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Preparing our Pediatric Learners: Highlights from the Association of Pediatric Program Directors

OPDA Fall Meeting

November 10, 2023

Megan Aylor, MD

President-Elect, Association of Pediatric Program Directors



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Session Objectives

- ▶ Describe the work of the Association of Pediatric Program Directors Action Teams to prepare learners and programs for residency and fellowship



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Residency Recruitment Action Team

- ▶ UME & GME leaders
 - ▶ Department Chairs
 - ▶ Medical student leaders
 - ▶ Pediatric Subspecialists
-
- ▶ Review of COPA, AAMC, AACOM recommendations



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COMSEP

Better Health for All Patients
Through Pediatric Education



NGP | NEXT GEN
PEDIATRICIANS



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Residency Recruitment Action Team

- ▶ Formed in 2020 to optimize the recruitment process for both learners and programs by:
 - ▶ Helping learners find programs that match their career goals while providing an atmosphere conducive to how they learn best.
 - ▶ Creating a fair and equitable application process for both learners and programs.





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Residency Recruitment Action Team

- ▶ Recommendations for Program Directors, Student Advisors, Applicants
 - ▶ Interview recommendations
 - ▶ Second Looks
 - ▶ Commitment to study and learn from in person vs second looks
 - ▶ Guidelines for LoRs
- ▶ Supporting Students
 - ▶ General application considerations
 - ▶ Number of programs
 - ▶ Guidance on new myERAS application
 - ▶ Interview offers & etiquette



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Supporting Students: #FuturePedsRes

WEBINAR SERIES



- Kick-Off Session Jun 28
- Wrap-Up Session: Sep 12
Preparing for interviews
- DO Mentoring Jul 6
- IMG Mentoring Jul 10
- LGBTQ+ Mentoring Jul 18

- South Atlantic 1 Jul 31
- Pacific West Aug 3
- Mountain West + West North
Central Aug 8
- Mid Atlantic 1 Aug 15
- Mid Atlantic 2 + New England
+ South Atlantic 2 Aug 22
- East North Central Aug 29
- West South Central + East
South Central Sep 5

8 pm ET | 7 pm CT | 5 pm PT

Register once and attend
whatever the webinar of your
choice!



Sign-up using the
QR code!

**FPR MATCH
SEASON**
#PedsMatch2024



Connecting
PEDS Programs
PEDS Faculty
PEDS Applicants



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@FuturePedsRes



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Supporting Students: Away Rotations

URiM Opportunities

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URiM Opportunities in Pediatrics

APPD and COMSEP are collaborating to create a listing of pediatric residency programs who are offering URiM visiting and virtual electives for students. To view opportunities, select the region and program name below.

Add Your Program!

Submit your URiM visiting and virtual elective program information to APPD. In your submission, please note the name of your program and web link. Please allow up to one week for your submission to be posted.

East

Central

West

<https://www.appd.org/careers-opportunities/urim-opportunities/>



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Supporting Programs


Recruitment Action Team Toolkit

The development of this toolkit acts as a guide for all programs to use for the recruitment season with the option for individualization to meet the specific organizational needs of each program. The creation of this recruitment season toolbox is intended to be applicable to all size and specialty programs. These tools can be used by all members of the program as you prepare to execute this important recruitment season.

The kit includes checklists for the applicant, the interviewer, and the program. It also includes activities specific for implementation in a virtual community including icebreakers and ideas for social events.

A special thank you to the APPD Program Coordinator Recruitment Action Team for their time, support, and willingness to create such valuable documents!

 [APPD Members: Access the Toolkit for Free in ShareWarehouse](#)

 [Non-Members: Purchase the Toolkit Here](#)



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Residency Recruitment Action Team Next Steps: Day 1 readiness




AAMC Association of
American Medical Colleges

MedEdPORTAL® | The Journal of
Teaching and Learning Resources

 OPEN ACCESS | December 13, 2019

Building a Boot Camp: Pediatric Residency Preparatory Course Design Workshop and Tool Kit

Amanda Hartke, MD, PhD , Erin Pete Devon, MD, Rebekah Burns, MD, Molly Rideout, MD

https://doi.org/10.15766/mep_2374-8265.10860

https://www.mededportal.org/doi/10.15766/mep_2374-8265.10860



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clinical patient
directed employment
teaching
reflection Transition
environment identity Expectations
first think • lives
learning
self responsibility children
entrusted career
chosen **learn**
balance professional
formation



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Fellowship Recruitment Action Team

- ▶ Primary goal is to optimize the recruitment process for both learners and programs by:
 - ▶ Helping learners find programs that match their career goals while providing an atmosphere conducive to how they learn best.
 - ▶ Creating a fair and equitable application process for both learners and programs





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Fellowship Recruitment Action Team

- ▶ Guidelines, Virtual Café's & Tools for
 - ▶ Fellowship Programs & Organizations
 - ▶ Residency PDs & advisors
 - ▶ Fellowship Applicants
 - ▶ Understanding myERAS application changes
 - ▶ Pediatric Subspecialty Recruitment Series



PEDIATRIC SUBSPECIALTY RECRUITMENT SERIES

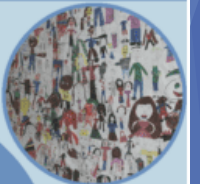
May 9

Adolescent Medicine
Pulmonary Medicine
Rheumatology



MAY 17

Child Abuse
Developmental and Behavioral
Hematology-Oncology
Neonatology





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Fellowship Recruitment Action Team: Active Studies

- ▶ **Virtual Recruitment during the COVID-19 Pandemic: Temporary Solution or Necessary Evolution?**
 - ▶ Assess the use of virtual recruitment versus in-person recruitment modalities during interview days in residency and fellowship programs
- ▶ **Understanding In-Person Second Looks in Pediatric Subspecialty Recruitment**
 - ▶ Understand the logistics, benefits, and challenges of offering in-person second looks to our applicants. Survey of FPDs and newly matched fellows.
- ▶ **Warm Handoff Study**
 - ▶ Qualitative study of residents, residency program directors, and fellowship directors to explore a learner centered processes for reflection and goal setting. Optimizing a warm handoff between residency and fellowship.



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Confronting Racism Action Team

- ▶ Assembled in 2020
- ▶ Acknowledge DEI as a core value, and recognizes need to do more as an organization to fight structural racism
- ▶ Commitment to action
 - ▶ Organizational Role Modeling
 - ▶ Create Inclusive Training Environments
 - ▶ Develop URiM Pathway
 - ▶ Create Equitable Health Systems & Care for Patients

<https://www.appd.org/about/confronting-racism/>



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Create Inclusive Training Environments

- ▶ Anti-Racism Virtual Café Series
- ▶ Anti-Racism Faculty Development
- ▶ Anti-Racism Resident/Fellow Curriculum
- ▶ Anti-Racism Chief Resident Training
- ▶ Address Dismissed UIM Residents/Fellows
- ▶ Antiracism Report Card

APPD & APA PHM Leadership SIG Confronting Racism Virtual Cafés

Led by APPD and APA PHM Leadership SIG Series Team:

Emma Omoruyi, Tye Winters, Aisha Barber, Francisco Alvarez, Michael Bryant, Rebecca Blankenburg, Patricia Poitevien

2022	+
2021	+
2020	+

Curricula For Anti-Racism

[Home](#) / [About](#) / [Curricula For Anti-Racism](#)

APPD's Confronting Racism Action Team – Residency Curriculum Subgroup



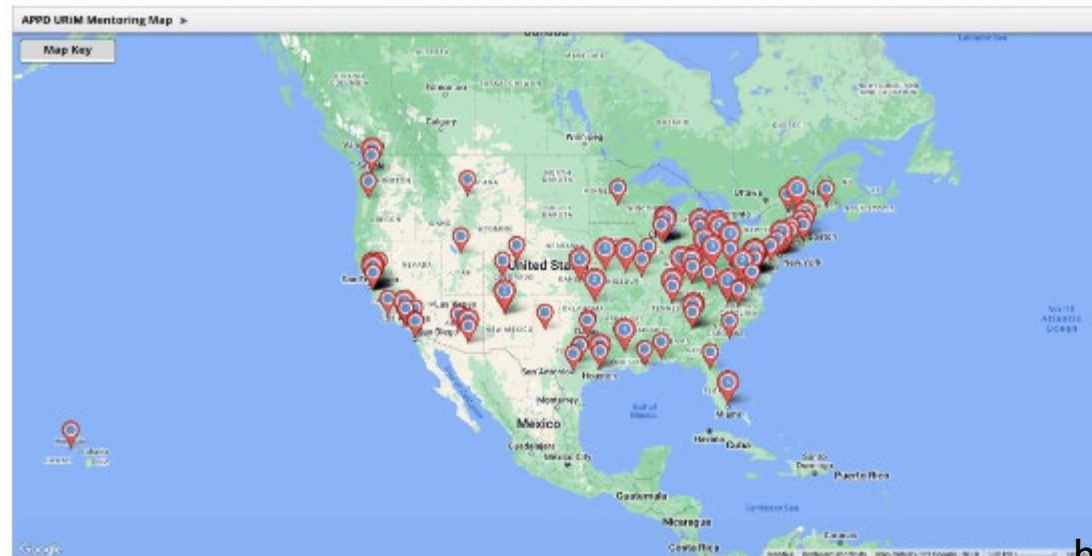
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Develop URiM Pathway: K-premed

APPD Underrepresented in Medicine (URiM) Mentoring Map

The APPD Underrepresented in Medicine (URiM) Mentoring Map highlights experiential STEM programs nationwide for URiM students from kindergarten to undergraduate/pre-medical level. These programs are pathways to promote self-efficacy and increase the number of URiM STEM learners and future scientists.

Click on the Map Below to View Opportunities



<https://www.appd.org/about/urimmap/>



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Develop URiM Pathway: Residents, Faculty & Staff

- ▶ APPD Advancing Inclusiveness in Medical Education Scholars) Program
- ▶ UIM Chief Collective
- ▶ APPD FUEL (Fostering UIM Education Leadership) Faculty Mentoring Program
- ▶ UIM Coordinators Mentoring Program

