

# GME ON-CALL

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It's fall here in New England, and according to all predictions we are going to have an especially beautiful fall foliage season this year, thanks to all the rain – at least something good came of all that wet weather. Fall is still a beautiful time to be outside here in Boston, though and I hope everyone will have the chance to take advantage and get outside.

Fall also brings everyone back to settling in to routines after the changes brought on by the new academic year in July and summer vacations. Our residents and fellows who start in August and September have joined us now as well, and everyone is getting used to the routine in their new training programs. Our returning residents and fellows are settled into the changes that come with advancing in their training, and for some the excitement of completing their training is approaching.

The GME Office is continuing its annual tradition of house staff tickets to the Red Sox in September; this year residents/fellows and a guest will have the chance to cheer on the Sox against the Rays on September 26th and 27th; if you're watching the games keep an eye out for two lucky trainees who will be invited on to the field for the pregame ceremony!

It's also time for our fall Curriculum for Academic and Professional Success (CAPS) curriculum. Topics will include Structural Racism in Healthcare, Exploring Career Paths, Evidence Based Medicine, Quality Improvement, and Addressing Patient Pain and Addiction. We will also offer separate Fellow as Consultant sessions. Check your email or reach out to the GME Office for more information on any of these sessions.

Fall is also when many of our training programs begin their recruitment seasons. Interviews are once again virtual this year, based on the recommendations of many national organizations and associations.

For those few specialties whose national organizations are returning to in-person interviews we will make an exception, and we continue to work with programs to find ways to allow those who are interested to visit Boston Children's Hospital separate from the interview process. These visits must follow certain procedures set up by the GME Office, must be approved in advance and it must be made clear to candidates that the visits are optional and in no way used in the selection process.

As we strive to recruit the best talent to enrich our Boston Children's community of learners, one step towards this goal is assuring that our interviewing process is as equitable and free of bias as possible for our prospective trainees. GME, in partnership with our colleagues in Human Resources are offering Bias Free Interviewing sessions for faculty in alliance with both our desire to recruit a diverse group of future residents and clinical fellows as well as AGCME requirements related to recruitment. All faculty who are involved in interviews for residents and clinical fellows were invited to attend. The sessions review best practices and behaviors to avoid as well as allowing time for practice and review of case-based scenarios, followed by time for a debrief.

We hope you enjoy this edition of our newsletter. If you have ideas for future editions or would like to write something yourself, please do not hesitate to reach out to us.

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## **Article Recommendation**

### **By Christiana Russ, MD**

The article is available online here <https://doi.org/10.1186/s12960-023-00852-2> or as a PDF here <https://link.springer.com/content/pdf/10.1186/s12960-023-00852-2.pdf>

A diverse team of pediatrician educators completed a mixed methods analysis of written accreditation protocols for pediatrician training from a global sample of countries in multiple languages, comparing them to World Federation of Medical Education 2015 Standards. Themes of divergence from the standards included: (1) limited engagement with stakeholders especially related to educational outcomes and addressing community and health system needs, (2) lack of a trainee-centered approach, and (3) less emphasis on quality of education including faculty development. WHO and national governments are paying increasing attention to health workforce, with recent emphasis on workforce well-being, respectful care and community engagement. This study points to structural opportunities in accreditation of pediatric training to better prepare an effective global pediatrician workforce.

## A Day In The Life

By Joy Gueverra Program Manager, MHA

Prospect Hill Academy is a STEM dedicated school, which spans from Kindergarten through High School and serves 1,000 students. Their school boast 89 percent people of color, 68 percent students in low-income homes and upwards of 25 different languages/nationalities amongst the student population. They represent cities and towns across all of Massachusetts as well. All students receive free tuition along with a host of other educational opportunities to explore STEM careers.

The Department of Cardiology hosted students from the school last May. Teachers from the school selected six juniors and seniors to receive this first time experience. Students were selected based on their scholarly excellence and interest in the healthcare field.

The students began the day with our nursing team teaching them about vital signs. Patti Burke and Ryan Gauvin presented and worked through case studies with the students along with some hands on practice of checking blood pressures and listening to heart sounds.

Next, our fellows held a session on cardiac imaging. Drs. Jonathan Awori and Lauren Crafts gave a brief presentation and allowed the students the opportunity to learn how to use our echocardiography machines by looking for their radial arteries. The students then spent time in groups of two visiting with our nurse practitioners in the cardiac pre-operative clinic, the cardiac cath lab with James Kulig, and received a tour of the EP labs with Dr. Elizabeth Dewitt. They also spent time in our research areas in Enders. Dr. John Kheir spent time discussing research and some of the students had the opportunity to spend time with our engineers and their VR equipment!

Finally, we ended the day with a lunch meet and greet with a variety of people at different points in their career including faculty, staff, fellows, and research assistants so the students had the opportunity to learn about career pathways in medicine.





A huge thank you to everyone who participated and made the experience extremely enjoyable for the students and a special thank you to Dr. Kathy Jenkins for facilitating the partnership!

**Fellows:** Jonathan Awori & Lauren Crafts for their Echo Session. Faraz Alizadeh, Christopher Teng, Hannah Tredway and Shanique Sterling for attending the meet and greet lunch

**Faculty:** Elizabeth Dewitt, Kathy Jenkins, Ryan Kobayashi, Nao Sasaki, Brian Quinn and John Kheir

**PA:** James Kulig

**Cardiology Engineering:** Peter Hammer & Jocelynn Davee

**NPs:** Tiffany Folks, Brenden Howarth, Caroline Weber

**Nursing:** Patti Burke, Ryan Gauvin

**Clinical Research Assistants:** Anais Marengo, Clare Hobson, Olivia Rossi

If any divisions or departments are interested in participating we have, three new dates this upcoming year.

October 18th, 2023

January 24th, 2024

May 22nd, 2024.

Feel free to email me directly at [joy.gueverra@cardio.chboston.org](mailto:joy.gueverra@cardio.chboston.org).



## **Alyssa Thomas, MD** **Neonatal-Perinatal Resident**

### **Tell us a little bit about your background growing up/pre-medical school**

I grew up in Brookline and went to school at Winsor, right down the street from BCH. I went to Brown for college where I studied comparative literature in English and Spanish and studied abroad at Casa de Las Américas literary research center in Havana, Cuba. I was lucky to grow up in a very intellectually curious family – both my parents are sociologists and did research around the world on a variety of topics including surrogacy and assisted reproductive technologies.

### **When and how did you decide to go into medicine?**

Going to the Boston Science Museum every weekend was a huge part of my childhood. I think my interest in holding the sheep hearts in the anatomy exhibit should've been a big clue as to my eventual career interests.

### **What were you doing before you started your current program?**

I completed my pediatrics residency at the Children's Hospital of Philadelphia. I worked with a neonatologist and cardiologist to better understand the transitional physiology of newborns with congenital heart disease.



**What are your hobbies, or what do you do for fun?**

My favorite thing to do is take long walks in the woods or go kayaking with my fiancé Max, followed by getting an ice cream or hot apple cider. I'm excited for cooler weather to cook big batches of soup and have cozy reading time.

**What is your favorite thing about Boston?**

I love being close to the ocean and walking along the Harbor Walk where I live in Southie or heading down the Cape for quality time with family in Wellfleet.

**Tell us a little bit about something you are working on**

My fellowship research with my mentor Dr. John Kheir focuses on translational initiatives to study neonatal cardiac physiology.

My clinical study – the Arch Watch Study – prospectively follows infants with possible coarctation of the aorta and uses a novel device to measure early signs of tissue oxygen deprivation as the ductus arteriosus closes. I also developed a rat model of this condition to test these tools. I'm grateful to be funded for this project by my department's T32 training grant, the AAP Marshall Klaus award and a translational research program pilot grant from BCH. I am also the site co-PI of a multicenter simulation study that aims to teach NICU teams to effectively manage newborns with complex congenital heart disease in the delivery room.

**What made you choose your current specialty?**

Being a preterm infant is part of my own story – and though I was healthy, even my relatively short NICU stay had a profound impact on my parents. Now as a neonatology fellow, I am grateful every day to have the opportunity to positively impact my patients' stories – from guiding families through the terrifying early days to cheering on an infant who is close to going home. That alone is the basis of a rewarding career for me, but I also love that neonatology is a field that is always changing and innovating through research, since I see research as one way I can contribute to making a brighter future for NICU babies. I also really enjoy being part of a multidisciplinary team, where I can learn from the experience of other professionals to help provide the best care for our babies.



## **Bias-Free Interviewing Educational Session For Faculty**

**By Tery Noseworthy, C-TAGME**

As part of the Office of Graduate Medical Education's commitment to recruiting and training a diverse group of residents and clinical fellows, and in alignment with Boston Children's Hospital's Declaration on Equity, Diversity and Inclusivity we have again partnered with our colleagues in Human Resources and Learning and Development to offer Bias-Free Interviewing Practice Sessions for all faculty who participate in recruitment. These sessions are led by Judy Zola from Learning and Development and are co-facilitated by Tery Noseworthy and Dennis Spencer and are designed to assure that our interviewing process is as equitable and free of bias as possible for our prospective trainees.

Building on our didactic sessions from last year (participants were asked to review a recording of that session prior to participating in this one), the current sessions start with a brief overview of types of bias and questions that should never be asked during any type of interview, such as age, marital status, race/ethnicity etc. as well as questions that cannot be asked during a residency/fellowship interview, such as where else they are applying.

The main focus of the session is practice; participants are divided into small groups and asked to consider three practice three potential scenarios that could occur in an interview, and how they would respond. One scenario relates to asking an inappropriate question, one relates to interviewing a candidate with a visible disability and one relates to how to recover from making an assumption. Participants discuss in their breakout groups and then come back together to share their thoughts and experiences.

The session ends with a review of best practices, including a recommendation that faculty who are interviewing be aware of EDI efforts at both the institutional and program level so that they are able to respond to potential questions from applicants. If you'd like more information or would like to discuss the possibility of scheduling a session for your program please reach out to Tery Noseworthy.





## GME Happenings

### DEPARTMENT OF MEDICAL EDUCATION BLOOD DRIVE

The Department of Medical Education hosted a blood drive with the Blood Donor Center on Tuesday, September 12th, organized by Kaytlyn Hope, Program Manager in GME. Both members of the DME and program administrators participated. We had a great turnout, and we were happy to support our colleagues in the Blood Donor Center and their efforts to increase their dwindling blood supply. If your program would like to host your own blood drive, reach out to the Blood Donor Center for details.





## **GME PROFESSIONALS DAY AUGUST 18th, 2023**

GME Professionals Day, recognized each August, is an opportunity to celebrate the important contributions made by the GME administrators at Boston Children's Hospital, both those who work in our 100 residency and fellowship training programs as well as those that work in the GME office. GME administrators are important members of the leadership team and manage the day-to-day operations of the training program and wear many hats. They must possess skills in personnel management, leadership, regulatory requirements, policies and procedures as well as serve as the liaison for all members of the program, including both faculty and trainees. Our training programs and our GME Office couldn't function without them; their dedication to educating the next generation of physicians in pediatric health care is unmatched.



Over the past few years they have navigated the unique challenges to GME during the pandemic as well as handled new regulatory requirements, new systems changes, new policies and, as always, the unique challenges posed by onboarding a new group of learners every year while simultaneously saying goodbye to those that graduate. We cannot thank them enough for their hard work in support of the educational mission of the hospital; they are often the unsung heroes in GME and your contributions are invaluable.

In honor of GME Professionals Day the GME Office hosted a lunch and provided a gift for all of our amazing residency/fellowship coordinators, program administrators, and program managers. It was great to come together in person to recognize these important members of the program leadership team and to network and make connections. Thank you again for all that you do!

# Curriculum for Academic & Professional Success Program (CAPS)

We are excited to announce the upcoming sessions of the Curriculum for Academic & Professional Success (CAPS) program for the current academic year. As we embark on another year of academic growth and professional development, CAPS remains committed to equipping our clinical fellows with the knowledge and skills they need to excel in their multifaceted roles as learners, teachers, researchers, clinicians, and scholars.

## New Leadership, Same Dedication

Under the guidance of our incoming Course Director, Dr. Dennis Spencer, CAPS is set to evolve and adapt to the ever-changing landscape of medicine and research. Dr. Spencer brings a wealth of experience and a fresh perspective to the program, ensuring that CAPS continues to meet the evolving needs of our clinical fellows.

## What to Expect

The upcoming CAPS seminars, scheduled for October 16th, is designed to empower you with essential tools and knowledge, these sessions will not only enhance your clinical expertise but also sharpen your teaching, research, and scholarly skills.

### Topics

1st Year Fall (11/16 1-5pm)	2nd Year Fall (11/16 8am-12pm)
Office of Fellowship Training	Structural Racism in Healthcare
Evidence Based Medicine	Career Paths
Components of a QI Project	Social Media Presence
Addressing Patient Pain and Addiction	Other topics TBD

## Register Now

We encourage all clinical fellows to register for the upcoming CAPS sessions. To secure your spot and take advantage of this exceptional opportunity for growth and development, please contact [GME@childrens.harvard.edu](mailto:GME@childrens.harvard.edu).



## How to Contact the GME Office

Email  
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