Presentation to New APPD Volunteer Leaders

Executive Committees, Learning Communities, Regional & Committee Chairs

Megan Aylor, MD, President
Laura Degnon, CAE, Executive Director
Colleen Hughes, Associate Executive Director
June 4, 2024

Association of Pediatric Program Directors

Agenda:

- Welcome / Introductions (Megan)
- APPD / Degnon (Colleen)
- Leadership Structure, Board, Expectations / Responsibilities of Volunteer Leaders (Megan, Laura, Colleen)
- Adjourn (Megan)

Welcome/Introductions

Put in Chat:

Program and Role at your institution &
APPD Position (i.e. Chair, Chair Elect of _____)

Association of Pediatric Program Directors

APPD / Degnon Partnership Began in 1996 (28 years!)

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CHARTER ACCREDITED ASSOCIATION MANAGEMENT COMPANY asae american society of association executives

DEGNON ASSOCIATES EST. 1979

Association of Pediatric Program Directors

Who Is Degnon Associates?

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Degnon Associates — Est. 1979

Accreditation of Association Management Companies

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Certification of Individuals

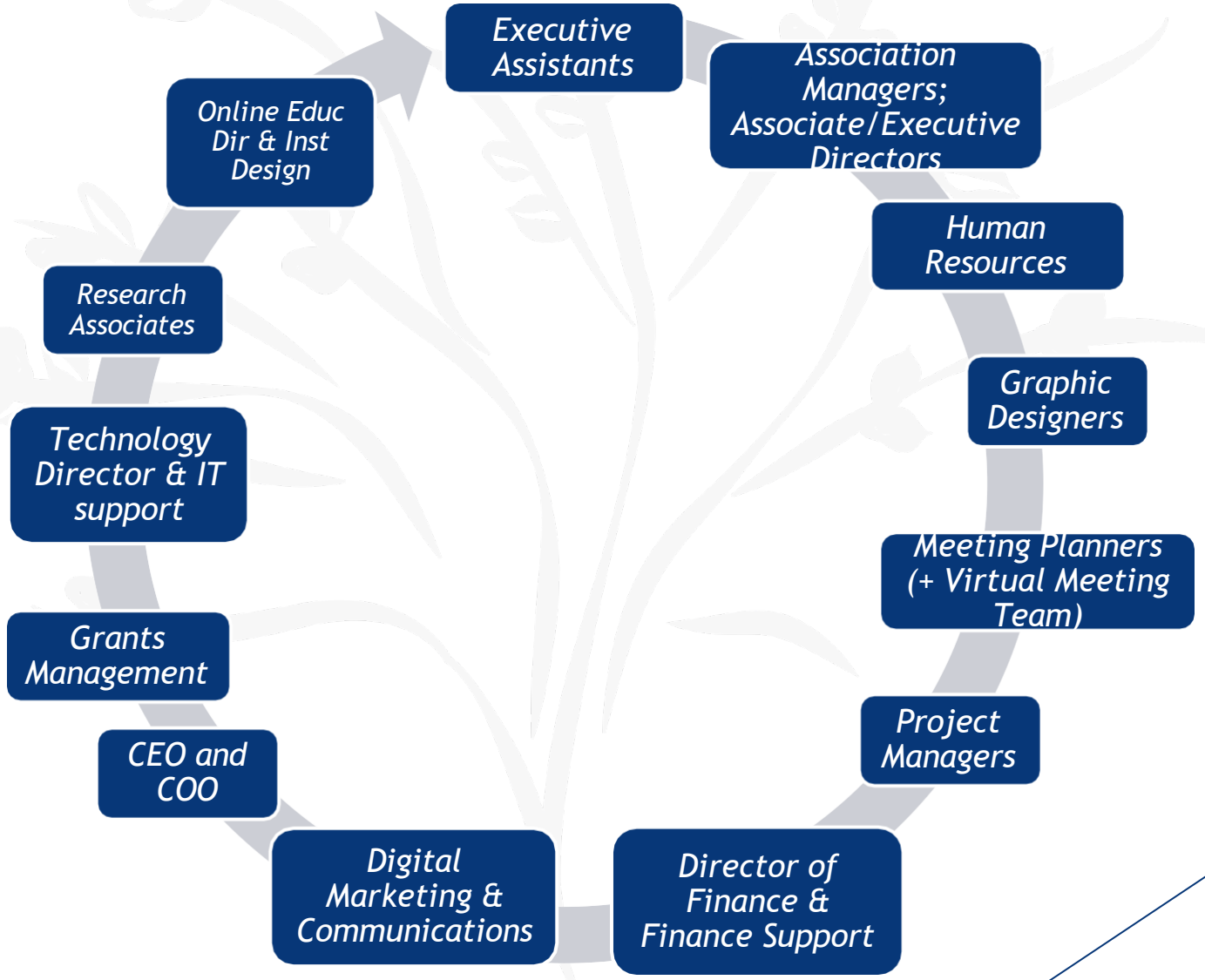
Certified Association Executive (CAE)

Degnon Associates as a Company

- Established 1979 by George K. Degnon, CAE
- Serve medical, health and scientific organizations *only*
- Nineteen (19) clients ~ 12 of which are pediatrics
  (16 full service; 1 salary survey; 1 finances, 1 federation)
- Forty-two (42) employees
- Accredited *(voluntarily)* Association Management Company (7%)

Our philosophy: Be the **best**, not the biggest. Be an innovator, not a processor.

Our Management Team



DEGNON ASSOCIATES
EST. 1979

Ground Rules

TEAM: Together Each Achieves More

- **TRUST AND RESPECT**
- **COMMUNICATION**
- **DRIVEN**
- **COMFORTABLE**
- **PROFESSIONAL GROWTH**
- **JOYFUL**
- **DIVERSIFIED**
- **DEPENDABLE**
- **PASSIONATE**
- **INTEGRITY**
- **COMMITTED**
- **CREATIVE**

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Open Discussion

Questions?

Association of Pediatric Program Directors

Leadership Structure, Board, Volunteer Leaders (Megan, Laura, Colleen)

APPD Mission

To ensure the health and well-being of all children, we lead the advancement of pediatric medical education, the development of a sustainable and diverse workforce, the cultivation of an inclusive learning environment, and promotion of educational innovation.

APPD Values

- Leadership
- Innovation
- Community and Collaboration
- Scholarship
- Engagement
- Diversity, Equity and Inclusion

APPD Leadership Structure

Board of Directors

- APPD LEARN (Advisory Committee)
  - SPIN
  - PRIME
- Regions (Council of Region Chairs)
  - Mid-America
  - Mid-Atlantic
  - Midwest
  - New York
  - Northeast
  - Southeast
  - Southwest
  - Western
- Learning Communities (CoLCCs)
  - Special Project Grants
  - Assessment
  - Behavioral & Mental Health
  - Community Health & Advocacy Training
  - Curriculum
  - Educational Technology
  - Faculty & Professional Development
  - Healthcare Simulation
  - LGTBQA+
  - Global Health
  - Quality Improvement Patient Safety (QIPS)
  - Research and Scholarship/Surveys Enhancing Educator Knowledge (SEEK)
  - UIM
- Executive Committees
  - Program Directors
  - Fellowship Program Directors
  - Associate Program Directors
  - Coordinators
  - Chief Residents
  - Vice Chairs of Education
- Leadership Development
  - FPD, PD, Coordinators (LEAD, LEAPES, SMERFS)
  - UIM (FUEL, AIMS, UIM Chief Residents' Collective)
  - Mentoring
- APPD LESSON (Advisory Committee)
- Meetings
  - Fall Meeting
  - Pediatric Medical Education Conference
  - Spring Meeting
  - Forum for Fellowship Leaders
  - Virtual Cafes
- Action Teams
  - Residency Recruitment
  - Fellowship Recruitment
  - Confronting Racism
  - Brave Spaces
  - Connecting Residency to Certification
- National Initiatives
  - ACGME Equity Matters
  - AMSPDC Workforce Initiative
- Communications
  - APPD Pages in APA Journal
  - Communications Committee
- Liaisons
  - ACGME
  - ABP
  - CoPS
  - COPE
  - FOPO
  - OPDA

MISSION DRIVEN – MEMBER FOCUSED

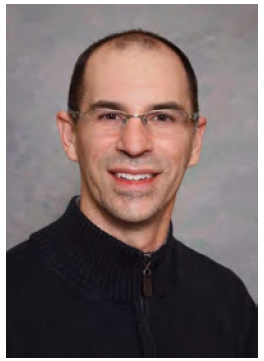
APPD Board of Directors



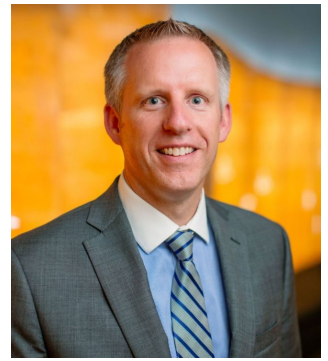
Megan Aylor
APPD President



Patricia Poitevien
APPD Past President



Michael Weisgerber
APPD President Elect



Jay Homme
APPD Secretary/
Treasurer



Tyree Winters
Board Member At-Large



Lahia Yemane
Board Member At-Large /
Communications Director



Aisha Barber
Board Member At-Large



Laura Degnon
Executive Director

Board of Directors' Purpose

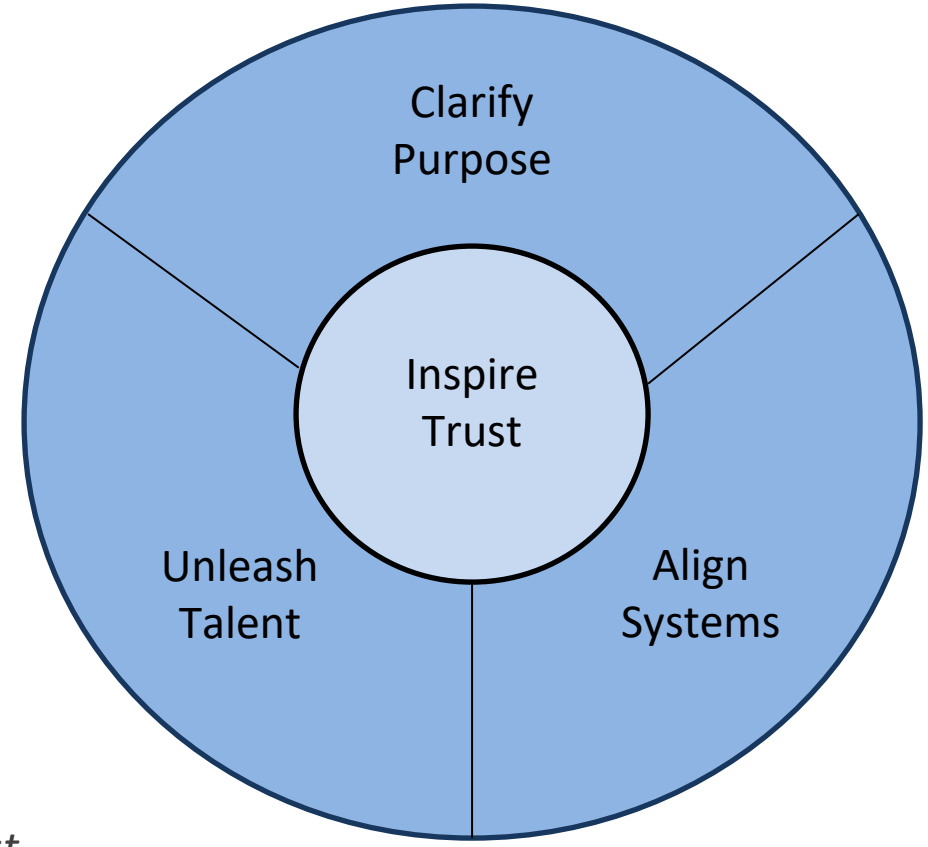
- To focus on the **strategic direction**, mission and goals of the organization
- **Fiduciary** duties; the trust of members in the Board Members (**Fiduciary duties** are a combination of legal and ethical responsibilities.)
    - Duty of Care (when making decision exercise care)
    - Duty of Loyalty (best interest of APPD)
    - Duty of Obedience (faithful to mission)
- To explore **opportunities** while being careful with our **resources**
- To manage **risks**
- To develop **policies** and **procedures**

Board of Directors' Purpose

- Determine mission, vision and purposes.
- Engage in strategic planning and fund raising.
- Support Cmte chairs, Program Leads, ECs, LCs & review performance.
- Orient new leaders.
- Approve and monitor programs and services.
- Assure adequate resource/allocation.
- Understand & nurture relationships.
- Enhance the growth and development.
- Operate efficiently and assess performance.

(Adapted from Ten Basic Responsibilities of Nonprofit Boards (www.BoardSource.org)

Imperatives of Great Leaders



The Speed of Trust
by Stephen Covey

Board Liaisons for APPD Initiatives/Programs

- Learning Communities: Michael Weisgerber
- Regions: Jay Homme, Aisha Barber
- LESSON: Patricia Poitevien, Megan Aylor
- Fall Meeting: Tyree Winters, Aisha Barber, Megan Aylor, Lahia Yemane
- Spring Meeting: Megan Aylor
- Pediatric Medical Education Conference: Patricia Poitevien, Megan Aylor
- LEAD, LEAPES, FUEL, AIMS, LEARN, UIM Chief Collective: Tyree Winters
- SMERFS: Patricia Poitevien
- View from APPD Pages, Communications Committee: Lahia Yemane
- LEGACY: Jay Homme
- Executive Committees: Megan Aylor
- Recruitment Action Teams: Megan Aylor, Michael Weisgerber
- Confronting Racism Action Team: Patricia Poitevien
- Brave Spaces Action Team: Patricia Poitevien
- Connecting Residency to Certification: Patricia Poitevien

Executive Committees

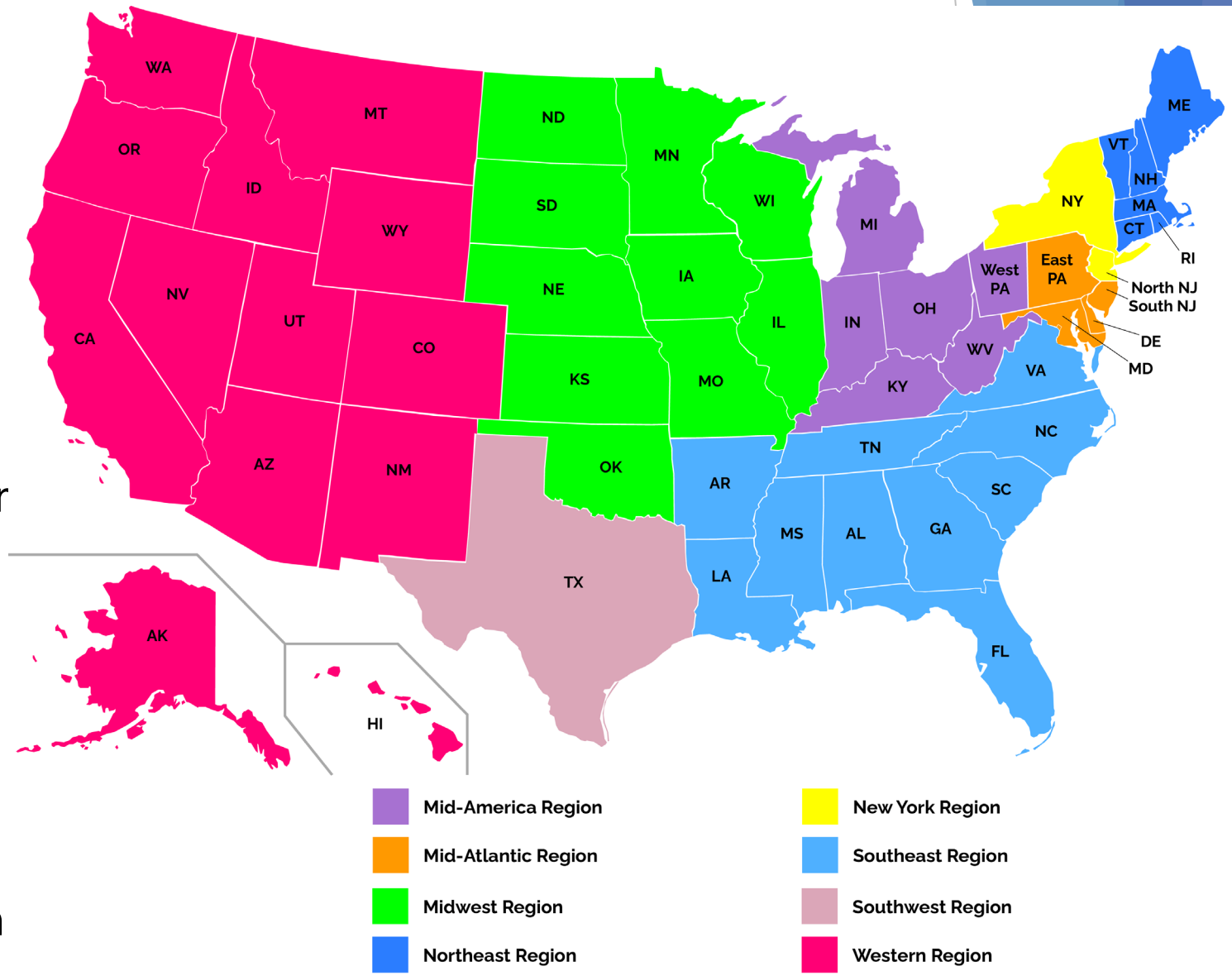
- 6 Executive Committees
  - Associate Program Directors'
  - Fellowship Directors'
  - Program Directors'
  - Chief Residents'
  - Coordinators'
  - Vice Chairs of Education
- Section Specific Sessions held at both Spring and Fall Meetings
- EC leaders appoint 1 rep to serve on both Spring and Fall Planning Committees
- Quarterly Virtual Meetings held with all EC Chairs and Vice Chairs
- Twice per year reports due to Board

Learning Communities

- 12 Learning Communities
- A Learning Community is a group of APPD members who share learning interests and goals and who communicate regularly to collaborate on learning and projects
- LC Sessions held at Annual Spring Meeting
- Each Learning Community has their own online community via APPD Connect and their own webpage on www.appd.org
- All are welcome to host virtual cafes throughout the year
- Twice per year reports due to Board
- Quarterly virtual meetings with Council of Learning Community Chairs (CoLCCs)

Regions

- 8 Regions
- Region Meetings at Annual Spring Meeting
- Each Region has their own online community via APPD Connect and their own webpage on www.appd.org
- All are welcome to host virtual cafes throughout the year
- Twice per year reports due to Board
- Quarterly virtual meetings with Region Chairs



Leadership Development Programs

Advancing Inclusiveness in Medical Education Scholars (AIMS):
Pediatric residents who are underrepresented in medicine

Leadership, Education, Growth and Advocacy in Chief Year (LEGACY):
Chief Residents

Fostering UIM Education Leadership (FUEL):
Early career faculty who are underrepresented in medicine

Leadership Empowerment for Advancing Pediatric Education Specialists (LEAPES):
Pediatric Graduate Medical Education Specialists

Leadership in Educational Academic Development (LEAD):
Program Director, Associate Program Director, Fellowship Director, Associate Fellowship Director, Clerkship Director

Supporting Medical Education Research Fellow Scholars (SMERFS):
Fellows pursuing Medical Education Mentorship for Scholarly Work

Committees, Action Teams, Networks

- LESSON Committee
- Communications Committee
- Action Teams (Residency and Fellowship Recruitment; Confronting Racism; Brave Spaces; Connecting Residency to Certification)
- Longitudinal Educational Assessment Research Network (LEARN)
  - SPIN, PRIME, SEEK

Volunteer Expectations

- Be informed about APPD's mission, vision, goals, policies, and programs.
- Be authentic; trustworthy; professional – you're a leader in a national organization.
- You represent APPD.
- Support your group's decision even if you don't agree with outcome.
- Communicate; seek approval first (Collaborations, Funding, etc).
- Inform others about APPD; be collaborative and supportive of APPD.

Volunteer Responsibilities

- Follow-through on your commitments.
- Suggest possible nominees to leadership positions and awards.
- Keep up-to-date on developments in the community.
- Ensure you share pertinent information with the President & Exec Dir
- Develop and submit reports twice per year to the Board.
- Communicate key issues & strategic recommendations to the Board.
- Ensure that activities are guided by the APPD Strategic Plan and work in close concert with the Board.

Management Support

- The management team along with your Board liaison is your connection to the full Board – communication should filter through them.
- The management team will inform you when reports to the Board are due (twice per year).
- Partner with management to arrange all conference calls, virtual cafes', in-person sessions @ Spring and Fall meetings.
- At least one member of the APPD management team aims to be on all APPD calls.
  - Share agenda with APPD management in advance of meetings.
  - Share meeting minutes with APPD management after meetings.

Core Management Team

Executive Director
Laura Degnon, CAE
Laura@appd.org

Associate Executive Director
Colleen Hughes
Colleen@appd.org

Association Manager
Rosemary Haynes
Rosemary@appd.org

Association Administrator
Daglyn Carr
Daglyn@appd.org

APPD LESSON
Pamela Carpenter, MEd
Pamela@appd.org

APPD LEARN
Anna Sombrio, MS
Anna@appd.org

APPD LEARN
Avery Ulrich, MS
Avery@appd.org

Communications
Ryan
Meetings
Noreen & Delicia
Accounting
Stephanie
Operations/HR
Megan and Meg

When in doubt:
Info@appd.org

Our Goals Together

- Meet the members' needs.
- Ensure member engagement:
  - Meeting attendance, applications for awards, interest in program offerings/LCs/Virtual Cafes, committees; and membership numbers all continue to increase in the areas we want.
- Measure the success of all programs/awards.
- Gain clarity regarding what we want APPD to look like 3 years from now – always keeping our mission/members at the forefront.

Our Goals Together

- Be intentional - Have a plan and work the plan!
- You feel fully supported by management and the Board.
- When you leave your position, the EC/LC/Region/Committee is in better shape than when you started your role.
- Have fun while making a difference!

Association of Pediatric Program Directors

"Caring for children is a privilege. Teaching people to care for children is an honor"

-Dr. Pat Poitevien



Association of Pediatric Program Directors

Thank you for serving!

Association of Pediatric Program Directors

Please put in the Chat: What energizes you about APPD?

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Open Discussion / Q&A

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Share Your Feedback!

