Presentation to New APPD Volunteer Leaders

Executive Committees, Learning Communities, Regional, Committee, Action Team Leaders / Chairs

Michael Weisgerber, MD, President
Laura Degnon, CAE, Executive Director
June 2, 2026

Agenda

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

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 (30 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

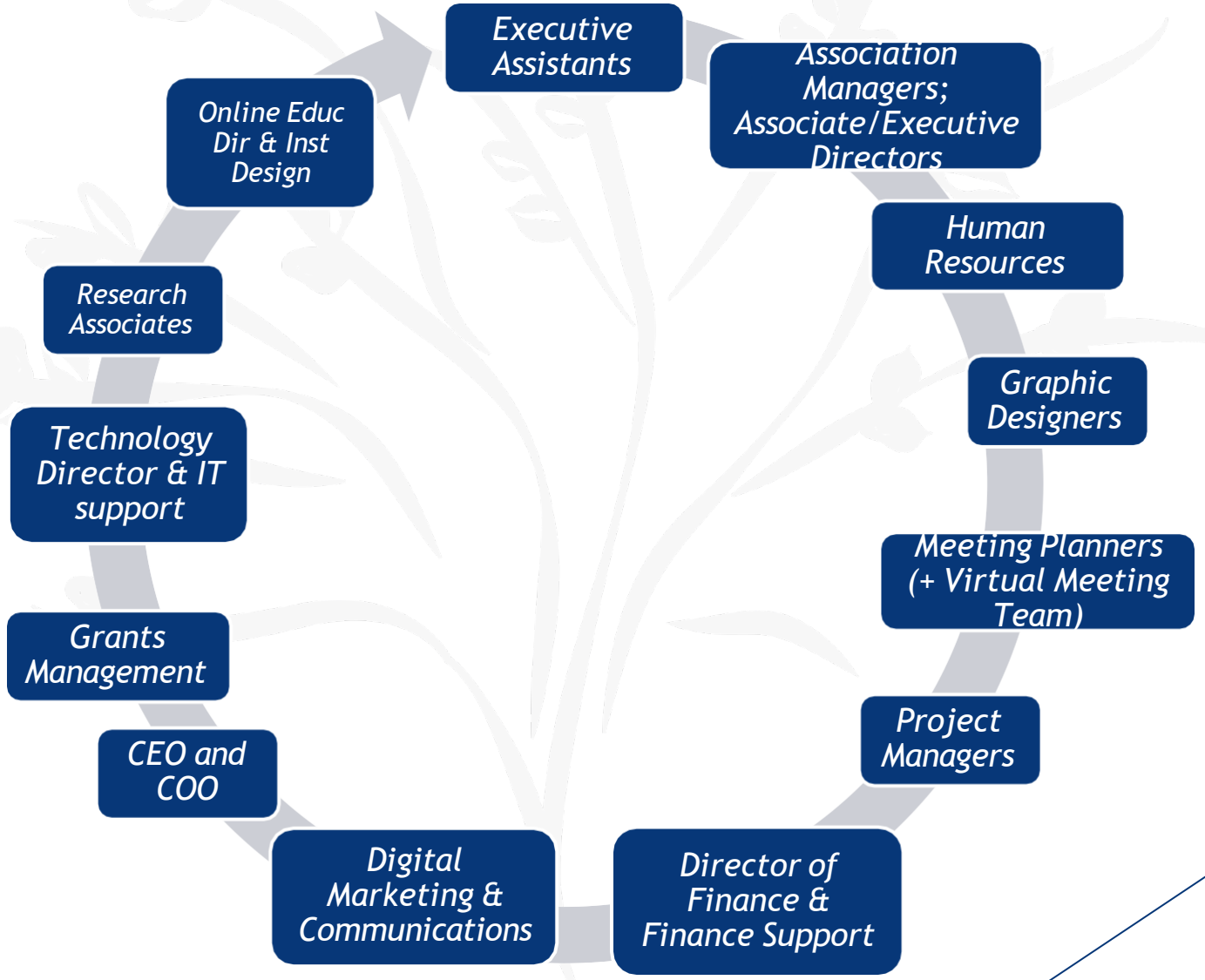
Certified Association Executive (CAE)

Degnon Associates as a Company

- Established 1979 by George K. Degnon, CAE
- Serve medical, health and scientific organizations *only*
- Eighteen (18) clients ~ 12 of which are pediatrics
  (15 full service; 1 salary survey; 1 finances, 1 federation)
- Forty-three (43) employees & 4 contractors
- Accredited *(voluntarily)* Association Management Company

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

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 Leadership Structure



ASSOCIATION OF PEDIATRIC PROGRAM DIRECTORS

Board of Directors

- APPD LEARN (Advisory Committee)
  - SPIN
  - PRIME
  - Surveys Enhancing Educator Knowledge (SEEK)
- Regions (Council of Region Chairs)
  - Mid-America
  - Mid-Atlantic
  - Midwest
  - New York
  - Northeast
  - Southeast
  - Southwest
  - Western
- Learning Communities (Council of LCs)
  - 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
    - Remediation and Skill Development
    - Interprofessional Education & Collaboration
    - Underrepresented in Medicine
- 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
  - PEd-THRIVE
- National Initiatives
  - AMSPDC Workforce Initiative
- Communications
  - APPD Pages in APA Journal
  - Communications Task Force
- Liaisons
  - ACGME
  - ABP
  - CoPS
  - COPE
  - FOPO
  - OPDA

APPD Board of Directors



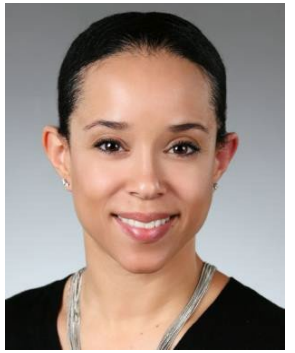
Michael Weisgerber
APPD President



Megan Aylor
APPD Immediate Past President



Joanna Lewis
APPD President-Elect



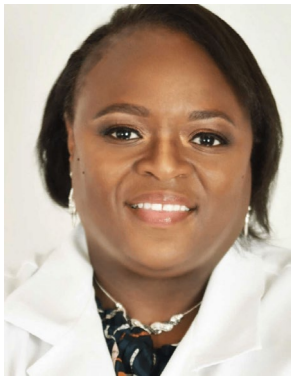
Aisha Barber
APPD Secretary/ Treasurer



Alan Chin
Board Member
At-Large



Lahia Yemane
Board Member
At-Large



Oriaku Kas-Osoka
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 volunteer groups - 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)

Board Liaison Role to Volunteer Leadership Groups

- Each group has an assigned Board liaison
- Board liaisons may join calls periodically
- Each group develops an annual report to the Board (August); that report is reviewed by the Board liaison and presented at their September in-person meeting in September.

Board Liaison Assignments

- Executive Committees: Mike Weisgerber
- LEARN: Mike Weisgerber
- LESSON: Mike Weisgerber
- Learning Communities: Alan Chin
- Regions: Aisha Barber
- Development Programs: Ori Kas-Osoka
- Recruitment Action Teams: Joanna Lewis
- BRAVE, Well-Being, CRAT Action Teams: Lahia Yemane
- CBME Advisory Council: Megan Aylor
- Governance Committee: Megan Aylor
- APPD Pages in APA Journal: Lahia Yemane
- Communications Task Force: Lahia Yemane
- LEGACY / Chief Residents Forum: Lahia Yemane

Executive Committees

- 6 Executive Committees
  - Associate Program Directors'
  - Fellowship Directors'
  - Program Directors'
  - Chief Residents'
  - Coordinators'
  - Vice Chairs of Education

- EC's plan and hold Section Specific Sessions held at Spring and Fall Meetings (2-hr sessions)

- EC leaders appoint 1 rep to serve on both Spring and Fall Planning Committees

- APPD President Hosts Quarterly Virtual Meetings held with all EC Chairs and Chair-Elects

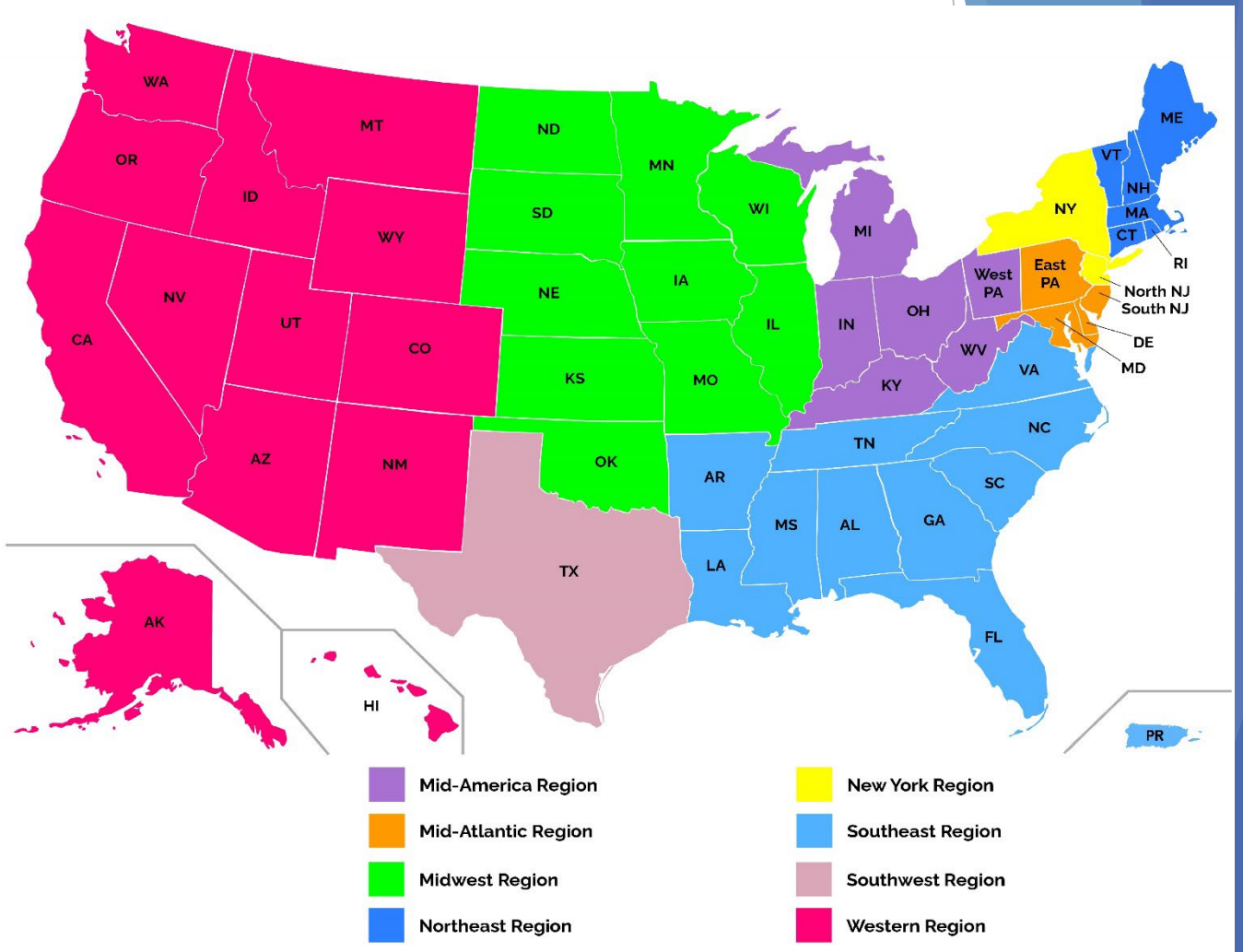
- Annual Report due to Board in August

Learning Communities

- 14 Learning Communities (LC's)
- 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 are held at the Annual Spring Meeting
- Each LC has their own online community via APPD Connect and their own webpage on www.appd.org
- LC's are welcome to host virtual cafes throughout the year
- Annual Report due to Board in August
- Quarterly virtual meetings are held with Council of Learning Community Chairs (CoLCCs) – hosted by Council Chair (Audrea Burns), and Board liaison.

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
- Annual Report due to Board in August
- Quarterly virtual meetings with Region Chairs – hosted by the Regional Council Chair (Stewart Mackie), and Board liaison.



Leadership Development Programs

Advancing Inclusiveness in Medical Education Scholars (AIMS):
Pediatric residents interested in medical education careers committed to promoting belonging and inclusion in the clinical learning environment

Leadership, Education, Growth and Advocacy in Chief Year (LEGACY):
Rising Chief Resident development program

Fostering UIM Education Leadership (FUEL):
Faculty mentoring program that aims to increase diversity in pediatric medical education leadership through mentorship of early career faculty

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, Councils

- LESSON Committee
- Communications Task Force
- Action Teams (Residency and Fellowship Recruitment; Confronting Racism; Brave Spaces; PEd-THRIVE (well-being)
- CBME Advisory Council
- Longitudinal Educational Assessment Research Network (LEARN)
  - SPIN, PRIME, SEEK

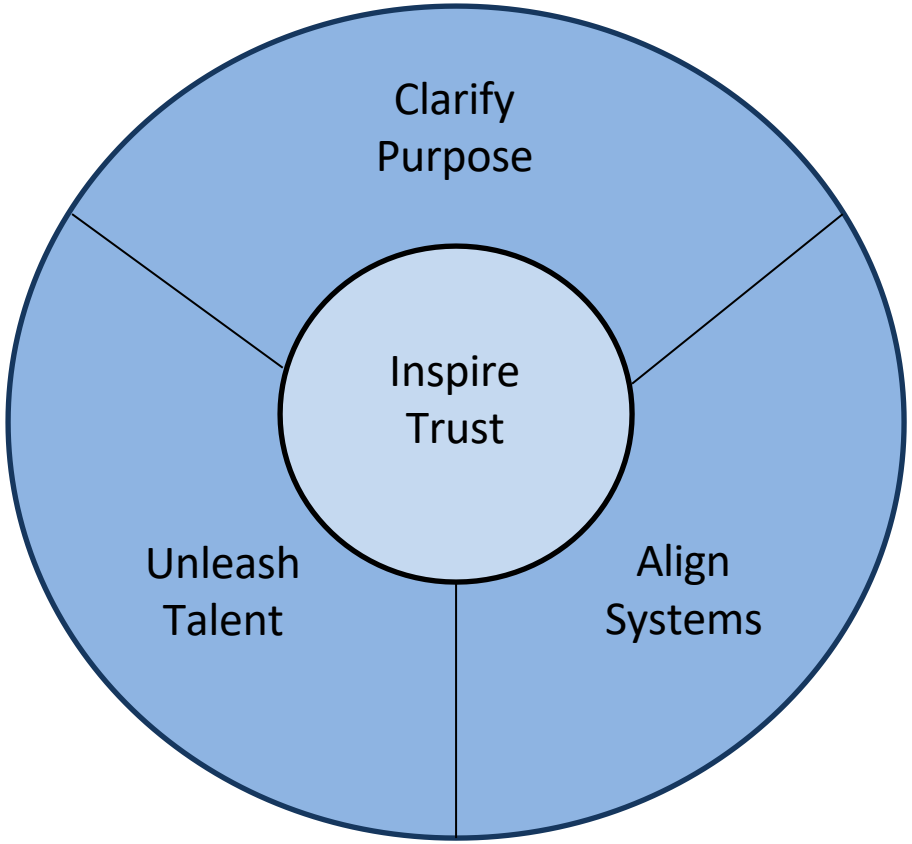
Volunteer Expectations

- 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 once 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.
  (show and tell chart- EC responsibilities)

Imperatives of Great Leaders



The Speed of Trust
by Stephen Covey

Communications

- APPD Connect
  - Leadership group repositories *(private)*
    - Council of Regional Chairs, Council of Learning Communities, EC's
- APPD Survey Policy
- Board Report (template)

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 (annually at the end of August).
- 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

Association Coordinator
Jake Caldwell-Degnon
jakecd@appd.org

APPD LEARN
Anna Sombrio, MS
Anna@appd.org

APPD LEARN
Avery Ulrich, MS
Avery@appd.org

APPD LESSON
Pamela Carpenter, MEd
Pamela@appd.org

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