



The APDEM Virtual Annual Meeting commenced at 6:00 p.m. EDT on June 18, 2020.

1. Welcome & Introduction of New Council Members, Program Staff and APDEM Staff

Dr. Andrew Gianoukakis, APDEM President, welcomed attendees to the virtual annual meeting and introduced new APDEM Council members. Dr. Gianoukakis also introduced new APDEM staff member, Mary Merkin, who will be taking over administrative responsibilities from Alexa Dimock.

2. Approval of Minutes & Treasurer's Report

With a quorum established, Secretary-Treasurer, Dr. Odelia Cooper, presented the 2019 Annual Meeting minutes to the membership. A motion for approval of the minutes was proposed and seconded. The approval of the 2019 minutes passed unanimously.

APDEM remains financially strong with assets of more than \$228K with its largest expenses in 2019 being the annual meeting, administrative staff time and upkeep. The Finance committee will recommend ways for APDEM to invest and save funds to benefit members.

APDEM has 111 current programs, 7 lapsed programs, and 26 ACGME accredited programs that are not members. The total potential target membership total is 151.

Dr. Cooper thanked members for maintaining their membership and encouraged all members to renew and retain their membership which is especially important during the COVID-19 pandemic.

3. Reports from APDEM Sister Societies

Dr. Cooper expressed her appreciation to each of APDEM's Sister Societies for their partnership and continued support. Representatives from each supporting organization provided brief updates on their society's resources, events, and tools benefitting program directors and fellows. The following were in attendance:

- American Thyroid Association – Martha Zeiger, MD
- American Association of Clinical Endocrinologists – Susan Samson, MD, PhD, FRCPC, FACE
- Endocrine Society – Carol Wysham, MD

4. APDEM Business

APDEM Advocacy and Policies for 2019-2020

Dr. Christopher McCartney highlighted advocacy and policy efforts spearheaded by the APDEM Council in 2019-2020. The Council sent two advocacy letters to the ACGME regarding: 1) the three proposed paradigm shifts; and 2) APDEM response to proposed new EDM Program Requirements. The APDEM Council also sent an advocacy letter to ABIM regarding procedural competencies for incoming endocrine

fellows. Dr. McCartney reiterated that one of the goals of the Council is to elucidate and communicate APDEM membership viewpoints when submitting these advocacy communications to ACGME, ABIM, etc. Accordingly, these three advocacy communications were informed by membership surveys. Dr. McCartney thanked the membership for their continued support and participation, adding that all submitted letters included all program director comments (verbatim) in appendices.

2020 APDEM Curriculum Update

The 2020 APDEM Curriculum was recently updated and released in March. Dr. McCartney thanked all section leaders and Council members who contributed and served on the APDEM Curriculum Committee supporting the eight curriculum topic areas.

APDEM Newsletter Committee

Chaired by Dr. David Lieb, the Newsletter Committee oversees the production of the monthly newsletter, *APDEM Update*, featuring helpful information, announcements, and the program directors' corner. Volunteers and contributors are needed to identify future content and topics for the program directors' corner.

All-In-Match

The second year of the All-in-Match (AIM) is completed. Dr. McCartney highlighted the exceptions granted. It was also the first year APDEM received a special petition for a situation not covered in the policy. Dr. McCartney wanted all programs to understand the special petition is always an option if a compelling situation is not explicitly described in the policy. The AIM Oversight Task Force will address and evaluate special petitions, and with this case, it was approved.

AIM conducted a satisfaction survey among program directors and fellows in February to assess the All-in-Match Policy. Though the response was light, overall responses were positive. There were some suggestions for improvement which the oversight task force will evaluate over the coming year. Suggestions included:

- An agreement in the MOU to adhere with AIM.
- A more severe penalty for failure to adhere.
- An easier/smooth(er) (online?) process for exceptions.
- Pre-match process for those interested in a single institution.

Located on the APDEM website, the 2020 policy is largely identical to the previous two years with two new clarifications:

- 1) Failure to respond to APDEM's (NRMP-mandated) survey regarding the number of first-year fellows entering each program is a policy violation.
- 2) APDEM's All In Match Policy pertains specifically to initial position allocation only, but APDEM requests notification of transfers between programs.

Dr. McCartney acknowledged the members of the All In Match Oversight Task Force led by Dr. Matthew Levine.

Finance Committee Report

Finance committee chair, Dr. Odelia Cooper, reported the committee met once in 2019 under the Chair, Dr. Susan Sampson, to review and the 2020 budget for Council that was ultimately approved. The committee will meet later in the year, after the APDEM internal audit is approved, to review the 2021 budget. Given APDEM's good financial standing, the Council is seeking input for any initiatives, projects, or products the finance committee should explore and recommend to the Council in 2021. Please email ideas to APDEM@endocrine.org.

Diversity, Equity, and Inclusion (DEI) Committee

Dr. Gianoukakis introduced a new APDEM initiative: the Diversity, Equity, and Inclusion Committee. Co-chaired by Dr. Rana Malek and Dr. Ricardo Correa, with board representation from Dr. Christopher McCartney, the goals of the DEI committee include health equity for the endocrine patient population as well as diversity and inclusion for trainees and training programs. There will be an opportunity for members to join, with ad hoc participation from the membership at large. Look for more information about this committee very soon.

6. COVID-19 Task Force

Because of the varied nationwide impact of the COVID-19 pandemic, Dr. Gianoukakis reported the APDEM Council determined the membership needs guidance and selected a diverse cross-section of programs to participate in a task force. Chaired by Dr. David Lieb and Dr. Christopher McCartney, four primary area subcommittees shall review the most important areas:

Fellows Recruitment Subcommittee – Co-chairs: Marina Charitou and Saira Khan

Dr. Christopher McCartney highlighted the important accomplishments of the Fellows Recruitment Subcommittee which included a survey deployed to program directors and fellows on their preferred interests in this year's interview process. Based on results from the survey, the subcommittee, as well as the APDEM Council, made an official recommendation:

- 100% virtual interviews.
- All programs to clearly state interview intentions and guidance on websites.
- Based on survey results which demonstrated a split among both program directors and fellows, APDEM did not petition NRMP for a delayed timeline.

The subcommittee developed a draft Virtual Recruitment Position. The document will be left open for comments until June 19, 2020.

Dr. David Lieb presented the work and outcomes of the three remaining subcommittees of the task force and thanked all who had participated in the COVID task force and subcommittees.

Stage 3: Pandemic Emergency Status – Co-chairs: Vafa Tabatabaie and Aaron Schulman

ACGME developed the three levels of pandemic response to allow institutions to declare the effects of the pandemic on their educational programs. Stage 1 – Business as Usual; Stage 2-Increased Clinical Demands Guidance; and Stage 3- Pandemic Emergency Status Guidance. As programs have shifted to clinical care as their top priority, with a significant effect on graduate medical education, this subcommittee shall assist programs that have declared or are planning to declare Stage 3 status. This subcommittee:

- Authored a letter to the ACGME advocating that fellows' time as endocrinologists be protected, and that endocrine program directors have a say in when and how their fellows are redeployed to internal medicine services.
- Developed recommended practices for programs that have declared or are considering declaring ACGME Stage 3 Pandemic Status.

Patient Care Subcommittee - Co-chairs: Stephanie Smooke Praw and Emily Szmuilowicz

This subcommittee assists fellowship programs as they face new challenges in patient care. The involvement of fellows in this area has changed greatly during the pandemic and most programs are deciding how best to see patients in clinic, how to do telemedicine, and include fellows in patient care. A highlight of this subcommittee includes the development of recommendations for PDs regarding fellow-driven care during the COVID-19, including outpatient, inpatient and procedural recommendations.

Fellows Didactics Subcommittee - Co-chairs are Deepika Reddy and Ricardo Correa

This subcommittee ensures that fellows continue to have didactic educational programs, case conferences or grand rounds lectures, and journal blogs. As many of these events are now conducted virtually, this subcommittee also assists programs with methods for making didactics easier during the pandemic.

The subcommittee updated a previously circulated list of educational resources made available to program directors and trainees by endocrine organizations in our sister societies. These resources are available on APDEM.org.

The subcommittee polled the Annual Meeting participants to gauge general interest in developing a plan for regional didactic programs to help programs develop shared educational content. In response to the question, *Would you be interested in including your fellowship program in a shared fellowship didactic program with other programs in your region?* Responses: 62% - Yes; 7%-No; and 31% not sure.

To further explain the concept, Dr. Lieb reported such a program would involve dividing the country's fellowship programs into regions. These regional programs would include a diverse group of programs of varying sizes and strengths. The programs could then work together to develop shared didactic programming. Programs could be conducted live and recorded, and stored in a shared, secure drive. APDEM would assist with determining the regions and connecting programs together. Additionally, this subcommittee developed a tool kit with suggestions to help programs as they work on the shared didactic content.

7. Milestone Project

Former APDEM president, Dr. Geetha Gopalakrishnan presented a historical overview of the Milestone Project. The overall goal of the project is to improve patient outcomes, lower healthcare costs, and improve the clinician experience as well as improved patient experience.

To address "straight-lining" in trainee milestone evaluations, where the same score is used for all sub-competences, the Milestone Project created a working group in July 2019 to look at current milestones and determine how to conduct evaluations more effectively for the next iteration.

As feedback is essential to do this work more effectively, the working group has already received responses from trainees. The second phase is to obtain feedback from program directors, associate program directors, members of clinical competency committees, and program coordinators in this

milestone evaluation process. To this end, the working group has drafted a survey to be sent to program directors and coordinators very soon, but in order to know the working group is contacting the right people and have the correct information about programs, the working group sent an email on June 18 with a link asking for specific program details. This information will be used to send out surveys to gain program experience and input related to milestones, and to learn how to make the milestones more effective moving forward. Dr. Gopalakrishnan encouraged everyone to respond to the email.

8. Acknowledgement of Slated and Outgoing Council Members and Staff

Dr. Andrew Gianoukakis recognized outgoing secretary-treasurer, Dr. Susan Samson for her service and contributions as an APDEM board member. Dr. Gianoukakis welcomed the new officer and incoming council member, Dr. Odelia Cooper (Secretary-Treasurer) and Dr. Rana Malek (Council). Dr. Gianoukakis also recognized APDEM outgoing staff members, Amanda Perl and Alexa Dimock for their many contributions over the past years.

9. Adjourn

The meeting was adjourned at 7:30 p.m. EDT.