One would be hard pressed to find an article recently about an organization that does not mention ‘purpose’ when explaining its success or lack thereof. Purpose has become a watchword for evaluating whether an organization has the ‘right stuff’ to achieve its goals, innovate and grow, providing value not only to those stakeholders it serves, but also to its own members.

Purpose is more than simply a catchy statement or refrain that is oft repeated. Rather, it should be woven into an organization’s DNA such that it continually drives a myriad of choices and actions that members of an organization undertake. Purpose should serve the dual objectives of motivating members of an organization and articulating core strategic goals. The former ensures that all members give full value with enthusiasm, passion and skill, and the latter provides the hierarchy to which operational decisions are subordinate and serve to further.

Purpose provides inspiration and the grit and reason to accept and master challenges. Bluntly stated, it gives a reason to leave family and home and go to work. Researchers in organizational behavior have demonstrated that as a motivator it trumps financial compensation and advancement, especially amongst a highly skilled and already well-compensated work force. A clear well-communicated purpose creates value and enables success.

Purpose addresses fundamental, and dare I say existential, questions: Why does this organization exist? What social value does it provide? What principles guide organizational decisions? What standards are applied to processes and decisions to yield consistency and acceptability to members? Where is the organization headed? Beyond the immediate ‘here and now’, what does it aspire to be? What growth is needed beyond today to be deemed successful into the near and longer term?
Many organizations spend considerable effort creating a Purpose Statement. I find this counter-productive, as the purpose of an organization should not be the product of careful and pithy wordsmithing, but rather intrinsic and implicit. Also for our particular organization, the Department of Pediatrics, our purpose appears to be rather self-evident, highly valued and beyond reproach; After all, we are improving the health and well-being of newborns, infants, toddlers, children, and youth. Our Mission, Vision and Values statement has stood us well since adoption in 2012, providing a referential framework for what we do (https://www.mcgill.ca/peds/about/missionvisionvalues).

Rather at this time of year, when one takes personal stock and look forward, I would suggest that each of us consider the question of: What is our individual purpose within this organization? What is it that you bring as an individual to add value to the organization? What do you do to add value to those you work with and come in contact with? Where are you headed? What do you aspire to? How can these aspirations and elements of personal professional growth be achieved? It is easy to go through life putting one step in front of another, but it is important to pause and reflect on bigger questions, so that rather than plodding ahead, one can sail into the future with the wind at one’s back.

I believe that at the core of my own personal purpose as Chair/Chief is the obligation to ensure that the incredibly talented and resourceful members of the Department actualize their full value. Knowing your purpose in the larger scheme of things is an essential precondition to this actualization of your potential.

Take the time over the holidays to reflect on our collective purpose and your own individual purpose within that collective. I can imagine that this dual reflection will yield clarity and a bounce in our steps that lasts well into the future.

Happy holidays and all the best for 2020!

Michael

Paeds Reads is a new weekly e-newsletter that launched on September 6, 2019. Part of our Strategic Departmental Communications Plan initiatives, this e-newsletter is a virtual collected curated space for Departmental information, engagement and networking in support of all aspects of our academic mission; clinical service, education, research, innovation, advocacy and personal development. Read e-newsletters: https://www.mcgill.ca/peds/about/newsletter

Virtual Suggestion Box
Submit your constructive suggestions to our Department through our Virtual Suggestion Box at this link: http://freesuggestionbox.com/pub/yxwebj Suggestions can include our organization and activities, any academic area in relation to our Strategic Plan and are entirely anonymous, unless an individual chooses to sign personally. Submissions will be forwarded to the Chief of Department, (Dr. Shevell) for consideration. You can find a tab linking to the Suggestion Box on our Departmental website: mcgill.ca/peds/
STAFF UPDATES

The following individuals were appointed as Adjunct Staff:

- Hannah-Laure Elfassy, Allergy (July 2019)
- Véronique Latraverse, Neonatology (September 2019)
- Anne-Marie Vincent, Hematology-Oncology (December 2019)

The following individuals were appointed as Faculty Lecturer:

- Matthew Donlan, General Pediatrics (October 2019)
- Julie Hebert, General Pediatrics (July 2019)
- Chloé Langlois-Pelletier, General Pediatrics (October 2019)
- Anna-Maria Preziosi, Neonatology (October 2019)

The following individuals were appointed as Assistant Professor:

- Jessica Duby, Neonatology (September 2019)
- Jarred Garfinkle, Neonatology (July 2019)
- Esli Osmanlliu, Emergency Medicine (December 2019)

The following individuals were appointed as Associate Professor:

- Robert Stanley Hum, General Pediatrics (August 1, 2019)

Division Directors appointments:

- Dr. Saleem Razack, PICU (February 2020)

Resignation:
- Dr. Sam Freeman, General Pediatrics (October 1, 2019)

Retirements:
- Dr. Giuseppe Ficara, Neonatology (September 2019)
- Dr. Marie-Emmanuelle Dilenge, Neurology (December 31, 2019)
- Dr. Cindy Goodyer, Endocrinology (December 31, 2019)

CONDOLENCES

Dr. Frederick Andermann, a longtime member and Associate of our Division of Pediatric Neurology passed away on June 16, 2019. Fred was a legend in epilepsy with a stellar international reputation. He contributed much to our present understanding of this pleiotropic disorder excelling in recognizing novel clinical phenotypes, applying diagnostic techniques such as electrophysiology, imaging or molecular genetics, advancing medical management, and carefully selecting patients for advanced surgical intervention. A member of the Order of Canada, there honestly is not an honor or award in neurology that Fred did not receive in his lifetime. He was also responsible for training legions of neurologists and epileptologists from around the globe. A noted raconteur who never forgot a name or face, Fred will be missed by all who knew him.

Dr. Ernest (Ernie) Seidman, a Professor of Pediatrics and Medicine, passed away on December 16, 2019. He held a CRC Tier 1 Chair and at his death was a Distinguished James McGill Professor. A prolific researcher, Ernie was a world leader in inflammatory bowel disease. Many current leaders in the field sought him out for their Fellowship training and he provided enduring mentorship to them for many years thereafter.

Dr. Anne Johnston who worked amongst us as a neonatologist in the 1990s before engaging full time at the University of Vermont in Burlington, passed away on June 4, 2019.

Our condolences also go out to:
- Dr. Élise Couture who lost her mother on June 30, 2019.
- And to the family of Dr. Penelope Koch (July 2019), who was a member of our Division of Hematology-Oncology for many years.
AWARDS & ACHIEVEMENTS

In July 2019, Dr. Marc Beltempo received a nomination as Associate Director of the Canadian Neonatal Network. In November 2019, Dr. Nada Jabado was awarded a CRC Tier I Chair. In November 2019, Dr. Stephen Liben and Dr. Tom A Hutchinson published a new book called MD Aware: A Mindful Medical Practice Course Guide. In September 2019, Dr. David Mitchell received the MCHF National Bank Award for Medical Excellence. In September 2019, Dr. Apostolos Papageorgiou received the World Association of Perinatal Medicine’s Erich Salig Award at the World Congress of Perinatal Medicine in Istanbul, Turkey. In November 2019, Dr. Charles Rohlicek was appointed our Departmental representative on the McGill Faculty Council. In November 2019, Dr. Keiko Shikako-Thomas received the McGill University Rosemary Wedderburn Brown Prize for outstanding scholarly potential and demonstrated research excellence in the early stage of their career. In November 2019, Dr. David Zielinski was chosen to be the Co-Chair of the CHEST 2021 in Vancouver.

RESEARCH FUNDING

In October 2019, Dr. Nancy Braverman and Dr. Adam Shapiro won an award from Grand Défi Pierre-Lavoie “Just say NO to urea cycle defects.”. ($ 25,000)

In July 2019, Dr. Sushmita Pamidi and Dr. Evelyn Constantin received a CIHR grant for project “Maternal sleep-disordered breathing during pregnancy and long-term health outcomes in children: the 3D pregnancy and birth cohort”. ($ 551,969)

In October 2019, Dr. Jessica E. Duby received a grant from the Steinburg Fund for Interdisciplinary Global Health Research for project “A Family Integrated Care Model to Improve the Quality of Newborn Hospital Care in Uganda”. ($ 50,000).

In July 2019, Dr. Patricia Fontela received a CIHR grant for project “Length of storage of red blood cell units as a risk factor for hospital-acquired infections: an individual patient data meta-analysis”. ($ 110,000)

In July 2019, Dr. Beth Foster received a CIHR grant for project “Age-dependent sex differences in graft and patient outcomes among solid organ transplant recipients”. ($ 248,626)

In December 2019, Dr. Catherine Goudie won one of ten $ 1 million grants offered in North America as part of the TD Ready Challenge. Dr. Goudie was the only recipient in Quebec in 2019. Her project is entitled “MiPOGG – eHealth on the Front Line of Hereditary Cancer Risk Assessment in Young People”. ($1,000,000)

In July 2019, Dr. Patricia Li and Dr. Evelyn Constantin received a CIHR Catalyst grant for project “PREVENT: Probiotics for EVERY Newborn vs Treatment-as-Needed Comparative Effectiveenntss Trial”. ( $ 95,000)

In April 1, 2019, Dr. Annette Majnemer (Co-PI) and colleagues received a CIHR grant for the project “Development of an Artificial Intelligence Chatbot supporting coaching and optimal service for individuals with Neurodevelopmental disabilities and their families”. ( $ 967,734)

In July 2019, Dr. Meranda Nakhla received a Team Grant for project “Keeping in Touch (Kit) with Yound Adults asThey Transition Through Type 1 Diabetes Care”. ($ 957,720)

In July 2019, Dr. Constantin Polychronakos received a CIHR grant for project “Driver somatic mutations in autoimmunity”. ($ 1,132,200)

In July 2019, Dr. Guillaume Sébire received a CIHR grant for project “Group B Streptococcus-induced placental infection and subsequent sex-dichotomous neurobehavioural impairments in the offspring; Investigating the role of interleukin-1 (IL-1)”. ($ 344,250)

In August 2019, Dr. Samara Zavalkoff and colleagues received a Health Canada grant for the project “Donor Identification and Referral as a Critical Patient Safety Event leading to Preventable Harm for Transplant Candidates”. ($ 673,164)
$1 M for Dr. Catherine Goudie (center) for project "MIPOGG" about detection of hereditary pediatric cancers.

CONGRATULATIONS TO THE DELIGHTED PARENTS/GRANDPARENTS

Melissa Acciaioli (MSSA Administrator) welcomed identical twin girls Adelisa and Ariana on August 17, 2019.

Dr. Geoff Dougherty welcomed grandson Charlie on August 19, 2019.

Dr. Emmett Francoeur welcomed granddaughter Cara on November 26, 2019.

Dr. Sabrina Furtado welcomed son Arthur on October 2, 2019.

Dr. Jarred Garfinkle welcomed daughter Charlotte Emme on November 18, 2019.

Dr. Tania Giannone welcomed her daughter on December 5, 2019.

Dr. Catherine Goudie welcomed son Edouard born on November 2, 2019.

Dr. Anne-Marie Goyette welcomed son Louis Nicol on October 23, 2019.

Dr. Marie Brossard-Racine welcomed daughter Abigail Marie on December 11, 2019.
Trainee Bursary Funding Recipients

Clinical Bursary Award in Pediatrics recipients:

2019-2020 start: Lona Mwenda, Critical Care
Marina Mir-Parramon, Emergency Medicine

2020-2021 start: Tilmann Schober, Infectious Diseases
Maya Heled Akiva, Infectious Diseases

Alan Ross Bursary Award in Pediatrics recipient: 2019-2020 start: Angeliki Makri, Endocrinology
2020-2021 start: Yulia Vaisbourd, Nephrology

Trainees funded through Department of Pediatrics MSSA Pediatric Trainee Contribution Fund:

2019-2020 academic year:
Jana Pamela Pena Graca, Cardiology
Ravi Jayas, Critical Care
Donovan Duncan, Critical Care
Joanne Delaney, Hematology-Oncology
Ghassan Maalouf, Neonatal-Perinatal Medicine
Beatriz Milioni, Neonatal-Perinatal Medicine
Karolina Poplawksa, Respiratory Medicine

2020-2021 academic year:
Ketly Altenor, Nephrology
Joanne Delaney, Hematology-Oncology
Alexandra Dionisopoulos, General Pediatrics
Donovan Duncan, Critical Care
Tracey Dyer, Endocrinology
Chady El Tawil, Emergency Medicine
Ravi Jayas, Pediatric Critical Care
Ghassan Maalouf, Neonatal-Perinatal Medicine
Beatriz Milioni, Neonatal-Perinatal Medicine
Jessica Monteiro, Social Pediatrics
Jana Pamela Pena Graca, Cardiology
Karolina Poplawksa, Respiratory Medicine
Mehrieh Rahimi, Adolescent Medicine
Heraldo Valladao, Pediatric Critical Care

Trainees funded through Montreal Children’s Hospital Foundation:

2019-2020 academic year:
Paulina Armedariz Landois, Critical Care
Caio Barbosa de Oliveira, Neonatal-Perinatal Medicine
Joanne Delaney, Hematology-Oncology
Donovan Duncan, Critical Care
Ravi Jayas, Critical Care
Tugba Alarcon Martinez, Neonatal-Perinatal Medicine
Marina Mir-Parramon, Emergency Medicine
Lona Mwenda, Critical Care
Keren Nathan, Infectious Diseases

2020-2021 academic year:
Gabriela Nunes de Carvalho, Neonatal-Perinatal Medicine
Jana Pamela Pena Graca, Cardiology
Karolina Poplawksa, Respiratory Medicine
Monica Quiros, Hematology-Oncology
Javiera Retamal Martinez, Cardiology
Maria Helena Salustiano, Neonatal-Perinatal Medicine
Tilmann Schober, Infectious Diseases
Punnanee Wutthigate, Neonatal-Perinatal Medicine

2020-2021 academic year:
Lona Mwenda, Critical Care
Keren Nathan, Infectious Diseases
Gabriela de Carvalho Nunes, Neonatal-Perinatal Medicine
Jana Pamela Pena Graca, Cardiology
Karolina Poplawksa, Respiratory Medicine
Monica Quiros, Hematology-Oncology
Maria Helena Salustiano, Neonatal-Perinatal Medicine
Tilmann Schober, Infectious Diseases
Floura Taher, Critical Care
Punnanee Wutthigate, Neonatal-Perinatal Medicine
PEDIATRIC MEDICAL GRAND ROUNDS

September 2019
04 The New Kids on the Block: Pediatric Nurse Practitioners. Dr. Di Genova (McGill) & Linda Massé (MCH)
11 Robert H. Usher Lectureship: Oxygen Saturation Targets in Pediatrics. Dr. Satyan Lakshminrusimha (UC Davis Children’s Hospital)
18 The Silent Epidemic of Dental Caries: Are our Patients at Risk? Drs. Amanda Cristinziano (McGill), Basma Dabbagh (Université de Montréal), Beatriz Ferraz Dos Santos (McGill), Dr. Annie Marleau (McGill)
25 Addressing Malnutrition in Paediatric Inpatients. Dr. Valerie Marchand (Université de Montréal)

October 2019
16 2018-2019 Innovation Fund Awardees. Drs. Samara Zavalkoff (McGill), Tanya Di Genova (McGill), Moshe Ben-Shoshan (McGill), Patricia Li (McGill), Pramod Pulindla (McGill), Kathryn LaRusso (McGill), Patricia Fontela (McGill), Jesse Papenburg (McGill)
23 Under Pressure: Stress, Performance and Patient Safety. Dr. Vicki Leblanc (University of Ottawa)
30 Institute of Pediatric Simulation Committee. Drs. Ilana Bank (McGill), Richard Gosselin (McGill), Michelle Ryan (McGill), Nadine Korah (McGill), Lily Nguyen (McGill), Catherine Paquet (McGill), Marisa Leone (Respiratory Therapist, MCH), Valerie Ann Laforest (NPDE PICU, MCH)

November 2019
06 The Lorraine and Dominique Belcourt Symposium: Hepatic Fibrosis in Pediatric Liver Diseases. Dr. Benjamin Shneider (Texas Children’s Hospital)
13 Joint Clinical & Basic Science Seminar: POLR3-related leukodystrophy. Dr. Geneviève Bernard (McGill)
20 32nd Annual Saul Usher Lectureship: Advancing care for the patients with congenital heart disease – Lessons learned from tetralogy of Fallot. Dr. Rachel M. Wald (University of Toronto)
27 Working Together to Enhance Direct Observation Practices in Busy Clinical Settings. Drs. Evelyn Constantin (McGill), Michelle Elizov (McGill), Preetha Krishnamoorthy (McGill), Elisa Ruano Cea (McGill)

December 2019
04 Department of Pediatrics Town Hall
11 Preston Robb Neuroscience Lecture: Using your brain differently: Modulating neurodevelopmental trajectories to enable children with perinatal brain injury. Dr. Adam Kirton, Alberta Children’s Hospital.

DEPARTMENTAL ACKNOWLEDGEMENTS

September 2019
06 Francisco Noya
13 Terry Sigman
20 Dr. Christine Lejtenyi
27 Dr. Laurie Plotnick

October 2019
04 Dr. Mylene Dandavino
11 Dr. Jessica Stewart
18 Dr. Dorothy Moore
25 Chantal Poulin

November 2019
01 MUHC RI’s New Directions in Research Competition award: Drs. Nancy Braverman, Paul Goodyer, Jesse Papenburg, Myriam Srour
08 Fondation des étoiles awards: Drs. Geneviève Bernard and Patricia Fontela. Fondation le Grand Défi Pierre Lavoie awards: Drs. Indra Gupta, John Mitchell, Maryam Oskoui
15 CIHR PI grant awards: Drs. Evelyn Constantin, Bethany Foster, Patricia Fontela, Patricia Li, Meranda Nakhla, Constantin Polychronakos, Guillaume Sebire
22 FRQ-S awards: Drs. Moshe Ben-Shoshan, Brett Burstein, Patricia Fontela, Myriam Srour, Aparna Suvarathan
29 Dr. Marie-Emmanuelle Dilenge

December 2019
06 Dr. Cindy Goodyer
13 Dr. Nada Jabado

To read acknowledgements, please visit www.mcgill.ca/peds/mission/acknowledgements
In 2019, the Department of Pediatrics achieved great success in research. Our members showed the high quality of their work in many different fields. Among their significant accomplishments, we can cite the following:

- **CIHR grants**: obtaining operational grants from CIHR is an important marker of research success and peer recognition. Departmental members that were successful in obtaining CIHR funding include Evelyn Constantin (General Pediatrics), Bethany Foster (Nephrology), Patricia Fontela (Pediatric Critical Care), Patricia Li (General Pediatrics), Meranda Nakhla (Endocrinology), Constantin Polychronakos (Endocrinology), Guillaume Sebire (Pediatric Neurology), Marc Beltempo (Neonatology), Moshe Ben-Shoshan (Allergy, Immunology & Dermatology), Catherine Goudie (Hematology/Oncology), Janet Rennick (Nursing), and Pia Wintermark (Neonatology).

- **Provincial and local grants**: given the highly competitive environment for health research in Canada, being successful in provincial and/or local competitions is essential for researchers to move forward with their research programs and to leverage funds to perform bigger/definitive studies. Successful recipients of provincial and local funds include Paul Goodyer (Nephrology, New Directions in Research Competition), Jesse Papenburg (Infectious Diseases, New Directions in Research Competition), Myriam Srour (Neurology, New Directions in Research Competition), Genevieve Bernard (Neurology, Fondation des Étoiles), Patricia Fontela (Pediatric Critical Care) & Jesse Papenburg (Infectious Diseases, Fondation des Étoiles), Indra Gupta (Nephrology, Fondation le Grand Défi), John Mitchell (Endocrinology, Fondation le Grand Défi), Maryam Oskoui (Neurology, Fondation le Grand Défi), Brett Burstein (Pediatric Emergency Medicine, MSSA Innovation Fund), Sara Long-Gagne (General Pediatrics, MSSA Innovation fund), Gabriel Alti (Neonatology, Department of Pediatrics Pilot Competition), and Katryn Paquette (Neonatology, Department of Pediatrics Pilot Competition).

- **FRQ-S salary award**: securing external salary support is crucial for researchers to ensure that they will have protected time to develop their research programs. It is also a recognition of the quality of their work. Our department has been extremely successful in obtaining FRQ-S salary awards. This year’s recipients include Moshe Ben-Shoshan (Allergy, Immunology & Dermatology; FRQ-S Chercheur Boursier Clinicien Jr 2), Brett Burstein (Pediatric Emergency Medicine, FRQ-S Chercheur Boursier Clinicien Jr 1), Patricia Fontela (Pediatric Critical Care, FRQ-S Chercheur Boursier Clinicien Jr 2), Myriam Srour (Pediatric Neurology, FRQ-S Chercheur Boursier Clinicien Jr 2), and Aparna Suvrathan (Pediatric Neurology, FRQ-S Chercheur Boursier Jr 1).

During 2019, the Department of Pediatrics Research Working Group, whose mandate includes fostering pediatric research at our department, as well as developing the necessary infrastructure to ensure the thriving of our researchers, also launched important departmental research initiatives:

- **Epidemiology consults**: Dr. Emmanouil Rampakakis offers free Epidemiology consults to all residents and fellows of our department (4 hours/trainee/calendar year). Residents and their supervisors may book the aforementioned consults by emailing Dr. Rampakakis at emmanouil.rampakakis@mail.mcgill.ca.

- **Pilot study competition**: the winners of the first pilot competition were Dr. Katryn Paquette (Neonatology) and Dr. Gabriel Alti (Neonatology).

- **Fostering divisional research infra-structure**: we are currently performing an environmental scan of our divisions regarding their research-related needs. In addition, our department launched a program to allocate funds to be used by our divisions to build and/or improve their research infrastructure.

The Department of Pediatrics Research Working Group will continue to work to improve the quality of the research performed at our department. We are proud of our 2019 achievements and we hope they will inspire our members to continue to dream big.

We wish you all a happy new year!

Patricia Fontela
GENERAL PEDIATRIC RESIDENCY TRAINING PROGRAM NEWS

The holidays mark the halfway point of the academic year, which is a perfect time to reflect on the changes and accomplishments within the Pediatrics residency program in the past few months and look forward to the new year ahead.

In the summer, after saying goodbye to our departing residents at our annual Pediatrics Resident and Fellow Graduation Ceremony, we welcomed nine new residents to our family. We also welcomed Elisa Ruano to our team in her role as Assistant Program Director overseeing curriculum and CBD implementation. Since then we delivered an incredible stage-specific resident bootcamp with the support of so many of you, held a wonderful team-building resident retreat focused on leadership and developed a revamped General Pediatrics Career fair.

We are also extremely pleased to announce that the residency program achieved an official accreditation status of ‘next regular survey’ following our accreditation visit in March. At this visit, Departmental initiatives such as the H-KAP program and the Lean-Six-Sigma Yellow Belt curriculum were acknowledged as leading practices and innovations.

We would like to acknowledge our outstanding Chief Residents, Chelsea Ash and Jasmine Vafi and Site Chief Sophia Stattmiller, who have demonstrated tireless devotion to their resident colleagues and to the entire MCH community; the dedicated members of all our committees whose engagement and teamwork are the driving force behind our program’s success; all our wonderful faculty colleagues who work with, teach and support our trainees every day; and, of course, our amazing group of residents who more than ever, have been proactively working to ensure that our training program as is good as it can be. We are indeed very lucky to be the directors of such an exceptional program!

The year head will no doubt be very busy as engage in the resident selection process for both CaRMS and visa-sponsored residents, continue to work on promoting resident well-being and the educational mission in the face of decreasing resident numbers and prepare for our launch of Competence-by-Design in 2021.

We wish all of you and your families a wonderful holiday season and a healthy and happy new year!

Rob and Elisa

Robert Sternszus  
MDCM, MA (Ed), FRCPC  
Director, Pediatrics Residency Program  
Core Member, Centre for Medical Education McGill University

Elisa Ruano Cea  
MDCM, MHPE, FRCPC  
Academic General Pediatrician, CBME Lead, Dept. Of Pediatrics, McGill University
Through amazing collaborations and educational expertise, our departmental educators continue to lead innovative educational activities and initiatives including:

1. **CanMEDS Rounds for Subspecialty Residents and Fellows** – Drs. Anne-Marie Canakis and Lianne Kopel, in collaboration with subspecialty Program Directors, continue to coordinate regular CanMEDS rounds aimed at helping subspecialty trainees attain learning objectives related to the Leader, Communicator, Collaborator, Health Advocate, and Professional roles.

2. **Subspecialty Orientation Bootcamp** for incoming 2019-2020 pediatric sub-specialty residents and fellows successfully took place on July 2, 2019. The bootcamp was organized by Drs. Najma Ahmed and Tiscar Cavalle. Topics included: the challenges of the application process, the Quebec Health Care System, Pharmacy and Drug Prescription, and Medical Charting at MCH. Trainees were also given a tour of the MCH. The bootcamp was well-attended, received positive feedback and served as a networking meeting for the new trainees.

3. **Competence by Design (CBD)** – Although CBD for the core Pediatrics program is only scheduled to be implemented in 2021, Dr. Elisa Ruano-Cea has been leading the way to ensure a gradual and smooth transition to CBD which has included the implementation of Pediatric Competence Committee, requirement of at least two Direct Observation for each core Pediatric resident per rotation and soon-to-be-implemented. Dr. Ruano-Cea has also been coordinating ongoing Faculty and trainee development to help with the CBD transition for all pediatric core and subspecialty programs.

4. **Helen Karounis Agora Program (H-KAP)** – Ten H-KAP Fellows are now participating in a range of educational activities within the Department including, but not limited to, OSCEs, History & Physicals, lectures, small group teaching sessions, direct observations, and Chief of Service. For more details, visit [https://www.mcgill.ca/peds/education-training/helen-karounis-agora-program](https://www.mcgill.ca/peds/education-training/helen-karounis-agora-program). The H-KAP study data collection is nearing an end; any trainees and program directors available to participate for one hour in the H-KAP Study are asked to contact Anna Horton (anna.horton@mail.mcgill.ca).

5. **Simulation**

   a) A large-scale, multidisciplinary, arrival-to-disposition simulation successfully took place on November 21st, 2019 which will lead to improved patient care.

   b) In conjunction with the Institute for Pediatric Simulation, Dr. Preetha Krishnamoorthy will be spearheading an innovative simulation-based training for 2nd year TCP McGill medical students.
6. **CPD webpage** on the MCH website is now active [https://www.thechildren.com/health-professionals/continuing-professional-development](https://www.thechildren.com/health-professionals/continuing-professional-development).

   a) **Grand Rounds** - If you are unable to attend the Department of Pediatrics Grand Rounds in person, you can either follow the live feed on Twitter (please contact Viviane at pedscoms.med@MCgill.ca to subscribe) or, to obtain CPD Section 2 credits, you can watch the video recordings via the CPD webpage.

   b) **Toolbox section** - A Toolbox section on the CPD webpage will soon be added to house clinical tools such as protocols and algorithms that could be useful to Community and MCH pediatric healthcare professionals.

7. **Wendy MacDonald Chair activities** – Dr. Gottesman is leading a research project to determine the current status of educational scholarship in the Department of Pediatrics and to establish recommendations to advance educational scholarship within our department.

8. **Administrative Excellence Centre (AEC)** – Thank you to the AEC#9 for their ongoing support of the Department of Pediatrics educational activities. Thank you as well to the **Program Directors** who agreed to fund the program administrators to attend the 2019 International Conference on Residency Education (ICRE)

### MAY2020

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**Save the date**

**Department of Pediatrics**

**RENEWAL DAY 2020**

Thursday May 21, 2020  
7:30 am – 12:30 pm  
Holiday Inn  
1390 boul. René-Lévesque  
(metro Lucien L’Allier)
Clinical Operations Update

On September 25th, 2019, clinical managers were invited to attend a 2-hour presentation on the MCH 2019-2020 Strategic Plan. One by one, members of the MCH Executive Committee (ExCo), Martine Alfonso (MUHC PDGA), Robert Barnes (ADPS), Frederic DeCruyta (ADMS) and Margaret Ruddy (ADON) took the stage.

The new MCH organigram was reviewed, with a focus on the now filled gaps in the leadership structure. Updates on the ongoing and upcoming projects currently supported by ExCo to meet the Strategic Plan’s objectives were given.

The tone of the session was candid and positive, and the content of the presentation was clear. The priority projects presented seemed to align well with the input given by clinical managers at previous leadership sessions. A post-session survey was also distributed to collect feedback, as well as suggestions on how to improve the next presentations. In all, a commitment for transparency and an awareness of the needs of the clinical leaders, and ultimately, of our patients, was demonstrated.

This infographic highlights the pillars and objectives, as well as specific projects, of the MCH 2019-2020 Strategic Plan. For any questions, or a copy of September 25th’s presentation, please contact Alexandra Black at alexandra.black@muhc.mcgill.ca.

Updates on all of these initiatives will be given at the next leadership meeting on January 22nd, 2020.

Stay tuned and Happy Holidays!