Presentation to New APPD Volunteer Leaders

Executive Committees, Learning Communities, Regional & Committee Chairs

Megan Aylor, MD, President
Laura Degnon, CAE, Executive Director
April 15, 2025

Agenda:

- Welcome / Introductions (Megan)
- APPD / Degnon (Laura)
- Leadership Structure, Board, Expectations / Responsibilities of Volunteer Leaders (Megan, Laura)
- 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 (29 years!)

Accredited by IATAN

AMC Institute ACCREDITED An ANSI Accredited Standards Developer The Preferred Choice

CHARTER ACCREDITED ASSOCIATION MANAGEMENT COMPANY asae american society of association executives

Degnon Associates Est. 1979

Association of Pediatric Program Directors

Who Is Degnon Associates?

Accredited by IATAN

AMC Institute Accredited — An ANSI Accredited Standards Developer — The Preferred Choice

Charter — Accredited Association Management Company — asae american society of association executives

Degnon Associates — Est. 1979

Accreditation of Association Management Companies

AMC INSTITUTE ACCREDITED
AN ANSI ACCREDITED STANDARDS DEVELOPER
The Preferred Choice

CHARTER
ACCREDITED ASSOCIATION MANAGEMENT COMPANY
asae american society of association executives

DEGNON ASSOCIATES
EST. 1979

Certification of Individuals

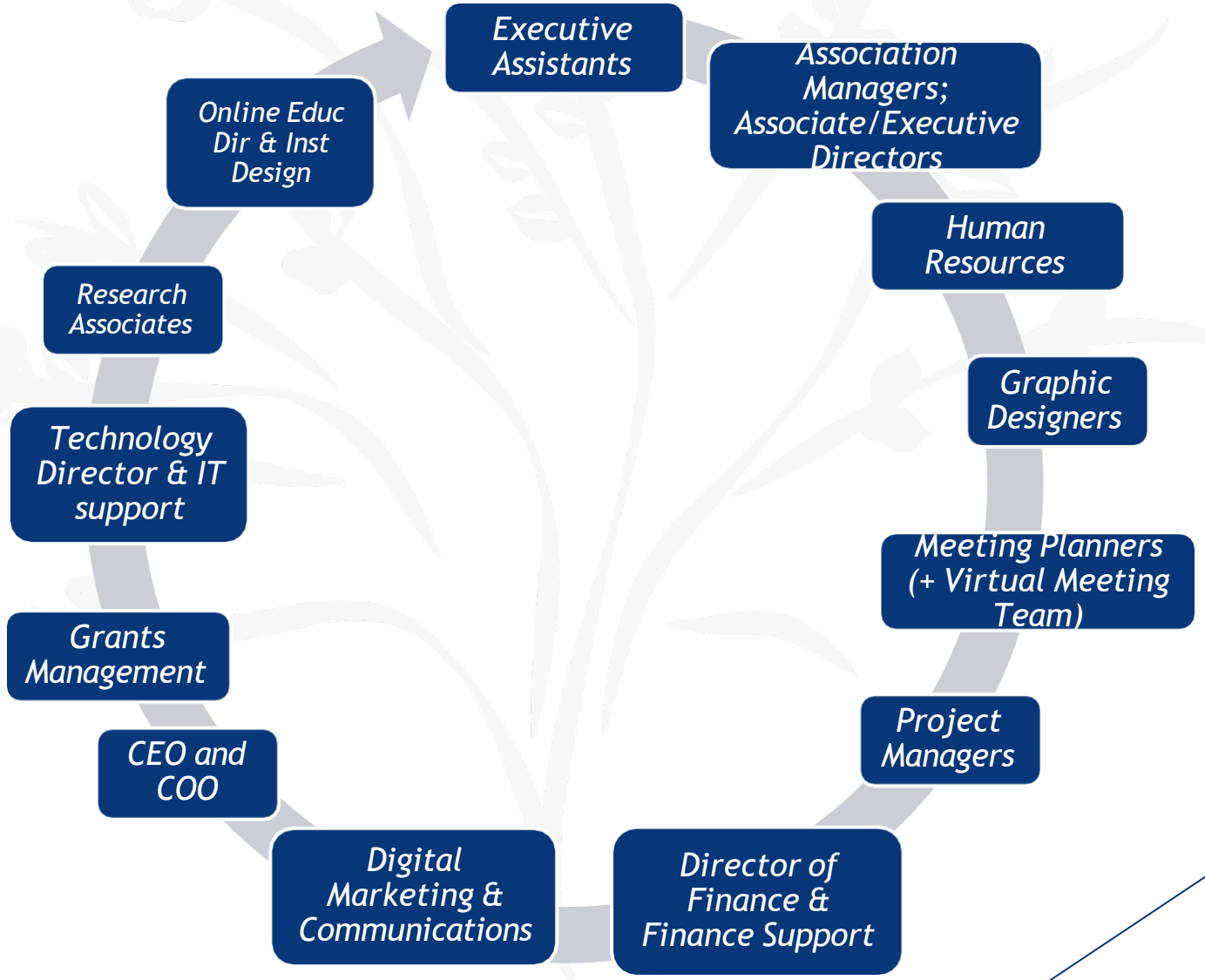
Certified Association Executive (CAE)

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

DEGNON ASSOCIATES
EST. 1979

Open Discussion

Questions?



Association of Pediatric Program Directors

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

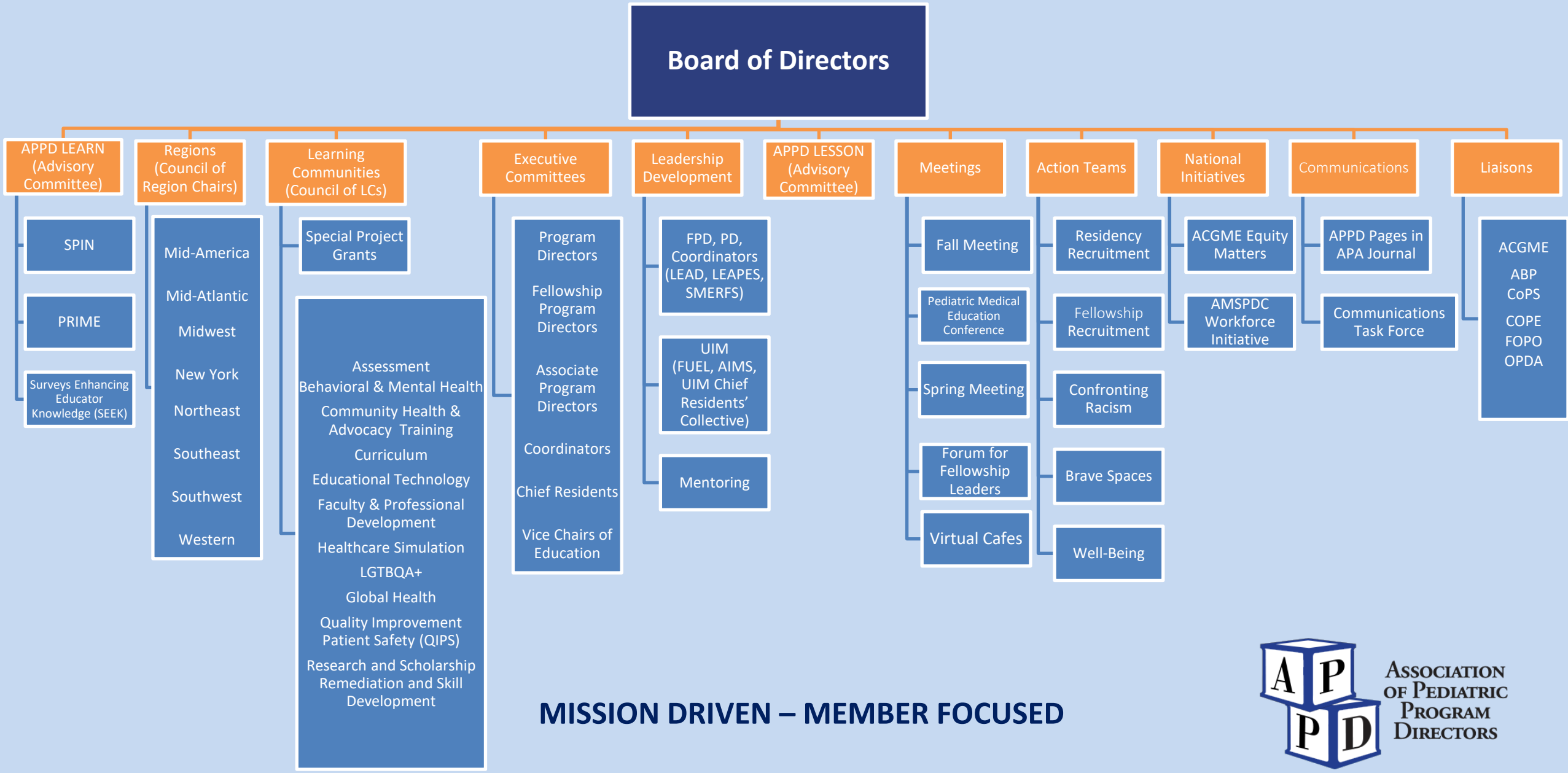
APPD Mission

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



MISSION DRIVEN – MEMBER FOCUSED

Association of Pediatric Program Directors

APPD Board of Directors



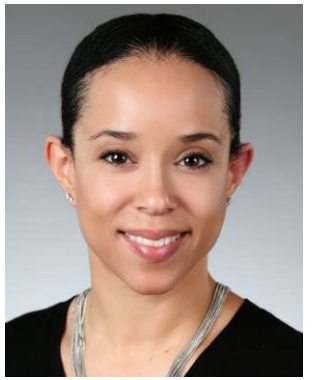
Megan Aylor
APPD President



Patricia Poitevien
APPD Past President



Michael Weisgerber
APPD President-Elect



Aisha Barber
APPD Secretary/ Treasurer



Tyree Winters
Board Member
At-Large



Lahia Yemane
Board Member
At-Large



Joanna Lewis
Board Member
At-Large



Laura Degnon, CAE
Executive Director

Board of Directors' Purpose

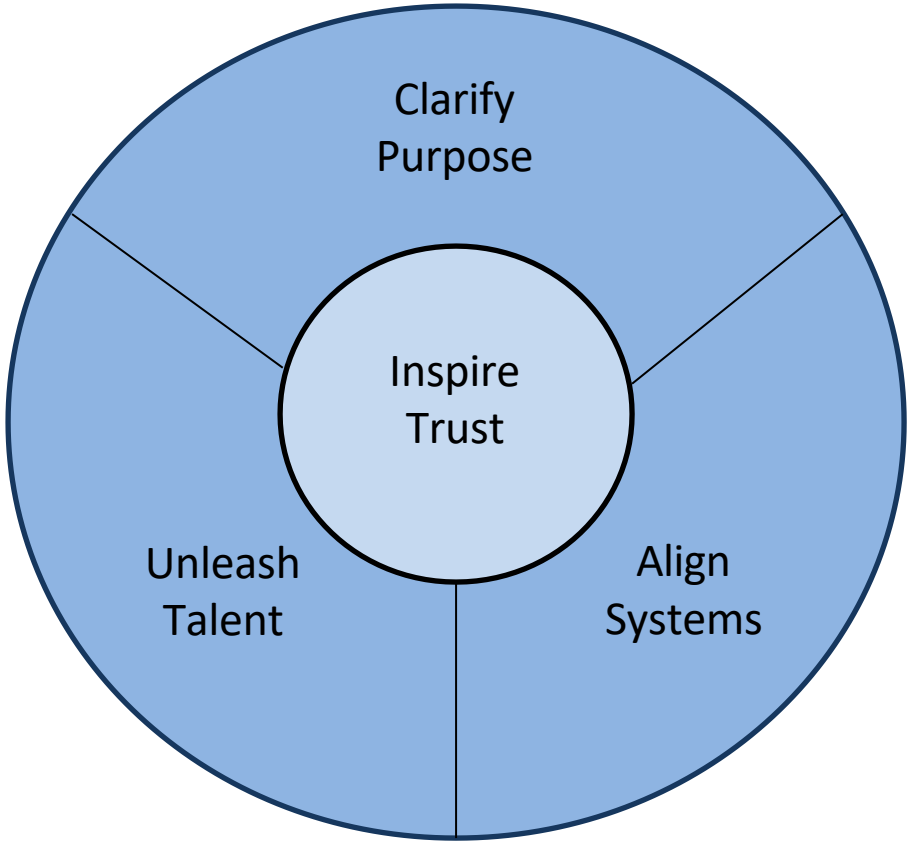
- To focus on the **strategic direction**, mission and goals of the organization
- **Fiduciary** duties; the trust of members in the Board Members (**Fiduciary duties** are a combination of legal and ethical responsibilities.)
    - Duty of Care (when making decision exercise care)
    - Duty of Loyalty (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.
- Liaise, 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

Executive Committees

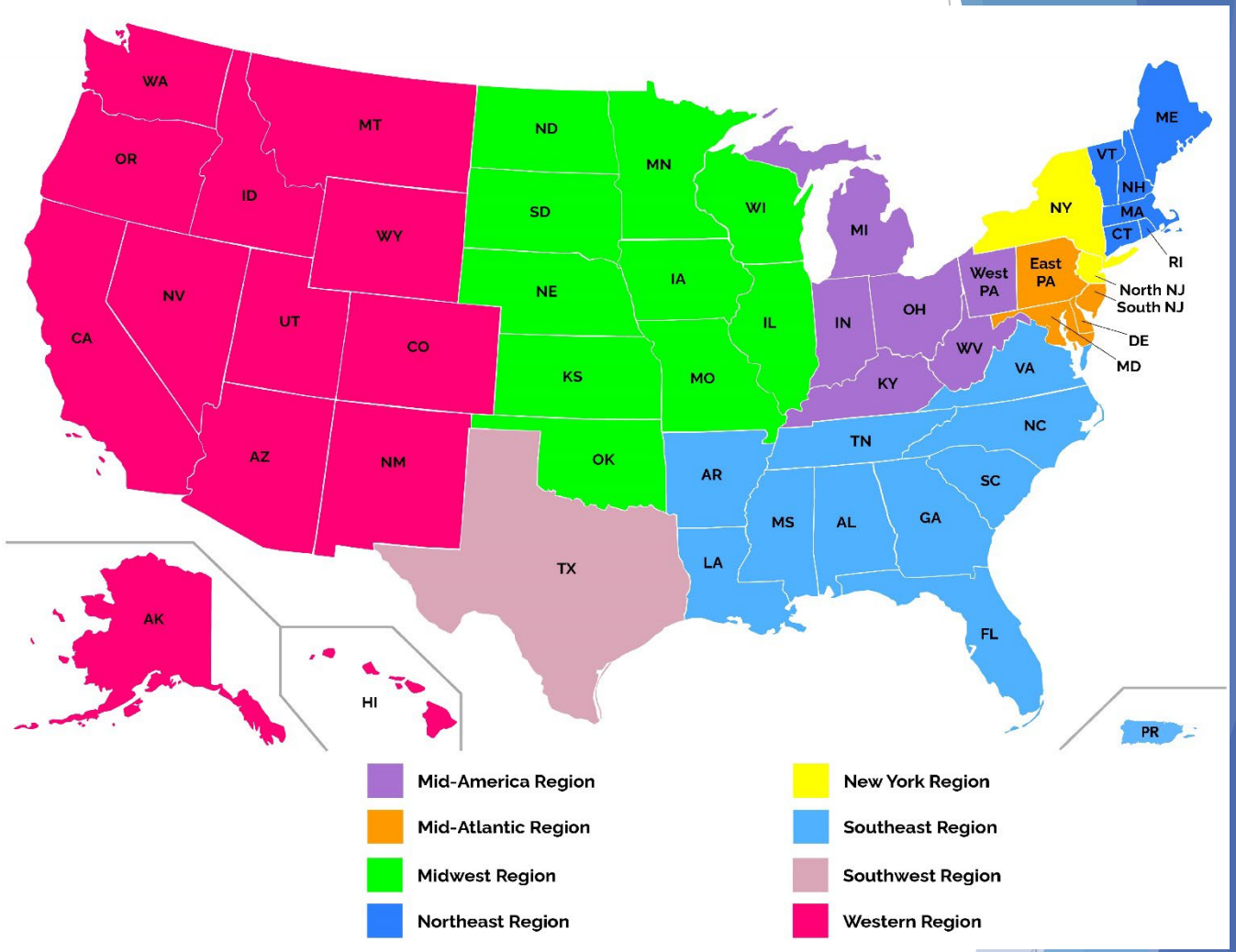
- 6 Executive Committees
  - Associate Program Directors'
  - Fellowship Directors'
  - Program Directors'
  - Chief Residents'
  - Coordinators'
  - Vice Chairs of Education
- Section Specific Sessions held at both Spring and Fall Meetings
- EC leaders appoint 1 rep to serve on both Spring and Fall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

Learning Communities

- 13 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 ⇨ Moving to 1 Annual Report in due to Board at end of August/early September
- 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 ➡ Moving to 1 Annual Report due to Board at end of August/early September
- 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

UIM Chief Collective: Pediatric chiefs who are underrepresented in medicine

Committees, Action Teams, Networks

- LESSON Committee
- Communications Task Force
- Action Teams (Residency and Fellowship Recruitment; Confronting Racism; Brave Spaces; Well-Being, 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-->moving to annual
- 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 – moving to annual report).
- 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 Operations Manager
Rosemary Haynes
Rosemary@appd.org

Association Sr. Manager
Jennifer Padilla
Jennifer@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
Accounting
Stephanie
Operations/HR
Megan

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?

Association of Pediatric Program Directors

Open Discussion / Q&A