



Quarterly Newsletter

APD Executive Committee

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Check out the [APPD monthly bulletin](#) to stay informed!

Interviewing Season is Almost Here! Tips to be ready

Tips for Successful Interviewing During Recruitment Season Know How to Interview ([shared from APD Handbook](#)):

Use **behavioral interviewing questions** to shift the focus from abstract to concrete

- Rather than asking personality (“tell me about yourself...”) or hypothetical (“what would you do if...”) questions, ask about specific behaviors (“tell me about a time when you disagreed with a team member, and how you handled it...”)
- You can even get more specific: “I see you were one of the co-chairs of the homeless clinic; tell me about a challenge you faced in leading the clinic, and how you managed it.”

Consider offering training sessions for all interviewers (particularly for new faculty) to explain the process, cover dos and don'ts and provide a tip sheet about the program with answers that interviewers may not know, but applicants are likely to ask

Make it easy for interviewers - Provide sample questions which help assess the specific traits or behaviors that you are screening for

- Consider providing several lists if you have multiple interviewers, so applicants are not asked the same question twice

Save the Dates

September 26-27, 2019

APPD Fall Meeting
Arlington, Virginia

March 30-April 2, 2020

APPD Spring Meeting
San Diego, California

Wellness Corner

What are you grateful for?

Practicing gratitude offers many benefits for our well-being, including helping with burn-out.

Check out these tips and apps:

- Start your team meetings with a “gratitude moment” – mix up the questions
- Jot down what you're grateful for in an app [Grateful app](#)
- Start your family meal sharing something you're grateful for today

Tasty food at fall APPD

The [Washingtonian's picks](#) – 12 great Arlington restaurants picked by local editors

[The Infatuation's Arlington Restaurant Guide](#) – favorite picks from Pho to Mussels to Mediterranean mezze

Know what not to ask - Avoid questions which might violate the NRMP's Match Communication Code of Conduct

- Federal law prohibits making employment decisions on basis of race, sex, age, religion, national origin, or disability. This also applies to discrimination based on pregnancy and child rearing plans. In some states, it is also illegal to discriminate based on sexual orientation and gender identity.
- NRMP prohibits programs from asking about other programs applied to including names of programs, specialties, and geographic location. Also, do not ask about marital status, number of children, plans for children, or FMLA.

Know What You're Looking For

- What are your program's core values/ culture?
 - Hiring for Attitude" by Mark Murphy - Book which reviews a systematic way to think about your organization's core values and how to structure your interview questions to determine whether or not an interviewee will fit within your culture. It offers a really interesting take on the interview process and how to identify problematic applicants before you rank them!
- Trust your residents - Make sure to ask your residents for their input on all applicants. They often have valuable information, which will help determine who is or is not suitable for your program!
- Trust your Program Coordinator - Your coordinator often has interacted the most with the candidates before, during, and after the interview. They have great insight into the applicant, and how well they will fit into your program.
- The case for diversity – Include members of your Diversity Committee in the process. Provide opportunities for residents passionate about diversity to be actively engaged in recruitment efforts! If you do not have a Diversity Committee, start one!

End of Season Communication

- Familiarize yourself with the NRMP's Match Communication Code of Conduct.
<http://www.nrmp.org/communication-code-of-conduct/>
- 1. Respect and applicant's right to privacy and confidentiality
- 2. Accept responsibility for the action of recruitment team members
- 3. Refrain from asking illegal or coercive questions
- 4. Do not require or strongly encourage second visits or visiting rotations
- 5. Discourage unnecessary post interview communication

Newsletter Ideas or Feedback for APD Executive Committee?

Please click on the link: [Newsletter Ideas](#)

APD Spotlight: Dr. Maren Olson MD MPH

Maren serves as an Associate Program Director for the University of Minnesota Pediatric Residency and is thankful to be part of that creative, engaged educational team. She is also a pediatric hospitalist and Associate Director of Medical Education at Children's Minnesota. Her scholarship interests include promoting resilience and preventing burnout, teaching about diagnostic error, and narrative medicine. She is involved in the Pediatric Resident Burn-out Resilience Study Consortium ([PRB-RSC](#)) through APPD LEARN, and is one of the new co-chairs of the APD SIG. Maren has presented several workshops and platform presentations at APPD Meetings, and was especially excited to share her Story Slam work at the spring 2019 meeting. Please contact Maren if you are interested in collaborating on narrative medicine projects: olso1421@umn.edu.



Share Warehouse Spotlight:

Evaluation Tool: [Continuity Clinic Evaluation](#)

Authors: Kris Saudek and Heather Aschoff

Approach: With the new ACGME policy regarding longitudinal outpatient experience requiring quarterly evaluations, the authors took the opportunity to create a new, shortened version. 80% of their residents are in community practices, and asking preceptors to evaluate them more frequently was burdensome. Community preceptors have given feedback that the new, shortened evaluation and sub-competencies chosen for it will be much easier for them to complete.

Program Administration and Policies: [Social Media Policy](#)

Authors: Brandi Geter, Inova Children's

Description: Informing residents about appropriate use of social media within the institution

Check out all of the great resources in the [Share Warehouse](#)

Scholarship Opportunities: APPD Special Projects

The Special Projects Program

provides financial support for projects that further the APPD's mission and strategic plan. The APPD may grant up to \$10,000 per selected project. The Board of Directors determines the funds available for this program annually. The number of awards is dependent on the funds available and the size of the grant requests of the selected projects. Proposals are due each January. [APPD Special Project RFP](#) 2019 funded projects:

Using Text Messaging to Help Learners Develop Self-Regulated Learning Skills

Kimberly A. Gifford, MD
Dartmouth-Hitchcock Medical Center
Amount: \$9,996

Evaluation of a Course for Neonatal Fellows on Providing Psychosocial Support to NICU Families

Melissa Scala, MD
Stanford Children's/Stanford Pediatrics
Amount: \$10,000