMPRA if you are interested in additional information for any of these meetings.

The MPPDA annual meeting will be held on April 28 – 29, 2010 in conjunction with the APDIM meeting in Baltimore. We will have our second annual poster session and are looking forward to a great meeting again this year. Regarding accreditation, the inaugural site visits continue over the course of 2010 so that all Med-Peds programs will be reviewed by the conclusion of this year. We are also in the process of reviewing and revising the Med-Peds program requirements over the next six months. This continues to be a busy and exciting year for Med-Peds!

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REPORT OF THE FEDERATION OF PEDIATRIC ORGANIZATIONS (FOPO)

Theodore Sectish, MD
Executive Director, FOPO
Children's Hospital/Boston Medical Center

The Federation of Pediatric Organizations is an umbrella organization, made up of the leadership of the American Academy of Pediatrics, the American Board of Pediatrics, the Academic Pediatric Association, the American Pediatric Society, the Association of Pediatric Medical Student Department Chairs, the Association of Pediatric Program Directors, and the Society for Pediatric Research. FOPO addresses cross cutting issues that affect child health and does so by setting policies, convening meetings and serving as a communication vehicle. In this report, I will summarize activities currently being addressed by the organization's task forces and update the progress of the strategic plan working groups. A complete report including a listing of presentations, publications, statements, and letters can be found at www.fopo.org.

Task Force on Women in Pediatrics

Susan G. Marshall (University of Washington) took over as Chair of the Task Force and led the meeting in Boston, MA, following the annual AAMC. The group, consisting of ten participants, reviewed the work of the Task Force in the last three years under Bonnie Stanton's leadership. During that time Task Force focused on part time/flexible work and training and child care.

The future focus for the Task Force will include the following priority areas and will focus on academic and community practice settings:

1. Pipeline, workforce, attrition, and retention of junior faculty
2. Flexible/part time training
3. Mentoring and leadership
4. Transparency for promotion, paths for advancement, salary, incentives, and resources.

The Task Force will meet by conference call quarterly and plans to meet at the PAS in Vancouver and at the NCE in San Francisco.

Task Force on Diversity and Inclusion

A planning group comprised of Tina Cheng, Denice Cora-Bramble, Elena Fuentes-Afflick, Renee Jenkins, Danielle Laraque, and Fernando Mendoza met by conference call and drafted a proposal that is attached to the agenda. They propose the following objectives:

- Develop a strategic plan for diversity and inclusion
- Develop formal collaborative relationships with AAMC, DGI, NMA and others
- Identify and support policies that would broaden the diversity of the pediatric workforce

FOPO, continued on next page

- Support education needs of a diverse faculty in academic medicine
- Explore with IPE mechanisms for promoting excellence in pediatric training programs through diversity and inclusion
- To support leadership development of a diverse faculty

Strategic Plan Working Groups Update **Leadership Academy**

The focus of the Working Group is to: 1) promote collaboration among FOPO member organizations, 2) create a database of leadership activities, 3) influence the PAS Planning Committee to ensure ample educational options at the PAS Meeting, 4) work with the Pediatric Leadership Alliance of the AAP to create programming, 5) consider creating a longitudinal curriculum or activity and look at outcomes, 6) examine the educational continuum from medical school through residency and beyond, and 7) create curricula around the core competencies of leadership.

As a liaison to the PAS Program Committee, I attended a meeting held in July, 2009. FOPO was given one selection for the invited science portion of the meeting (Mini-Courses, State-of-the-Art Plenary Sessions, and Hot Topics). At that meeting, I recommended the Mini-Course, “Leadership Skills for Academic Pediatricians,” a joint submission from members of the planning group for a leadership conference sponsored by APA and APPD. The Program Committee had selected a Mini-Course sponsored by our Task Force on Women in Pediatrics for inclusion in the program, “Developing Women as Leaders in Academic Pediatrics.” In addition there are three workshops accepted which are devoted to leadership, “Development of Essential Medical Leadership Skills,” “Leading From the Middle,” and “So You Want to Be a Leader? Here is How You Do It!”

One important function of the Leadership Academy Working Group will be to ensure adequate programming about leadership topics at PAS and encouraging the submission of abstracts for invited science (mini-courses, hot topics, and state-of-the-art plenary sessions) and workshops.

Positioning Pediatricians in Leadership Positions in Organized Medicine

Carol Berkowitz and Renee Jenkins co-chair this Working Group. Members of the working group are targeting the following organizations for positioning pediatricians in leadership positions:

Carol Berkowitz – Quality (NICHQ, AQA, AHRQ) plus ACGME and the AMA

Danielle Laraque – NIMH

Renee Jenkins – NICHD (with Danielle Laraque and Ted Sectish)

Kathe Nelson – IOM and AAMC

In addition to understanding how to ensure that pediatricians can be selected for leadership positions, the group proactively joined forces with FOPO leadership in the effort to offer names

for the Search Committee for position of Director of the Eunice Kennedy Shriver National Institute of Child Health and Human Development after Duane Alexander stepped down in September 2009. I spoke with Francis Collins and submitted a letter with five names proposed. The response from the Chairs of the Search Committee is also attached.

Child Health Research Working Group

Mark Schleiss and William Hay co-chair this Working Group. The group had its speakers author a paper based on the presentation at the PAS meeting in Baltimore, “Child Health Research Funding and Policy: The Imperatives and the Investments That America Needs to Make for a Healthier World.” This manuscript has been accepted and is being revised.

This year the Working Group submitted a workshop, “Crafting Successful Clinician-Scientists in Child Health Research,” which has been accepted. Several members of the Working Group, Bill Hay, Mark Schleiss, Steve Abman, and David Cornfield are leading an effort to discuss the problem of the “leaky” pipeline of physician scientists in child health research and develop an action plan, possibly resulting in a white paper. They hope to sponsor a national meeting to address the subject in greater detail.

Global Health Working Group

Errol Alden and William Keenan co-chair this Working Group. There are now four areas of focus:

1. International certification
2. Global Health Rotations and Curriculum for medical students and residents
3. Creating sustainable global partnerships
4. Helping Babies Breathe, a neonatal resuscitation and education for the global lay public

The Working Group envisions sharing knowledge across FOPO member organizations for each of these efforts. The group is considering sponsoring a forum to share ideas and one focus will be global health training and education. The forum would include pediatric program directors and members of the AAP International Child Health Section, the AAP Section on Medical Students, Residents, and Fellowship Trainees, and the Review Committee for Pediatrics of the ACGME. The Working Group plans to meet at PAS in Vancouver.

Graduate Medical Education

Aaron Friedman chairs this Working Group, which is awaiting the response of the ACGME to the Institute of Medicine’s Report on Resident Duty Hours. Once the direction of the ACGME is known, this Working Group may partner with NACHRI to host a national conference and bring together the pediatric community and include those with knowledge of government sponsored GME programs, CEOs of children’s hospitals and academic medical centers, department chairs, and program directors to develop a larger view of the future of GME funding.



The Federation of Pediatric Organizations

is delighted to announce

Stephen Ludwig, MD
Children's Hospital of Philadelphia

as the recipient of the
2010 Joseph W. St. Geme, Jr. Leadership Award.

On February 10, 2009, the Board of Directors of the Federation of Pediatric Organizations selected Stephen Ludwig, MD as the 2010 Joseph W. St. Geme, Jr. Leadership Awardee. This award was created in honor of Dr. St. Geme to recognize an individual who is a leader in the field of pediatrics, a role model, and one who has contributed broadly to the field. Most importantly the award recognizes those individuals who have "created a future." Dr. Ludwig is indeed an individual who has created a future in pediatrics, as one of the founding fathers of pediatric emergency medicine and a leader in

advancing the fields of child abuse and general academic pediatrics. He is a generalist at his core, a distinguished educator, an academic scholar, and a leader in American pediatrics. His contributions in leadership, education, mentorship, advocacy, academic and community pediatrics are noteworthy. As such, he is an ideal recipient of the Joseph W. St. Geme, Jr. Leadership Award. For further information on Dr. Ludwig and this award, visit:

www.appd.org/pdfs/StGemeAwardPR.pdf.

UPDATE FROM THE AAP SECTION ON MEDICAL STUDENTS, RESIDENTS AND FELLOWSHIP TRAINEES

Joshua Smith, MD, MBA Chair, AAP Section on Medical Students, Residents, and Fellowship Trainees (SOMSRFT)

The Section on Medical Students, Residents, and Fellowship Trainees (SOMSRFT) continues to improve child health through a variety of ways. Our advocacy campaign, ImmuneWise, has been a great success thus far and is being implemented in programs across the country. We are receiving feedback from academic and community pediatricians alike, that this program is improving vaccination rates and the quality of health care delivered to our patients. We would like to thank the program directors who have helped implement this project all across the country. If you are not familiar with the project, then please contact your AAP program delegate or a member of the SOMSRFT Executive Committee and we will be happy to accommodate your needs.

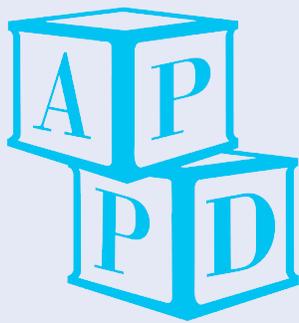
We are planning the 2010 AAP National Conference and Exhibition (NCE) in San Francisco on October 1-5. Our section meeting will be Saturday, October 2nd, with our meet and greet the previous evening, and will be an action packed day of "How to Take Yourself to New Heights." We will be hearing from a nationally recognized physician on how to find meaning in medicine and will also determine our new executive officers for the next year. We have lined up some fantas-

tic breakout sessions on how to best present oneself on paper and in person, how to perform pediatric research in residency, how to handle and use home health equipment, and how to maintain one's competency in pediatrics. All in all, it will be a great program and one that will elevate all involved to new levels.

The YoungPeds Connection YPC is up and running! We are very excited about our professional social networking site and hope that you are encouraging your residents and fellows to register and stay connected. We hope that they are using it to discuss resident life, career plans, networking opportunities and work-life balance.

We continue to work on the Medical Student to Residency guide, in conjunction with COMSEP. Our projected roll out date is this fall and we look forward to its completion. Another medical student success was the breakout session exclusively for them at the NCE. It provided valuable information on residency life, pediatrics as a career, the residency application process, and other pertinent issues pertaining to medical school and residency. We are planning another session for the October NCE in San Francisco.

As our section moves forward, we know that our success is largely dependent upon our mentors and leaders, many of which are members of the APPD. Thank you for all you do, and we look forward to working with you to improve child health and residency training.



Forum for Fellowship Directors

Friday, April 30, 2010

Mackenzie Ballroom

Fairmont Waterfront Hotel, Vancouver, BC

8:00-8:15	Welcome/Breakfast
8:15-8:45	NRMP Update - <i>Mona M. Signer, Executive Director, National Resident Matching Program</i>
8:45-9:30	ABP Update - <i>Gail McGuinness, MD, Executive Vice-President, American Board of Pediatrics</i>
9:30-9:45	Break
9:45-10:30	ACGME Update - <i>Stephen Ludwig, MD, Chair, RC for Pediatrics</i>
10:30-11:00	CoPS Update - (includes ERAS discussion) <i>Vicky Norwood, MD, Chair, Council of Pediatric Subspecialties</i>
11:00-11:15	Break

11:15-12:45 Workshop I

Developing Leadership Skills in Pediatric Subspecialty Fellows: Curriculum for Future Physician Leaders

Rebekah Brown, MD, Pediatric Pulmonary Fellow – third year, Vanderbilt University Medical Center; Christopher Kennedy, MD, Fellowship Director Pediatric Emergency Medicine, Children’s Mercy Hospital

Upon completion of this workshop, an individual will be familiar with methods for providing leadership curriculum to pediatric subspecialty fellows and residents and be able to apply these to an individual institution’s core curriculum.

Background: The CoPS Taskforce on Core Fellowship Curriculum performed a survey of ‘super’ fellowship directors of pediatric subspecialty programs in 2009. Leadership was identified by 63% of institutions as an area of need in the pediatric subspecialty fellowship core curriculum.

Goals of workshop:

- Identify key components of leadership curriculum (leadership communication and styles, competencies which have been identified in successful physician leaders including: People Skills and Conflict Resolution, Emotional Intelligence, Vision and Change Management, Organizational Altruism and Communication¹⁻³)
- Share and evaluate current curriculum and formats--didactic and small group exercises
- Develop nationally shared exercises and resources as a model for leadership curriculum to be developed and implemented on an institutional level

Description of workshop: The workshop will open with brief introductions with discussion of leadership curricula currently utilized at the participants’ institutions. This will be followed by a 20 to 30 minute didactic overview of leadership in medicine including evaluation of leadership behavior and competencies. Specific challenges to fellow leadership development geared toward program development will be presented to the group and focus on incorporating leadership education into training using practical scenarios. Each challenge will be centered on a topic area including communication and self-awareness, building relationships, initiation and change, and ethos. The group will then form small teams with each team asked to develop a curriculum for their specific assigned challenge. Teams will reconvene as a group and revise the proposed curriculum resources by alternating presentation of the proposed solutions.

12:45-1:00 Break

1:00-1:45 Lessons Learned from our ACGME Site Visit
Panel Lunch Discussion with Folks who have completed Site Visits

1:45-2:00 Break

2:00-3:30 Workshop II

Measuring what Counts: Defining the Evidence for Assessing Pediatric Fellows in Clinical Settings and Developing Useful Competency Assessments for Fellowship Trainees

John D Mahan, MD, Professor of Pediatrics, Vice Chairman for Education, Pediatric and Pediatric Nephrology Fellowship Program Director, Nationwide Children’s Hospital/The Ohio State University; Diane Kittredge, MD, Professor of Pediatrics, Pediatric Program Director, Dartmouth Hitchcock Medical Center; Kristina M Reber, MD, Associate Professor of Pediatrics, Neonatology Fellowship Program Director, Nationwide Children’s Hospital/The Ohio State University

By the end of the workshop, participants will be able to:

1. Describe basic principles of learner assessment in clinical settings.

2. Identify competency-based learner assessment strategies that apply to fellows in training.
3. List three examples of evidence-based assessment tools that can be applied in their own fellowship teaching environments.

Description: The workshop will start by asking participants to identify the top challenges they face in assessing fellowship trainee performance. Common themes around the issues that pediatric fellowship program directors face in the assessment of pediatric fellows in training will be identified. Leaders will then review the principles of competency-based assessment applicable to various clinical settings, and current evidence for formative and summative methods that have particular value in pediatric fellow training. Small group sessions will then be utilized provide opportunities for participants to discuss and develop competency assessment strategies and tools they might adapt and implement in their own fellowship programs in their own institutions. Finally, the groups will reconvene to share ideas and discuss opportunities for implementation of these competency assessment tools in their own programs and for future collaborative studies of effectiveness of these methods in developing pediatric fellows. Participants, on completion of this workshop, should be better informed about effective methods for competency assessment for pediatric fellows and be equipped to improve the format and value of competency assessment methods in their own programs.

3:30-3:45 Break

3:45-5:15 Workshop III

Successful Recruitment

Patrick Leavey, MD, Fellowship Program Director, Pediatric Hematology/Oncology, UT Southwestern Medical Center; Jeffrey McKinney, MD, PhD, Program Director, UT Southwestern Medical School; and Robert McGregor, MD, Program Director, St. Christopher’s Hospital for Children

Objective

1. Participate in a pre-forum survey to determine skills likely to be useful for successful fellows
2. Discuss the concepts of behavioral interviews and recognize how specific interview strategies may be valuable in selecting future fellows. Design interview questions pertaining to previously described skills.
3. Recognize limitations and value of Letters of Recommendation and Personal Statements
4. Review interview and post-interview communication etiquette.

Rationale for program: The exhaustive list of fellowship PD responsibilities outlined by the ACGME might be summarized as the supervision of the academic rigor, clinical training and myriad opportunities for fellows in their program. Successful fellows are expected to meet the minimum criteria of competence in 6 core competencies, generate scholarly work and participate in a core curriculum and various activities such as quality improvement. Perhaps most PD’s can describe what they are looking for in future fellows but descriptors for fellowship success are not well defined and are not available to residents in training who are making the decision for fellowship training within 18 months of starting their specialty residency programs. Leadership, creativity, initiative, imagination, etc are among the many skills sets not measured by 6 competencies but are among the skills explored during selection cycles for fellowship training. In the absence of established and somewhat intangible characteristics, and with little interview training fellowship program directors assume another responsibility – successful recruitment. **Program description:** This session will depend of the completion of a pre-forum survey to identify skills valuable in fellowship training and likely necessary for success. Participants will then discuss some components of behavioral interview strategies with an opportunity to develop questions aimed at pre-defined skills. Participants will discuss the values and limitations of personal statements and recommendation letters, and briefly review the benefits and pitfalls of the electronic application systems and the match. Participants will review the etiquette of interviewing and post-interview communication. Participants will also review the benefits of post-interview surveys and how to implement them into quality improvement activities necessary for their program.

Registration

Name _____ Degree _____
 Program _____ Title _____
 Address _____
 City _____ State _____ Zip _____
 Phone _____ Fax _____ E-mail _____

Registration Fee

Received By April 2:	\$125.00	_____
Onsite:	\$150.00	_____

TOTAL AMOUNT ENCLOSED: _____

Payment by CHECK is preferred. APPD must pay a fee to process each credit card charge.

Check or Money Order (made payable to APPD)

Credit Card (Visa/Mastercard)

Credit Card Number: _____ - _____ - _____ - _____

Expiration Date: _____ Signature: _____

Return form and payment by mail by **April 2, 2010** to:

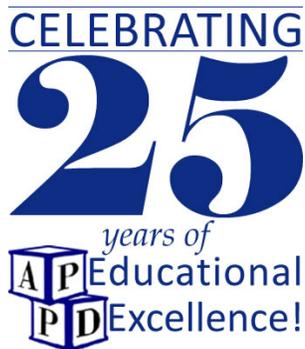
Association of Pediatric Program Directors * 6728 Old McLean Village Drive * McLean VA 22101-3906
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- If you are presenting at the Spring APPD meeting, this is a good time to prepare your talk and slides and coordinate with others who are presenting with you.
- This is also a great time for housekeeping with your residents to make sure that they are up to date with faculty advisor conferences, duty hour reporting, ILPs, required PREP questions, TB tests, CME, USMLE Step III scores, etc., etc.
- Cleaning out old files and trashing papers in your office gives you a sense of clarity and organization as paperwork accumulates in record quantity during recruitment.
- Organizing computer files and moving emails to personal folders: deleting old emails and following up with open items will help you stay organized and ready for orientation and graduation which will soon follow.
- Scanning graduate residents' files takes time but, frees up lots of file space in your filing cabinets.

- Updating alumni lists and addresses is also worthwhile during the less busy times.
- One activity that has saved me a lot of time when doing presentations was to organize the residents' personal and social pictures in the computer. This is a monumental task if you have been randomly saving pictures emailed by the residents and graduates. Now I rename them and save them in a logical manner as soon as I receive them.

Use this gift of time wisely! I wish all programs, coordinators and directors a successful match!

The Coordinators' Executive Committee members are looking forward to meeting everyone in April at the spring meeting in Chicago. Of note, there will be a wine and cheese reception on Thursday from 6pm to 7pm and the coordinators' social will be on Friday at 6:30 pm (details to follow).



Date and exciting location
to be announced soon!

APPD 2011 Annual Meeting

*We'll be having a big birthday bash to celebrate
APPD's first 25 years of service
to pediatric residency programs.*



APPD Leadership

President - Susan Guralnick, MD (2008-2010)

President-Elect - Ann Burke, MD (2008-2010)

Secretary-Treasurer - Joseph Gilhooly, MD (2007-2010)

Past-President - Robert McGregor, MD (2008-2010)

Executive Director - Laura Degnon, CAE

Association Manager - Kathy Haynes Johnson

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Grace Caputo, MD, MPH (2008-2011)
Lynn C. Garfunkel, MD (2009-2012)
Patricia Hicks, MD (2007-2010)
Dena Hofkosh, MD (2007-2010)
Jerry Rushton, MD, MPH (2008-2012)

Coordinators Executive Committee

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Lorrayne Garcia, C-TAGME (2007-2010)
Avis Grainger, C-TAGME (2009-2012)
Marlene Keawe, MBA (2007-2010)
Deb Parsons, C-TAGME (2008-2011)
Elizabeth Sanchez-Rocca, C-TAGME (2008-2011)