

# Federation of Pediatric Organizations

## Federation of Pediatric Organizations (FOPO)

### Board of Directors Meeting

### Executive Director's Report

September 13, 2010

#### Executive Director:

Theodore C. Sectish, MD  
Children's Hospital Boston  
Department of Medicine  
Hunnewell 252.3  
300 Longwood Avenue  
Boston, MA 02115  
Ph: 617-355-8599  
Fax: 617-730-0469  
Email: Theodore.Sectish@  
childrens.harvard.edu

#### Secretary-Treasurer:

Aaron Friedman, MD

#### Administrator:

Jean Bartholomew  
American Board of Pediatrics  
111 Silver Cedar Court  
Chapel Hill, NC 27514  
Ph: 919-929-0461  
Fax: 919-929-9255  
jbartholomew@abped.org

Web site: [www.FOPO.org](http://www.FOPO.org)

In this report, I will provide updates about the recent submission of a letter commenting on the Accreditation Council for Graduate Medical Education (ACGME) proposed duty hour standards, activities of the Federation of Pediatric Organizations' Task Forces, and Strategic Plan Working Groups.

#### FOPO Response to ACGME Duty Hour Standards

In the spring of 2010, AMSPDC requested that FOPO organize a response to the ACGME's proposed changes to duty hour standards for residents and fellows. The Board of Directors agreed to have me lead a process to collect comments and draft a letter to the ACGME when the proposed changes were announced. Individual organizations reserved the right to submit comments directly to the ACGME to reflect the unique perspectives of their memberships. After June 23<sup>rd</sup> when the ACGME made its announcement, I asked each organization to determine if it would comment on the changes and, if so, to provide comments to me by July 23<sup>rd</sup>. An initial letter to the ACGME was drafted and circulated to members of the Board of Directors and the Graduate Medical Education (GME) Working Group during the week of July 26<sup>th</sup>. The GME Working Group met by conference call on July 30<sup>th</sup> and the Board of Directors met by conference call on August 5<sup>th</sup>. A final draft was approved and sent to Thomas J. Nasca, M.D., Executive Director of the ACGME on August 6<sup>th</sup>. The final letter is attached.

#### Task Force on Women in Pediatrics

Susan G. Marshall (University of Washington) is Chair of the Task Force. The group is now focused on the following priority areas:

1. Pipeline, workforce, attrition, and retention of junior faculty
2. Flexible/part time training
3. Mentoring and leadership – This group plans to assemble references, presentations, and a list of leadership skills training opportunities and keep an updated list of these online resources in collaboration with the Leadership Academy Working Group.
4. Transparency for promotion, paths for advancement, salary, incentives, and resources.

The Task Force met at the PAS in Vancouver on Sunday, May 2, 2010 from 3:30 – 5:30 pm at the Sheraton Vancouver Wall Centre. At the meeting, the following actions were taken:

- The Task Force will approach the Child Health Research Working Group about the pipeline issues. That group is planning a national meeting and intends to produce a white paper on the subject. Since the pediatric workforce is 75% female, the Task Force wants to collaborate with them about this topic.
- In the area of mentorship and leadership, the group will draft a manuscript based on the programming that was done at the Vancouver meeting and will submit another PAS Mini Course abstract on Mentoring for 2011 PAS Annual Meeting.



Academic Pediatric  
Association



American Academy  
of Pediatrics



American Board  
of Pediatrics



American Pediatric Society/  
Society for Pediatric Research



Association of Medical  
School Pediatric  
Department Chairs



Association of  
Pediatric Program  
Directors

# Federation of Pediatric Organizations

- The Task Force discussed the issue of gender discrimination in the workplace and is planning a survey to examine its prevalence in academic pediatrics in 2010.

The PAS Program Committee accepted the abstract submitted by the Task Force for a Mini Course, “Developing Women as Leaders in Academic Pediatrics: Mentoring, Advising, Networking, and Professional Coaching.” The session will be led by Nancy D. Spector, M.D. and Christine Gleason, M.D. The Fall Meeting of the Task Force will take place at the AAP NCE in San Francisco in October, 2010 or the AAMC Meeting in Washington, D.C. in November, 2010.

## **Task Force on Diversity and Inclusion**

The planning group, including Tina Cheng, Denice Cora-Bramble, Elena Fuentes-Afflick, Renee Jenkins, Danielle Laraque, and Fernando Mendoza, will meet by conference call in early September to determine their activities for the coming year based on these objectives:

- Develop a strategic plan for diversity and inclusion
- Develop formal collaborative relationships with AAMC, DGI, NMA and others
- Identify and support policies that would broaden the diversity of the pediatric workforce
- Support education needs of a diverse faculty in academic medicine
- Explore with IPE mechanisms for promoting excellence in pediatric training programs through diversity and inclusion
- Support leadership development of a diverse faculty

I suggested the following process to form the Task Force to assure broad input from member organizations:

1. The Task Force will have a minimum of 7 members (one from each organization), in addition to the Chair. The term as a Task Force member is 3 years.
2. Each FOPO member organization will propose a slate of 2-3 candidates for an open position on the Task Force.
3. The initial Chair of the Task Force will be selected by the Executive Director. Subsequently, the Chair and the Executive Director together will select the Chair’s successor.
4. The Chair, the Secretary-Treasurer, and the Executive Director will select members of the Task Force from the slate of candidates proposed.
5. The Chair may, at her/his discretion, appoint additional members to the Task Force and renew the term of any member for 1 additional term.
6. Chairs have a 3 year term, without the option for renewal. They may, however, stay on as a member of the working group for 1 additional term at the discretion of the Executive Director.

## **Strategic Plan Working Groups Update**

### **Membership and Leadership Processes of Working Groups**

Later in the meeting, we will discuss a proposal regarding the process for membership and leadership of the Working Groups. The Chairs of the Working Groups were unable to meet by conference call prior to our Board of Directors Meeting. The current proposal is identical to the one I proposed above for the Task Force on Diversity and Inclusion. In the past, we had a volunteer system for membership on the Working Groups and Chairs came from the Board of Directors. Currently, our working groups are at



# Federation of Pediatric Organizations

various stages of development and activities. I believe it is time to refocus their efforts and infuse new people into these groups. The process I propose will assure broad input from member organizations, provide an opportunity for renewal and reinvigoration of the working groups, and allow more individuals to serve in leadership positions. Depending on the activities of the current Working Group, some current Chairs may stay in their position for an additional year.

A related issue to discuss is how member organizations should participate in funding of meeting costs related to FOPO Task Forces or Working Groups. Our current practice is to hold these meetings during or adjacent to a national meeting such as PAS, AAMC, or the AAP NCE, so that attendee reimbursement is limited to a one night's hotel stay, if they need to stay an additional night to attend. Other meeting costs include food, meeting room, and audio-visual expenses. A consequence of this practice is that some members of groups are not able to participate because they are not attending the meeting and do not have support from an organization.

There are two questions: 1) Does the process described above seem like a reasonable approach for the nomination and selection of Members and Chairs; and 2) Should there be an expectation that a FOPO member organization's representative will be provided partial travel expenses to offset the costs of attending an annual meeting of the Task Force or Working Group? The expenses of the Chair and the additional members will be reimbursed by FOPO.

## Leadership Academy

The major focus of the Working Group is to promote collaboration among FOPO member organizations and influence the PAS Program Committee to ensure ample educational programming in the area of leadership skills and to encourage the submission of abstracts for invited science (mini-courses, hot topics, and state-of-the-art plenary sessions) and workshops to the PAS Annual Meeting. There has been interest expressed in creating and maintaining a database of leadership and professional development courses and creating curricula and programming around the core competencies of leadership.

I serve as a liaison to the PAS Program Committee. FOPO is now given two selections for the invited science portion of the meeting (Mini-Courses, State-of-the-Art Plenary Sessions, and Hot Topics). FOPO selected the Mini-Course submitted by the Task Force on Women in Pediatrics, "Developing Women as Leaders in Academic Pediatrics: Mentoring, Advising, Networking, and Professional Coaching" and a Hot Topic, "Health Care Reform: Are We Making Progress for America's Children?"

## Positioning Pediatricians in Leadership Positions in Organized Medicine

The goal of this Working Group is to target national organizations, understand the selection process, and position pediatricians in leadership positions. Thus far, the Working Group has not been actively pursuing this goal. However, FOPO did provide names to the Search Committee when the position of Director of the NICHD was open.

## Child Health Research Working Group

The Working Group authored a paper, "Health Research Funding and Policy: Imperatives and Investments for a Healthier World," which was published in the June issue of Pediatrics. This year the Working Group sponsored a workshop, "Crafting Successful Clinician-Scientists in Child Health Research." Several members of the Working Group, Bill Hay, Mark Schleiss, Steve Abman, and David Cornfield are leading an effort to discuss the problem of the "leaky" pipeline of clinician-scientists in



Academic Pediatric Association



American Academy of Pediatrics



American Board of Pediatrics



American Pediatric Society/  
Society for Pediatric Research



Association of Medical  
School Pediatric  
Department Chairs



Association of  
Pediatric Program  
Directors

# Federation of Pediatric Organizations

child health research and develop an action plan. Members of the Working Group and invited guests will meet at the Woodlands on January 16, 2011 to draft a white paper to spark a national discussion on this issue.

## Global Health Working Group

The Working Group functions as an educational forum with a focus on four areas:

1. International certification
2. Global health rotations and curriculum for medical students and residents
3. Creating sustainable global partnerships
4. Helping Babies Breathe, a neonatal resuscitation and education program for the global lay public

In his new role as Chair of the International Pediatric Association, Bill Keenan hopes to provide an organizational focus, coordinate US efforts, and bring together FOPO activities in education and training, research, and global health partnerships with the other activities of the IPA. The AAP together with the APA and GHEC are assembling a modular global health curriculum. The Working Group plans to work with APPD to launch this new curriculum.

## Graduate Medical Education

This Working Group is interested in working with NACHRI to sponsor an invitational conference of leaders of hospitals, including CEOs, chairs, surgeons-in-chiefs, and program directors to discuss issues such as the current state of GME, policy issues, quality issues, duty hour standards, and new models of care. This invitational conference might be attached to an existing NACHRI conference.

Respectfully submitted,



Theodore C. Sectish, M.D.  
Executive Director, Federation of Pediatric Organizations



# Federation of Pediatric Organizations

## Publications List

Federation of Pediatric Organizations: Advancing Goals of Seven Pediatric Societies. *AAP News*, June 2008; 29(6): 30-31.

The Federation of Pediatric Organizations Strategic Plan: Six Strategic Initiatives to Enhance Child Health. *J Pediatr* 2008; 152: 745-6.

Health Insurance for All Children and Youth in the United States: A Position Statement of the Federation of Pediatric Organizations. *J Pediatr* 2008; 153: 301-2.

Part-time Pediatric Residency Training: Principles and Practices, *Pediatrics* 2008; 122: e938-ee944.

Global Health Training for Pediatric Residents. *Pediatric Annals* 2008; 37: 786-796.

A National Agenda for America's Children and Adolescents in 2008: Recommendations from the 15th Annual Public Policy Plenary Symposium, Annual Meeting of the Pediatric Academic Societies, May 3, 2008. *Pediatrics* 2008; 122:843-849.

Key Jr, LL. Childcare supplementation for residency programs. *J Pediatr* 2008; 153: 449-450.

[Family-friendly conferences: a commitment to women in academia.](#) *J Pediatr* 2008; 152(3):299-300.

FOPO Task Force on Women in Pediatrics: Considerations for Part-Time Training and Employment for Research-Intensive Fellows and Faculty. *J Pediatr* 2009; 154: 1-3.

Federation of Pediatric Organizations (FOPO) Task Force on Women in Pediatrics II: Survey of Active Members of the Society for Pediatric Research (SPR) Regarding Part-time Work and Flexible Work. *J Pediatr* 2009; 155(4): 459-460. e1.

Child Health Research Funding and Policy: Imperatives and Investments for a Healthier World. *Pediatrics* 2010; 125(6): 1259-1265.

## Presentations

### 2008

Stanton B. Mentoring women faculty: Address to New Pediatric Chairs. Association of Medical School Pediatric Department Chairs, Santa Fe, New Mexico, March 7, 2008.

Genel M, Hay W, Dennerly PA, Stanton B, Szilagyi PG, Jenkins RR Election 2008: A national Agenda for America's Children and Adolescents: PAS/PPC State of the Art Plenary, Pediatric Academic Society Meetings, Honolulu, Hawaii, May 3, 2008.

Stanton B, Sectish T, Alexander D, Britto M, Boat TF, Stevenson DK. FOPO Task Force on Women in Pediatrics: Considerations for Part-Time Training and Employment for Research-Intensive Fellows and Faculty. Pediatric Academic Society Meetings, Honolulu, Hawaii, May 4, 2008.



Academic Pediatric Association



American Academy of Pediatrics



American Board of Pediatrics



American Pediatric Society/  
Society for Pediatric Research



Association of Medical  
School Pediatric  
Department Chairs



Association of  
Pediatric Program  
Directors

# Federation of Pediatric Organizations

## 2009

Stanton B. Changes in academic pediatrics to support the professional workforce: First and Second FOPO Task Forces on Women in Pediatrics. University of Colorado Department of Pediatrics Grand Rounds. Denver, Colorado. January 23, 2009.

Holmes A, Burke A, Berkowitz C, Sectish T, Stanton B. Working part-time: Can it work for you? Can it work in your program? 2009 Annual PAS Meeting. Baltimore, Maryland

In “Development of Essential Leadership Skills”. Felice M, Marshall S. Leadership Development Among Part Time Faculty. Spector ND. Enhancing Efficiency Through Improved Delegation and Accountability. 2009 Annual PAS Meeting, Baltimore, Maryland

## 2010

Cheng T, Spector ND. Developing Women as Leaders in Academic Pediatrics. PAS Mini-Course. May 1, 2010. Vancouver, Canada.

Holmes AV, Burke A, Stanton B, Berkowitz C, Norwood V. Part-time is not for slackers: Working hard to build flexible academic positions for yourself or for pediatricians in your program. PAS Workshop. May 2, 2010. Vancouver, Canada.

Stanton B. Resident training and our roles as pediatrician, student, wife, mother, daughter and/or sister. Yale University. April 21, 2010.

## Statements

Sectish T, Stanton B. National Academies’ Committee on Women in Science, Engineering, and Medicine. Workshop:” From Doctorate to Dean or Director: Sustaining Women in Critical Transition Points in Science, Medicine, and Engineering”. Statement delivered September 15, 2008.



Academic Pediatric Association



American Academy of Pediatrics



American Board of Pediatrics



American Pediatric Society/  
Society for Pediatric Research



Association of Medical  
School Pediatric  
Department Chairs



Association of  
Pediatric Program  
Directors