



Nicklaus
Children's
Hospital

MIAMI CHILDREN'S HEALTH SYSTEM

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Milestones

in Medical Education



Special points of interest

- A Look Back at 2016 and Ahead to 2017
- Tips for Interviewers
- Residents' Community Advocacy
- Residents Spread Holiday Cheers
- CME and MOC News



HAPPY HOLIDAYS FROM THE MEDICAL EDUCATION TEAM



(Not photographed)
(Drs Granado and Behnam)



From the Editor

The Holiday Issue - Looking Ahead to a New Year 2017

This issue of *Milestones in Medical Education* Newsletter I call **The Celebration Issue**. We do have so many reasons to celebrate. We celebrate at this time a wonderful Holiday Season, a Merry Christmas, a Happy Kwanzaa, a Happy Hanukkah, and a blessed New Year. We also celebrate the anniversary of the Milestones in Medical Education Newsletter. Six years ago (January 1st; 2011); the first issue of the Newsletter was circulated. Since then, the Newsletter celebrated milestones of our trainees and faculty, educated readers, and highlighted institutional achievements. We certainly have a lot to celebrate and to be thankful for.

As 2016 comes an end, I reflect back on the past year, I feel proud of all what our institution, trainees, and faculty have achieved: New programs established, research projects disseminated nationally as

posters, oral presentations, and in print, the many awards and recognitions received, and the numerous community activities and advocacy events shared. New expanded state of the art clinical bed tower opened.

On the academic front, we look back with pride and joy at a year full of successes: Graduates achieved excellent fellowship and job placement, and programs scored exceptional board pass rates. So many milestones to be thankful and be proud of.

As we look to the near future, and open the 2017 chapter; we begin this new year with renewed hope, enthusiasm, and determination for a clear mission and vision, for the will to pursue academic excellence, and the desire to provide high

quality and innovative clinical training, education, research, and advocacy. I would like to take this opportunity to extend a warm THANK YOU to everyone who is part of this journey. A warm "thank you" to all of our excellent trainees; to the faculty for your commitment to Medical Education, mentorship and role modeling; to our patients and their families who serve as the best teachers; to the hospital staff (Nurses, allied health, employees,...) for their contributions; to the administrative staff in the Department; and first and foremost to the program directors. This journey is a team effort and I feel blessed to be art of this team who continues to help us achieve more and more milestones. THANK YOU and HAPPY NEW YEAR!!

Rani S Gereige, MD, MPH,
FAAP - DIO



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Milestones in Faculty Development

Interviewers' Guide to Applicant Interviews: What's Right & What's Not?

Why address this topic?

Interview season spans the whole academic year when we consider the timeline for graduating students to interview for residency as well as the active residents interviewing for fellowships. This is an important topic to discuss because:

- ◆ While many resources are available for the applicant on what questions to ask, how to dress, how to behave,... fewer resources are available for interviewers
- ◆ Typically physician interviewers (particularly junior faculty) have no training interviewing applicants (they are trained in interviewing patients).
- ◆ A large portion of program fit and other high impact criteria is gathered from the interview experience
- ◆ Residency and fellowship interviews; while high impact; vary significantly across programs and specialties.

The Interview Process

Two main types:

- **Structured:** The structured interview has higher reliability, validity, and fairness and smaller group differences. The structure can be in the

content or the process or both.

- **Unstructured:** Un-standardized with no scoring system.
- A combination of both

What about "Fit"?

There is no standard definition of "Fit". It is program-specific. Two dimensions of "fit":

- ◆ **Person-Organization fit:** (Personality, attitudes, learning style)
- ◆ **Person-Job fit:** (Competency, knowledge, ability)

What about types of interview questions? -

Two types:

- ◆ **Behavioral:** Past behavior predicts future behavior
- ◆ **Situational:** Pose a hypothetical situation and ask how they would respond. Intentions predict future behavior.

Tips for Interviewers:

- ◆ Read the application before meeting the applicant
- ◆ Create a comfortable atmosphere & introduce yourself and your role.
- ◆ Let the applicant know if you plan to take notes. Don't only take notes when something bad is mentioned

- ◆ Ask job-relevant questions
- ◆ Use both behavioral and situational questions

What's Right and What's Not?

- ◆ Avoid inappropriate questions (Race, religion SES, sexual orientation, family lineage, other personal information unless volunteered by the applicant or mentioned in personal statement then it is fair game)
- ◆ Avoid questions about other programs they applied to, ranking plans, etc...
- ◆ Be aware of negative body language (Rolling eyes, raising eyebrows,...)
- ◆ Avoid judgmental comments
- ◆ Complete the rating or scoring sheet immediately
- ◆ Program must share with applicants sample contract and appointment eligibility and visa criteria. This can be done with either physical documents or sharing a link to a website. NRMP recommends that programs obtain **signed acknowledgement** from interviewees that these documents have been shared with them.

Click below for

[More info from NRMP](#)



Milestones in Humanism and Professionalism

NCH Trainees Compliments and e-Recognitions

**Yasemin Cagil,
MD (PGY1)**



Dr. Yasemin Cagil received an MCHSWay e-Recognition from Miriam Alvarado, Medical Assistant for her display of the MCHS Value of Empowerment. Ms Alvarado commented: *"Thank you for taking time from your busy schedule to discuss with me about the residency program, sharing your experience, listening to me and giving me sound advice. I am truly grateful"*. Congratulations Yasemin.

**Alfonso Hoyos
Martinez, MD
(PGY2)**



Dr. Alfonso Hoyos Martinez received an MCHSWay e-Recognition from Casey Dennis, RN I, Emergency Services for displaying the MCHS Values of Advocacy and Empathy. Casey commented: *"I worked with Dr. Hoyos Martinez yesterday while he sutured a laceration on a 5 year old. Although the patient was very nervous, Dr. Hoyos made sure that the*

patient was comfortable and went above and beyond during the procedure to put her at ease. He was constantly interacting with her while still making sure to do an excellent job of a difficult laceration repair". Congratulations Alfonso. We are proud of your skills and performance.



Milestones in Scholarly Activities

Hot off The Press - NCH Trainees Contribute to the Published Literature

**Megan Ringle,
MD (PGY3)**



outcomes after congenital cardiac surgery". The article is published in *Seminars in Perinatology*; December 2016; Volume 40, Issue 8: 556-570. Congratulations Megan!!!

<http://www.sciencedirect.com/science/article/pii/S0146000516300805>



Dr. Megan Ringle is the first author for a published article titled: *'Functional, quality of life, and neurodevelopmental*

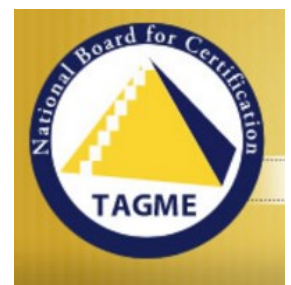
Milestones in Professional Certification

Medical Education Staff Receive National Certification

Ms Alina Gonzalez (Residency Coordinator) and **Ms Ana Otero** (Fellowship Coordinator) successfully completed the Certifying Assessment tools for certification by

the National Board for Certification for Training Administrators for Graduate Medical Education (TAGME) Programs. Congratulations to Ms Gonzalez and Otero for being TAG-

ME-Certified. They both join **Ms Cindy Gibson, C-TAGME**; Medical Education Manager in this recognition.



Milestones in Fundraising Competition for a Good Cause

NCH Pediatric Residents' Holiday Games - Advocacy in Action

Each year, the NCH Pediatric Residents' classes compete in Holiday games and collect points and funds for a good cause and to spread some holiday cheers to less fortunate children.

This year, the **PL3 Class was the Winner of the 4th Annual Residents' Holiday Games**. Classes competed on different creative events: From Penny Wars Jar, to

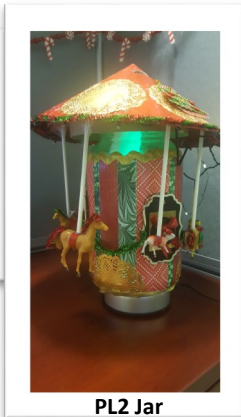
Color Day, Family Picture Day, Children's Book, Quiz Bowl, to Baked Goods Pot Luck. All classes came through with creative participation, in a healthy holiday spirit competition. The Residents' Holiday Games raised over **\$2300** which were used to spread some holiday cheers to **over 208 children** in need. (See the story in the next page). Cash, gift cards, and books

were all donated to be used to spread some holiday cheers to children.

Congratulations to all the residents' classes!!! You are all winners. Your display or compassion, teamwork, advocacy, and caring are all what the MCHSWay is all about. Below are some pictures from this year's 4th Annual Residents' Holiday Games.



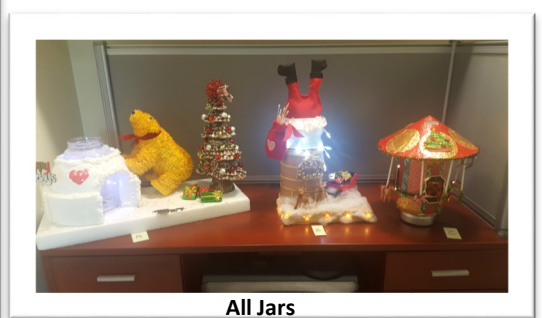
PL1 Jar



PL2 Jar



PL3 Jar



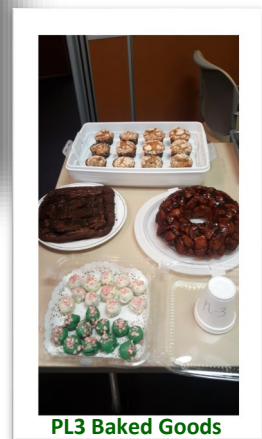
All Jars



PL1 Baked Goods



PL2 Baked Goods



PL3 Baked Goods



Santa's Little Helper

Ch

Milestones in Community Advocacy Efforts

NCH Pediatric Residents Spread Holiday Cheers to Children

As it is the tradition for the Pediatric Residency Program, each year, the funds raised from the Holiday Games are used to sponsor a cause and spread Holiday Cheers to underserved children.

The residents went shopping for toys, books, and school

supplies for children. (See pictures above).

Santa Clause and his residents' elves packed bags of joy, packed the car and went to distribute some holiday cheers. This year, the residents sponsored over **208 children** at **Kelsey L. Pharr Elementary School**. The school is

part of UHI Community Care Clinic in partnership with FIU College of Medicine where one of our graduates; **Dr. Kate Semidey, MD; (Class of 2016)** is the Pediatrician. Congratulations to all residents on your strong advocacy effort. Something to be really proud of. (See pictures below of the event).



Milestones in Holiday Celebrations

The Medical Education Department Hold its Annual Holiday Celebration for Trainees

The Residents and Fellows' Forum planned its Housestaff Annual Holiday celebration on December 16, 2016 at Batch GastroPub in Brickell. Pediatric and Dental Residents and Subspecialty Fellows were invited. Alumni showed up as well. Happy

Holiday from Medical Education!!



Milestones in CME News

ACCME-Accredited CME Providers Can Obtain MOC 2 ABP Credits for their CME Activities

Historically, the American Board of Pediatrics (ABP) has given the opportunity to ACCME-Accredited CME providers to apply to get MOC Part 2 Approval for their CME meetings if the CME activity met certain criteria of having a built-in self-assessment component with a minimum pass rate. The Department of Medical Education has designed for the past three years two of its Board Review Courses; the **General Pediatric Review and Self-Assessment (GPRSA)** and the **Pediatric Critical Care Self-Assessment (PCCMSA)** to meet the ABP MOC requirements. Both of those courses are approved each for 28.5 CME Credits and 20 points of ABP MOC part 2 Credits.

The registration for the 2017 Courses is opened. The **20th Annual GPRSA** and the **5th Annual PCCMSA** courses will be held **May 18-21, 2017** and are both approved for CME Credits and MOC part

2 Credits. You may register for these two courses at:

www.nicklauschildrens.org/GPRSA and www.nicklauschildrens.org/PCCMSA

What's New in CME and ABP MOC?

Starting January 2017; the ABP came up with new requirements that offer more flexibility to ACCME-Accredited CME providers to design CME meeting that are eligible for MOC part 2 Credit. The activity must meet specific criteria including:

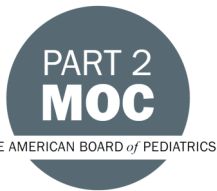
1. The ACCME accreditation criteria
2. Include a comprehensive evaluation component
3. Learner assessment methods must be relevant to the activity and must have a passing standard
4. Feedback on learner assessment must be provided to the learner with rationale

5. No partial MOC Credit is allowed to be awarded. Learners must earn the maximum amount of credit

6. CME Providers will be audited and must keep records of learners

7. Evaluation/ Assessment Methods may include: Case Discussion (with feedback), Written Responses, Audience Response System, Quiz (answers discussed), Table-top Exercises, Simulation, Manuscript Review, and Writing Test Items, among others.

The Department of Medical Education will be holding sessions to course directors and Faculty Development Sessions to give more information and discussion. In the meantime, catch the two MOC2 events that will be held in May 2017 and register now for one of the two board review courses.



Upcoming CME Events

(Register Now)

The 52nd Annual Pediatric

Post Graduate Course

(PPGC) and e-PPGC

March 16-19, 2017

Intercontinental Hotel Downtown,

Miami.

The 20th Annual General

Pediatric Review and Self

Assessment

and

The 5th Annual Pediatric

Critical Care Self

Assessment

(Both approved for 20 points

MOC part 2)

May 18-21, 2017

Trump International Beach Resort

in Sunny Isles Beach

GME Welcomes New Babies to the Family



Jeremy Landeo Gutierrez, MD (PGY3) became the proud father of a beautiful baby boy **Lucas**, born in December ; 2016.

Congratulations!!!



Wishing You a Blessed Holiday and a Happy New Year!!



Medical Education Birthdays



January	
Keyur Mehta	1
Elianne Castaneda	6
Patrick Lolo	7
Jenna Diaz	9
Ireal Fusco	14
Cinthy Del Castillo Lemos	17
Yasemin Cagil	18
Esthermari Gonzalez Polanco	20
Trisha Kissoon	21
Priyanka Seshadri	26
Thomas Verhage	27
Melissa Cambell	28



February	
Luis Lee	2
Natalia Ballesteros	4
Mohammed Salameh	9
Mark Stadler	11
Isamar Sosa	15
Carolina Bautista Vallderuten	22
Jessica Asencio	22
Michael Lopez	24
Michael Barbato	26



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To Teach is To Touch a Life Forever