



NicklausMiami Children's Hospital

MILESTONES

Milestones Pays Tribute to a Faculty and a Legend

In Memoriam—Paying Tribute to a Clinician, Teacher, and Great Role Model

Special points of interest:

- Medical Education Lost a Cardiology Legend.
- Tips for Mentors
- 2015 Fellows Research Minicourse a Success
- Nicklaus Children's Hospital Now a Part 4 MOC Portfolio Sponsor
- iLearn has a New Name
- Presentations & Publications



On July 30th 2015; Nicklaus Children's Hospital and the Heart Program lost Dr. Richard Zakheim at 78. Dr. Zakheim has been a long standing faculty at

Nicklaus Children's Hospital. He founded the Pediatric Cardiology Department in 1977. In 2006, he founded the Adult Congenital Heart Disease Clinic at the Hospital. Dr. Zakheim was a valuable asset to his Department, to the

Hospital, to his patients, and particularly the Department of Medical Education. He was the role model of the clinical teacher for generations of medical students, residents, and fellows. We will miss you!!

From the Editor

Medical Education Kicks Off the New Academic Year 2015-2016

The past two months have not been exactly the usual and relaxing summer months in Medical Education. Residents and fellows completed orientations and have been busy adjusting into their new roles. I typically take time during these two months to review and update policies, update the housestaff manual, revise websites, and prepare for the upcoming CME season with Grand Rounds, Faculty Development, and live meetings schedules. This year, with the new name change and the new website, that work is needed at a wider scale.

This summer issue of *Milestones in Medical Education* highlights some of the major achievements and events that occurred over the past two months both institutionally and at the Departmental level:

- ◆ Nicklaus Children's Hospital launches its new redesigned website with a brand new URL: www.nicklauschildrens.org

- ◆ The Department of Medical Education is busy updating links and documents into its new website
- ◆ New ACGME-Accredited Program in Allergy-Immunology joins the recruitment season
- ◆ i-Learn Virtual Platform has a new URL
- ◆ Fellows Research Minicourse was held
- ◆ The Pediatric Residency Program and the Associated Sub-specialty Fellowships prepare for their participation in self-study pilot site visit
- ◆ Alumni, residents, and fellows continue to showcase their scholarly work in print and on the national stage
- ◆ Nicklaus Children's Hospital prepares to boost its Medical Staff participation in quality initiatives

As schools resume their session and welcome the students back, clinical areas will be preparing to get busier as germs are shared in schools and as weather changes bring new viral seasons. Looking forward to this exciting new academic year. Looking forward to share with you our Medical Education Milestones of successes, residents and fellows' achievements, new programs and educational opportunities, and keeping you informed on GME, and CME news.

Finally, as the new academic year launches, I encourage you to take some time to reflect on last year, and set your goals for the upcoming year both personally and professionally. **"One Way to Keep Momentum is to Have Constantly Greater Goals"** - Michael Korda (Novelist)

Rani S Gereige, MD, MPH - DIO

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Milestones in Faculty Development Basic Tips for Mentors' Success



FACULTY IN THE SPOTLIGHT

“Dr. Marisa Azaret her CNN en Espanol Show Titled Vive La Salud con La Dra. Azaret has been selected as a finalist for the 2015 Sentinel Awards The Show was Selected Among Top Scoring Television Storylines that Inform, Educate, and Motivate Viewers to Make Healthier Choices for Healthier and Safer Lives Congratulations!!”

Mentorship is an integral part of Medical Education. Mentors invest time, energy, and expertise to nurture the growth of another person and help others reach their potential. Mentors' style can range from that of a **persistent encourager** (Boosts self-confidence) to a **stern task-master** (teaches to appreciate excellence in performance). Regardless of the style, it is the care that really matters. The mentor serves as a tutor, counselor, and friend, enabling the mentee to sharpen skills and increase knowledge.

Mentorship can take many shapes and forms and can be at all levels including:

1. **Sponsors:** These are typically senior/influential people who actively advance one's career trajectory
2. **Step-Ahead Mentors:** Are colleagues one level ahead of the mentee or peers who have higher levels of skills or experience
3. **Reverse Mentors:** These are juniors in the same organization who possess knowledge, such as technical skills, that their mentors may lack

Ten Reminders for Effective Mentoring

1. Be helpful, interested and engaged when you talk with your mentee
2. Establish rapport by learning or remembering personal information about your mentee.

(Write it down)

3. Follow up frequently. Even a short email or phone call can make a big difference.
4. Be available and keep your appointments.
5. Be firm and hold your mentee accountable for commitments and goals.
6. Stay positive. Focus on strengths and potentials rather than limitations.
7. Be objective and talk about the pros and cons of ideas, people, etc.
8. Reevaluate the effectiveness of your mentoring and adjust your style as needed.
9. Be yourself and allow your mentee to do the same.
10. Be an active listener.

Effective Mentor Strategies

There are several strategies that you can employ to become a more effective mentor:

- ◇ **Inspire**—Mentors are more effective when they inspire their mentees. By setting an example, you may be able to motivate your mentee towards future paths that are beyond his or her original dreams. Challenge your mentee to find importance in what he or she aspires to do. Help your mentee create a future vision.
- ◇ **Be an active listener**—A sign of good listening is that your mentee feels he or she has been

clearly heard and understood. Your mentee feels accepted and more willing to place trust in the mentoring relationship. To demonstrate active listening, show interest in things your mentee has mentioned in the past.

- ◇ **Share similar experiences**—Mentors are not expected to be superheroes. Most of the time, they are people who have already been through what their mentees now face. Help your mentee feel empowered to embrace challenges by sharing your experiences.
- ◇ **Provide corrective feedback in an encouraging manner**—It is not easy to take feedback well. However, hearing it in a motivating and encouraging tone can help your mentee accept and apply feedback readily.
- ◇ **Speak of your mentee in positive or neutral ways**—Your mentee needs to trust that your discussions are confidential and that the mentoring relationship is mutually supportive. When speaking of your mentee to others, provide only positive or neutral comments.

Effective Online Communication

Communication is a two-way process. Poor communication can leave us feeling angry or worried.

In person or on the phone, you can use voice modulation, facial expressions, and hand gestures to convey meaning. Because those

Milestones in Faculty Development Basic Tips for Mentors' Success (Cont'ed)

“The City of Miami Proclaimed June 4th, 2014 Dr. Richard M. Zakheim Day for his Commitment to Serve Adult Patients with Congenital Heart Disease ”

cues are absent in writing, written communication is a skill and an art.

When communicating through writing, the following tips will help prevent miscommunication.

- **Meaningful subject line**—A good subject line ensures that the recipient recognizes the importance of your message and doesn't delete it accidentally. The subject line should also serve as a summary, providing a clear idea of the topic you want to discuss.
- **Clear and concise messages**—Take the time to write clear, concise messages. Cor-

respondingly, if you receive messages that are not clear and concise, take the time to get clarification. Do you clearly understand your mentee's message? If not, provide an opportunity to restate, elaborate or reconsider the intended message.

- **Investigating assumptions**—What assumptions may have been made, whether stated explicitly or not? To uncover assumptions and prevent misinterpretations, state your understanding of your mentee's message or ask for clarification.

- **Communicating about communication**—It is very important to inform your mentee of your schedule well in advance. This prevents the unnecessary frustration of a communication breakdown. Online messaging has its challenges, but it also has advantages in many situations.

Adapted from:

AAP Mentor Handbook (AAP Mentorship Program)

Community of Mentors: Guidelines for Mentors. Boston Children's Hospital. 2015

Milestones in Humanism and Professionalism

NCH Residents Compliments and Recognitions



Abdulsalam Alsulami, MD (PGY2)

simple way. Congratulations Maggie on excellent display if the NCHWay.



Juan Mejia, MD (PGY3)



Camille Ortega, DO (PGY2)



Dr. Chin Accepted the Awards on Behalf of her Peers

Dr. Abdulsalam Alsulami received a special recognition from Pediatric ED attending Dr. Blumstein for going the extra mile in caring for a family in the ED. *“He went WAY out of his way to help”* says Dr. Blumstein. Congratulations Salam for a job well-done and for demonstrating the NCHWay!!

Trisha Kissoon, MD (PGY2)



Dominick Figueroa, MD (PGY3)

Drs. Juan Mejia, Trisha Kissoon, Dominick Figueroa, Krysten Chin, Courtney Allen, and Camille Ortega were recognized by the *Special Olympics* on **August 13th 2015** among other hospital volunteers for setting an example of advocacy and service to the community by volunteering to participate in the sports pre-participation clearance for the Special Olympics Med Fest. Congratulations!! Dr. Chin accepted the awards on behalf of her peers. Thank you for your advocacy and volunteerism!

Maggie Seblani, DO (PGY2)



Kristen Chin, MD (PGY3)



Dr. Maggie Seblani received a compliment from the mother of a patient she cared for in the Pediatric ED. She was recognized for her care and for explaining things in a clear and



Courtney Allen, DO (PGY3)



Milestones in GMEC Peer-Representation

Do You Know Your GMEC Reps? New Reps Elected to GMEC

The GME Committee is tasked with the provision of oversight over the training programs. As new residents and fellows started at NCH, the following Residents and Fellows were peer-selected to serve on the GMEC and represent their peers and join former GMEC members:

1. **Alejandro Martinez, MD**—Class of 2018 Rep
2. **Montserrat Corbera, MD**—Class of 2018 Rep
3. **Melissa Cardenas-Morales, MD**—Class of 2018 Rep
4. **Zara Nensey, DMD**—Pediatric Dental Residents
5. **Carolina Mendoza, MD**—Fellows Rep
6. **Marina Bishai, DO**—Fellows Rep



MCHS CME Virtual Learning Platform is now on:
ilearnpeds.com

Milestones in CME News

MCHS CME Virtual Learning Platform has a New Name

The MCHS CME virtual library iLearn has been renamed. With the hospital changing from MCH to Nicklaus Children's Hospital, it was important to change the Virtual Learning Platform URL from www.mch-ilearn.com to a new URL while preserving the

"iLearn" well-recognized name. The "iLearn" name was coined by Adolescent Medicine fellow who recently graduated. The new URL for the learning platform is now:

ilearnpeds.com

After the summer hiatus, the Pediatric Grand Rounds will be resuming on **September 11 2015**.

Looking forward to a new year!!

Milestones in Institutional ABP Recognition

MCHS Gets Approved as a Portfolio Sponsor Institution for MOC Part 4

The application submitted to the American Board of Pediatrics (ABP) by the Department of Medical Education, in collaboration with the Quality, Safety and Innovations Department to request MCHS designation as a Portfolio Sponsoring Institution for MOC Part 4 has been approved.

What Does this Mean to the Physicians?

- Homegrown QI projects can now be approved internally by an internal committee against the ABP standards for MOC part 4
- Project Leaders submit their application to the Internal Review Committee for approval
- Once approved, individual physicians can apply to join an approved project and the Project Leader is responsible for monitoring their involvement and submitting an attestation on their behalf to obtain

MOC part 4 Credits

Future Plans for Implementation

- Forms and documents are in the process of being created: Application forms, approval checklist, guidance documents, etc.
- Medical Education will post the forms on nicklauschildrens.org website specifically created for MOC Part 4 Portfolio Project
- Divisions will be asked to nominate a "QI Coach" for the division to the trained
- An internal Review Committee (IRC) is convened to work on the implementation
- Medical Education is planning a two-day training seminar (Grand Round, and Faculty Development sessions) for the IRC and for the QI Coaches by a national expert
- Educational material will be created for that purpose as

well

- Define the process of record keeping and administration of the Portfolio project

What Does this Mean to MCHS and NCH?

- Improved physicians' engagement in Institutional QI projects
- Residents and fellows QI faculty mentors can now get credit for their involvement
- This will help move and boost the institutional QI agendas
- Last but certainly not least, this is one of the USWNR high priorities

Stay tuned for more information. Dr. Gereige will be reaching out to Divisions for QI Coaches and will inform Division Chiefs in Chiefs and Heads meeting. He will also send a Save the Date for when the training sessions will occur.



Milestones in Trainees, Alumni, and Faculty Scholarly Activities

NCH Trainees, Alumni, and Faculty Continue to Showcase Their Scholarly Work in National meetings and in Print



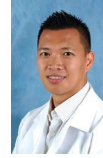
*“Come Join the Residents and Fellows Medical Education Team Named: **ARE WE THERE YET?** And Run/Walk for a Good Cause on September 19, 2015”*

Hanadys Ale, MD (PY3)



Dr. Hanadys Ale (PGY3) was notified that he abstract titled: *“Bladder Rupture and Urinary Ascites Secondary to Posterior Urethral Valves in a Male Infant Newborn at 26 Weeks Gestation”* was accepted for a poster presentation at the **3rd International Conference for Evidence-Based Neonatology** Sponsored by the Neonatology Division at the Children’s Hospital of Philadelphia to be held in September 2015 in Philadelphia, PA. Congratulations Hanadys for a job well-done.

Tuan Nguyen, MD (Pediatric Cardiology Fellow)



Dr. Tuan Nguyen (Pediatric Cardiology Fellow) was notified that his abstract titled: *“Dexmedetomidine Use in Patients Undergoing Electrophysiological Study for Atrial Tachyarrhythmias”* was accepted for poster presentation at the **2015 ASA Annual Meeting** in San Diego. Congratulations!!

the Incidence, Management, Etiology, and Outcomes Due to Pediatric Acute Liver Failure in the United States form 2008-2013” that he conducted while at NCH, was accepted for publication in *Pediatric Transplantation* journal. Congratulations to Sakil and his mentors.

Dr. Rani Gereige, MD, MPH (DIO) and collaborators’ manuscript titled: *“Pediatric Residents’ Knowledge and Comfort with Oral Health Bright Futures Concepts: A CORNET Study”* is now published in the September 2015 Issue of *Academic Pediatrics*.

Hot off The Press

NCH Alumnus Sakil Kulkami, MD (Currently GI Fellow) was notified that his manuscript titled: *“Use of Pediatric Health Information System [PHIS] Database to Study the Trends in*

Reference: Gereige RS, Dhepyasuwan N, Garcia KL, Vasan R, Serwint JR, and Bernstein HH. “Pediatric Residents’ Knowledge and Comfort With Oral Health Bright Futures Concepts: A CORNET Study. *Academic Pediatrics*. September 2015; 15(5): 551-556.

Milestones in Alumni News

NCH Alumni Pursuing Fellowships in Houston Hold a Reunion



NCH Alumni in Fellowship Training in Houston, TX

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MIAMI CHILDREN'S HEALTH SYSTEM 



Medical Education Birthdays



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September	
Ajay Gupta	1
Charles Suastegui	8
Lynn Model	9
Courtney Allen	17
Rachel Ecker	17
Raquel Olavarrieta	19
Carla Perez	19
Claudia Puerto	23
Paul Madera	23
Kristin Henley	26
Hanadys Ale	27
Steven Kass	27



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October	
Alexander Ortega	2
Carmen Bustamante Escobar	2
Paul Kiely	3
Julia Henry	6
Carolina Mendoza	7
CaAdrian Norman	8
Prithvi Sendi	10
Darline Santana	21
Christina Puig	22
Claudia Zapata	28
Bassam Albassam	31