



Residency Program Coordinators' Forum

"We advocate for ourselves and each other."



SUNY
DOWNSTATE
Health Sciences University

The Buzz

Residency Program Coordinators' Forum Newsletter

AUGUST 2019

VOLUME 2

In this issue:

- *RPCF Inaugural Conference*
- *RPCF Member Spotlight: Featuring Kino Williams, MS, CAHQ, C-TAGME*
- *RPCF Committee Spotlight: Meet the Planning Committee, Chaired by Yvonne Henry*
- *Poetry Submission: Juliet Arthur, MHA, C-TAGME*
- *In the Know: Deborah Pointer, MEd*
- *TAGME Certification*
- *ACGME News*

"Food for Thought"



"Always do your best. What you plant now you will harvest later."

Og Mandino

(Author of "The Greatest Salesman in the World.")

Welcome to the second edition of the SUNY Downstate Residency Program Coordinators' Forum Newsletter! In this edition, we will like to encourage the participation of all RPCF members at our inaugural educational conference on Friday, August 2, 2019.

R.P.C.F.
Residency Program Coordinators' Forum
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RESIDENCY PROGRAM COORDINATOR'S FORUM

2019 Inaugural Educational Retreat

**"Building Resilience
and
Well-Being"**

Friday, August 2nd, 2019
7:30 am – 5:00 pm
SUNY Downstate Health Sciences University
Public Health Academic Building
450 Clarkson Avenue
Brooklyn, NY

Upcoming Events & Reminders:

The next RPCF Meeting:
**August 21, 2019
(Tentative)**

ACGME Site Visit
Preparation Workshop with
Dr. Teresa Y. Smith
August 29, 2019



BIRTHDAY ACKNOWLEDGMENTS

Ms. Natasha Henry
Residency Program
Coordinator,
Department of
Pathology,
Chairperson of the
Awards and
Scholarships
Committee

Ms. Barbara Singh
Residency Program
Coordinator,
Department of
Psychiatry

Ms. Vaneisha Smith
Residency Program
Coordinator,
Department of
Medicine, Chairperson
of the Birthday Club

RPCF Committees:

Awards and
Scholarships Committee

Birthday Club

C-TAGME Committee

GMEC Representative
and Forum's Policies
Committee

Membership Committee

Mentorship Committee

Forum's Newsletter

Event Planning
Committee

Professional
Development Committee

Coordinators' Wellness
Committee

RPCF SPOTLIGHT – Coordinator of the Month



Kino Williams, MS, CAHQ, C-TAGME, He is one of two male coordinators at SUNY Downstate Health Sciences University. He was appointed the interim Residency Program Administrator for the Radiation Oncology Residency Program, effective May 2019. This appointment comes on the strength of 16 years in Graduate Medical Education, which first began with his appointment as the Residency Program Assistant for the General Surgery Residency Program in September 2003 before stepping in as interim Residency Program Coordinator in August 2004. In this position, Kino oversaw three programs – the General Surgery Residency Program, and the Cardiothoracic and Transplant Surgery Fellowships, providing administrative oversight of over 70 plus trainees.

Kino would then move to the Department of Psychiatry in September 2006, where he joined the Psychiatry Residency Program leadership team as Program Coordinator. Although, a smaller program, with then only 30 residents, Kino was able to revamp the interview process and worked alongside the education team to successfully pass two (2) ACGME site visits, which resulted in full accreditation. It was also during this period that Kino became the first TAGME certified Program Coordinator, at SUNY Downstate Medical Center, obtaining his credential in November 2009.

In April 2011, Kino assumed the position of Administrator, Division of Orthopaedic Surgery, within the Department of Orthopaedic Surgery and Rehabilitation Medicine with oversight of UHB hospital, COM, Graduate and Undergraduate Medical Education and some private practice matters. During his tenure with Orthopaedic Surgery, Kino was able to provide, in spite of budgetary constraints, financial support for the expansion of the resident research program resulting in the largest number of publications, presentations the department had ever produced.

Kino transferred to the Department of Radiology in September 2017, where he currently functions as the Performance Improvement Administrator. As a requisite for this position, Kino obtained the credential as a Certified Professional in Healthcare Quality in February 2018, becoming the only COM Administrator to hold this certification. In his current role, Kino is responsible for all performance improvement activities for the department and since joining the department, Kino has been able to implement and oversee the department's patient satisfaction initiative, implement workflow initiatives; train both department and hospital staff in the use of IHI among other things.

With his additional role as Program Administrator for Radiation Oncology, he is currently focusing on revamping the program's evaluation process, website presence, and educational structure.

Kino holds a Master's degree in Business Economics from Brooklyn College (2012), a Bachelors of Business Administration degree in Human Resources from Baruch College (2009) and an Associates of Applied Science degree in Business Administration from Kingsborough Community College, where he was also the 2006 Valedictorian. *(KWilliams)*

Happy Retirement

RETIREMENT ACKNOWLEDGMENTS

**Ms. Margherita
Rotondi Eisenberg**
Residency Program
Coordinator,
Department of
Pediatrics

Ms. Rotondi Eisenberg
is retiring after 32
year at SUNY
Downstate.

"It has been such an
honor to work with
hundreds of residents
and fellows,
departmental chairs,
faculty and staff.
There are wonderfl
people at Downstate
and I have made
many friends.
Downstate has been a
great place to work
an da very special
place to me."

*Margherita Rotondi
Eisenberg*



Ms. Gloria Jorge, C-
TAGME, chairs the
TAGME Committee
and meets
regularly with RPCF
members in
preparation for the
upcoming TAGME
examination.

If you have any
questions regarding
TAGME, please
contact Ms. Jorge
at (718) 270 –
7361.

RPCF SPOTLIGHT – Meet the Planning Committee



Top: (left to right) Kino Williams, Debra Owens, Yvonne Henry
Bottom: (left to right) Gillian Wells, Juliet Arthur, Natalie Arrindell

The RPCF Planning Committee is chaired by Ms. Yvonne Henry. Its mission is to support the forum by developing themes and goals for each of its events. The committee was established in February of 2019. In less than six months, the committee has planned and met regularly to ensure that attendees of the forum's inaugural educational conference will have a sensational time. We commend the Ms. Yvonne Henry, Ms. Gillian Wells, and Mr. Kino Williams for collaborating with us in spearheading this monumental undertaking.

After attending the 2019 ACGME and AADPRT educational meetings, the RPCF officers sat in sessions and recognized speakers that their peers would benefit from. Immediately upon returning to SUNY Downstate, the RPCF reserved four speakers from three extremely motivating educational sessions.

Our speakers for our first educational conference will consist of speakers that we know should have an impact on you and what you do. Our keynote speaker, Ms. Beth Wueste (Payne), MAEd, C-TAGME, LSSBB, electrified the audience at the 2019 ACGME Educational Conference. Barbara L Burns, C-TAGME and Elaine Danyew, C-TAGME provided a session at the 2019 ACGME Educational Conference which contained information that should be provided for all coordinators, regardless of how many years attendees were coordinators or which programs they represented. Their session was extremely informative. Mr. Michael Boland provided an inspiring session at the 2019 AADPRT Educational Meeting. His presentation will change the way that you work and see your program. Our final speaker is our very own inspiring, Ms. Gloria Jorge, MS, C-TAGME.

In closing, it's our hope that this day is an interactive learning session which sparks your creative juices and empowers you to take your program to the next level. Leadership from all corners of the institution fully support this initiative and it's all for you and because of you. *(DOWens and KWilliams)*



Have You Ever Thought About Starting a Walking Group?

We are looking for residency program coordinators to lead morning, lunchtime, and/or after-work walking groups.

Please let us know if you are interested.

ACGME News:

The 2020 ACGME Annual Educational Conference will take place in San Diego, California from February 27th through March 1st. Please begin processing your registration as soon as the ACGME conference registration opens during the fall of 2019. Sessions fill quickly and hotel accommodations fill quickly. (DOWens)

From the PDC desk.....

4 Things To Get Right If You Want Career Success

Many successful professionals did not achieve their success overnight nor as a result, of exhaustive career planning and flawless execution. Certainly, many would have felt lost at times or frustrated by their rate of professional development but that didn't stop them. Instead of focusing on what they can't do or what they don't like, they focused on what they can do and do like. Successful professionals focus on their unique traits and strengths, and areas that they're passionate about improving. Focus on what drives you most as a coordinator and make that your passion!

Here are four (4) tactics that you can employ today to take control of your career trajectory:

1. Engage with the experts

Find a mentor, study from someone who you identify with, learn from someone with whom you share common goals, visions, and dreams. Create a network of successful professionals using social media. Social media allows you access! You have immediate and seemingly unlimited access to mentors and successful persons who can aid you in furthering your career. So like, comment, repost and follow! Some useful sites are the SUNY Program Coordinators ListServ, LinkedIn, Twitter and Facebook. Another great source is the workplace, take advantage of the wealth and depth of human resources available to you, send that email, stop by the office, pick up the phone and connect.

2. Channel your fears

Sometimes, fear and nerves can prevent you from taking steps that would help you advance in your current role or make the leap to a new position. Honest, objective input from someone else can often help you overcome those fears. Sitting down and placing your career goals on paper can provide you with great insight on where you want to go and how you are going to get there. A simple action like that creates a career path. Knowing clearly, where you want your career to go, how you are going to get there and what you need in order to achieve it, empowers and motivates you and allows for the best chance of success.

3. Commit to lifelong learning

One of the biggest career missteps is to rest on the fact that you have that college degree under your belt' learning does not stop there. Hence becoming a Certified Training Administrator of Graduate Medical Education should be high on your list of professional development initiatives. Most truly successful people are naturally curious and take their own personal growth seriously. Regardless of the industry, you must continually acquire and develop new skills, increase your knowledge and gain experience in as many areas within your chosen field as possible. This allows for greater control of your career and professional life. Platforms like Creative Live, a live, online classroom, can give you all the tools you need to propel your ideas forward.

4. Act like a boss

Debra uses the term "C-Suite," many may not know what this term means. To put it simply, C-Suite refers to top senior leadership, or "Chief's." In today's work environment, adopting and employing a leader's mentality is highly important as often times, the title is appointment long after the role was assumed. If you cultivate that big-picture mindset in your current role and start taking ownership of your program's success—regardless of how big or small your present impact—you'll become a much more valuable, visible coordinator almost immediately. And that's how you work yourself into higher-ranking positions.

If you invest time every day in your own growth through these four actions, you'll find yourself moving toward your professional goals more quickly than you ever thought possible. Develop a short-term plan that aligns with what you think you want, and then keep making adjustments until you experience roles and assignments that resonate with what genuinely matters to you. If you stick with a path that rewards your core motivations, the extrinsic rewards will follow.

Source: *William Arruda is the cofounder of CareerBlast and co-creator of the free video course: The Insider's Guide to Getting Noticed and Promoted.*

<https://www.forbes.com/sites/williamarruda/2019/03/17/4-things-to-get-right-if-you-want-career-success/#1646bf864044>

(Submitted by KWilliams)

We encourage you to submit your comments and suggestions for future editions. Please contact Kim Kearns at ext. 8207, Carletta Hanniford at ext. 2353, or Deborah Pointer at ext. 1694.

POEM

Don't Quit

By: Rene Godefroy

When things go wrong as they sometimes will;
When the road you're trudging seems all uphill;
When the funds are low, and the debts are high;
And you want to smile, but you have to sigh;
When care is pressing you down a bit
Rest if you must, but don't you quit.
Success is failure turned inside out;
The silver tint of the clouds of doubt;
And you can never tell how close you are;
It may be near when it seems afar.
So, stick to the fight when you're hardest hit –
It's when things go wrong that you mustn't quit.

(Submitted by JArthur)

IN THE KNOW

A Narrative Review of the Evidence Supporting Factors Used by Residency Program Directors to Select Applicants for Interviews

Nicholas D. Hartman, MD, MPH
Cedric W. Lefebvre, MD
David E. Manthey, MD

ABSTRACT

Background Residency applicants feel increasing pressure to maximize their chances of successfully matching into the program of their choice, and are applying to more programs than ever before.

Objective In this narrative review, we examined the most common and highly rated factors used to select applicants for interviews. We also examined the literature surrounding those factors to illuminate the advantages and disadvantages of using them as differentiating elements in interviewee selection.

Methods Using the 2018 NRMP Program Director Survey as a framework, we examined the last 10 years of literature to ascertain how residency directors are using these common factors to grant residency interviews, and whether these factors are predictive of success in residency.

Results Residency program directors identified 12 factors that contribute substantially to the decision to invite applicants for interviews. Although United States Medical Licensing Examination (USMLE) Step 1 is often used as a comparative factor, most studies do not demonstrate its predictive value for resident performance, except in the case of test failure. We also found that structured letters of recommendation from within a specialty carry increased benefit when compared with generic letters. Failing USMLE Step 1 or 2 and unprofessional behavior predicted lower performance in residency.

Conclusions We found that the evidence basis for the factors most commonly used by residency directors is decidedly mixed in terms of predicting success in residency and beyond. Given these limitations, program directors should be skeptical of making summative decisions based on any one factor.

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(Submitted by DPointer)