



The APDEM Virtual Annual Meeting commenced at 6:00 p.m. EDT on April 29, 2021

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, and welcomed new program directors and new associate program directors.

2. Approval of Minutes & Treasurer's Report

President-elect and former Secretary-Treasurer, Odelia Cooper, presented the minutes from the 2020 Annual Meeting. A motion to approve the minutes was proposed and seconded by Council representatives. The approval of the 2021 minutes passed unanimously.

Despite a challenging year, APDEM continues to remain financially strong with assets of more than \$226K with its largest expenses in 2020 being the administrative staff time and upkeep. The Finance Committee will recommend ways for APDEM to invest and save funds to benefit members.

APDEM has 100 active member programs, 14 lapsed programs, and 37 ACGME accredited programs that are not members. The total potential target membership total is 152.

Dr. Cooper thanked members for maintaining their membership and encouraged all members to renew and retain their membership. An APDEM membership is institutional and includes program staff, specifically the program director, associate program director, and program coordinator.

3. Reports from APDEM Sister Societies

In addition to membership dues, APDEM receives support from its sister organizations. Dr. Cooper expressed her appreciation to each of APDEM's sister societies for their partnership, continued support, and generous contributions this past year. APDEM membership is fortunate to have representatives from each of its supporting organizations. Dr. Gianoukakis introduced the following representatives who provided a brief summary of resources, events, and tools benefitting program directors and fellows:

- American Association of Clinical Endocrinologists – Susan Samson, MD, PhD, Secretary
- American Thyroid Association – Victor J. Bernet, President
- Endocrine Society – Carol Wysham, MD, President
- Pituitary Society – Maria Fleseriu, MD, Director of Programs

4. APDEM Business

APDEM Committees and Task Forces

Dr. Gianoukakis presented the full list of program directors who have volunteered to participate on APDEM committees. Additional program directors are welcomed to join any of these committees. To do so, please email APDEM@endocrine.org.

APDEM Curriculum

APDEM Curriculum was updated and released in March 2020. APDEM curriculum is an exclusive member benefit. APDEM is working to create a new Transgender Medicine and Health Equity curriculum. Please email APDEM@endocrine.org if your program has not received a copy of the curriculum.

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.

Finance Committee Report

President-elect and Treasurer, Dr. Odelia Cooper, reported Finance Committee is responsible for assessing APDEM's financial wellbeing and identifying potential fiscal opportunities that will support the mission of the organization. The committee met earlier in the year and reviewed and approved the 2021 budget. The committee will meet late in the year, after the APDEM internal audit is approved, to review the 2022 budget.

Changes to 2021 – first dues increase from \$200/program to \$250/program. Additionally, APDEM is working to increase membership numbers as well as support from sister societies.

5. All-In-Match Task Force

Dr. Levine reminded program directors that the Memorandum of Understanding is a document that needs to be signed by all program directors annually in order to ensure an understanding of APDEM's AIM policy that all incoming fellows should be offered training positions through the match unless an exception is granted by the task force. Of the 152 accredited programs, 138 programs have signed the MOU for the upcoming recruitment cycle. Dr. Levine thanked all participating programs.

Dr. Levine reminded member programs about the five exceptions to the [AIM Policy](#) should a program wish to go outside of the match.

- **New - Exception criterion #5:** *A program that received new accreditation from ACGME or receives approval for a complement increase from ACGME and intends to recruit fellowship applicants at any point from Match Day until and including June 30 of the same academic year.*

This criterion was codified and added to the AIM policy in recent months to account for newly ACGME accredited programs that want to begin filling their quota for the next academic year, but need to do so outside of the recruitment cycle based on when their new accreditation is received.

To ensure adherence to the All in Match Policy, APDEM will be conducting two rounds of surveillance. The first to take place over the first two months of the academic year in order to survey the most recent

match for compliance and the second in the Spring to surveil compliance over a two-year period. Programs with discrepancies will be contacted.

Reminder, all fellowship positions are expected to be filled through the match unless an exception is granted by the AIM Task Force and subsequently by APDEM Council.

6. Diversity, Equity, and Inclusion (DEI) Committee

Dr. Malek stated the rationale behind starting the DEI Committee was to try to work together to achieve goals that are set for fellowship programs by ACGME:

- ACGME Common Program Requirements in 2020 highlighted that all programs must address health disparities.
- ACGME Milestone 2.0 (in Professionalism) - evaluate the concept of diversity and inclusion
- AAMC has diversity, inclusion, and health equity as a mission area.

In terms of updates over the last two years:

- APDEM established two subcommittees: Diversity/Inclusion and Health Equity
- The first step is to complete a survey of endocrinology fellowship program directors and fellows to achieve the following goals:
 - Establish what the diversity metrics are within the specialty of endocrinology
 - Understand what the health equity fellowship training currently is
 - Gauge interest in curriculum development for health equity

Please complete the ACGME survey that was recently sent and please forward to all fellows for a response. The goal is to have all responses back by May 15, 2021.

7. APDEM COVID-19 Task Force

Dr. Lieb thanked all co-chairs of the subcommittees of the COVID-19 Task Force for their contributions this past year.

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

This subcommittee helped programs develop regional didactics. APDEM facilitated a voluntary partnership with programs in the same region/time zones. Programs were divided into 10 geographic regions. One to two programs in each region led/coordinated the efforts. Guidance for this effort was provided by New England Endocrine Alliance. Fellow-driven ideas are the most important aspect. The fellows were charged with developing programming with support from PDs. As every region has different needs and different types of didactics to offer, each region will determine the type of didactics and frequency of offerings. APDEM will assist and provide any support the fellows require in establishing these regional didactic programs.

Resources/toolkits are available at www.APDEM.org> click on the **COVID-19 Support** tab

Fellows Recruitment Subcommittee

At issue: What should the recruitment process look like for this coming fellowship year?

Dr. Hong presented the results of data gathered from program directors and incoming fellows to better understand previous experiences and future preferences with regard to the interview format.

- 77 (out of 100) PDs responded to the survey
- 105 (out of 320) incoming fellows responded to the survey
- Essentially almost all programs and fellows were interviewed virtually in 2020.
- Interview experience – the majority of programs and fellows were very/somewhat satisfied with the overall virtual interviews.
- About 70% of the incoming fellows believed they were extremely or very well informed about their future program based on their interview day.
- Only 50% of the program directors had specific faculty development sessions about virtual interviews.

Format Preference:

- Most PDs and fellows prefer some type of virtual format/hybrid/with an optional in-person tour.
- About 90% of PDs believed somewhat or strongly that all endocrine fellowships across the US should follow a unified model for interviews in 2021.

Next steps:

- Draft an APDEM position statement re: 2021 interview season by end of May 2021.
- Develop an APDEM Recruitment Toolkit for fellowship PDs

Live Poll Results:

Interview Preference: 72% prefer all virtual with the option of in-person tours vs 28% hybrid.

Biggest concern: How do you ensure parity and equity, and minimize bias which the committee will address in the year ahead.

8. Milestone Project

Former APDEM president, Dr. Geetha Gopalakrishnan presented a historical overview of the Milestone Project which was done in collaboration with ACGME.

- Milestones provide the framework for assessment and shared understanding.
- Enable the learner and training programs to know an individual's trajectory.
- Milestones allow program directors to have a shared understanding of expectations as fellows advance from being more competent and efficient.

The ACGME started to work on Milestones in 2007. In 2014, they implemented the first subspecialty Milestones. In 2019, the ACGME started to reassess the subspecialty Milestones and their effectiveness. As a result of their evaluation and feedback from all subspecialties, what ACGME learned was a shared understanding of the evaluation processes, but the information was general and not specialty-specific. The Milestones were defined as performance-based deficiencies and there were too many sub-competencies and Milestones. There was also a lot of "clumping" of results or assessments.

In order to help figure this all out, a Milestone 2.0 Working Group was created representing a breadth of experience in the endocrine community.

The working group redefined the Milestones creating an alignment of development models and standardized levels that were more endocrine specific, ensured enough breath to each sub-competency, provided enough specificity for understanding, utilized harmonized Milestone, provided positive language to define progression, and overall simplified the Milestone process. Currently there are 19 Milestones.

- To help PDs assess these Milestones a Supplemental Guide has been created for almost all the Milestones.
- New Milestone: Personal and Professional Well-Being
- Prioritized: Health disparities and health equity were incorporated into every Milestone.

The Milestones are in final form and were released to the endocrine community on April 27, 2021. All program directors should have received the endocrine Milestones, with the Supplemental Guide (word doc) to be adapted to your program, as well as numerous resources.

The goal is essentially to implement the Milestones by July 2021. Programs will begin to report on the performance of these Milestone during the winter of 2021 and 2022.

Additionally, the Working Group will be seeking feedback from fellows and program leadership – which includes program directors, clinical competency members, and other faculty. Please expect to receive a survey from the Milestones team requesting information about your current evaluation process and how your programs utilize Milestones, and how the Milestone team can help programs adapt to the new Milestones. Program directors are encouraged to forward to your core competency committee members or associate program directors as well as other key faculty members to help complete the survey. The goal is to understand where programs are in terms of Milestones to put together effective educational programming for the endocrine community.

The other activity is a Needs Assessment Workshop to be held at the AACE-APDEM Program Leadership Meeting to be held on Wednesday, May 26, 2021, at the AACE Annual Meeting. Please also plan to attend Curriculum Workshops that are open to all program leadership.

9. Acknowledgment of Slated and Outgoing Council Members and Staff

Dr. Andrew Gianoukakis recognized and thanked the three outgoing Council members, Abid Yaqub and Mira Torres, and Immediate Past-President, Dr. Christopher R. McCartney for his leadership and contributions in shaping APDEM.

10. Adjourn

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