PEDIATRIC EMERGENCY MEDICINE
SUBSPECIALTY RESIDENT SELECTION

The selection of subspecialty residents for the Department of Pediatrics Section of Emergency Medicine is based upon such factors as preparedness, ability, aptitude, academic credentials, communication skills, motivation and integrity. The selection shall not be influenced by race, gender, age, religion, color, national origin, disability, or veteran status. The selection of Pediatric Emergency Medicine Subspecialty Residents is via the National Resident Matching Program Match (through ERAS). The Fellowship Program Directors, the Chief of the Pediatric Emergency Medicine Section and faculty from Pediatric Emergency Medicine are responsible for selecting qualified applicants for training in Pediatric Emergency Medicine at Baylor College of Medicine. The process is as follows:

1. Applicants are eligible for appointment with one of the following qualifications:
   a. Graduates of medical schools in the United States and Canada accredited by the LCME.
   c. Graduates of medical schools outside the United States and Canada who meet one of the following qualifications:
      i. Have received a valid certificate from the ECFMG.
      ii. Have a full and unrestricted license to practice medicine in a US licensing jurisdiction.
   d. Graduates of medical schools outside the United States who have completed a Fifth Pathway program provided by an LCME-accredited medical school.

2. The subspecialty resident applicant must be completing or have successfully completed a residency in Pediatrics or Emergency Medicine.
3. The subspecialty resident applicant must apply through ERAS and the NRMP (Match) for Pediatric Emergency Medicine.
4. The Fellowship Program Directors and the Chief of the Pediatric Emergency Medicine Section review the subspecialty resident applicant’s application.
5. The Fellowship Program Directors, the Chief of the Pediatric Emergency Medicine Section, two or more faculty members, and one or more subspecialty residents interview the subspecialty resident applicant.
6. The Program Directors, with the assistance of faculty from Pediatric Emergency Medicine, establish the rank order of applicants for the Pediatric Emergency Medicine Match.
7. The Program Directors provide the selected applicants with a contract for one year of training starting at the PGY4/PGY5 level (first year of Pediatric Emergency Medicine) to be effective following the successful completion of a Pediatric or Emergency Medicine Residency.
8. The applicant must qualify for a Texas Educational Permit or have an active Texas license to practice medicine.
The goal of the selection committee is to select and match with the best-qualified applicants for the program based on factors as outlined above.
PEDIATRIC EMERGENCY MEDICINE SUBSPECIALTY RESIDENT
PROMOTION / REAPPOINTMENT

Pediatric Emergency Medicine Subspecialty Residents will be promoted from the PGY4/PGY5 level to graduation if they successfully complete their current level of training. Their progress is monitored utilizing monthly, quarterly, and semi-annual evaluations. In addition, the Program Directors and each faculty will monitor each subspecialty resident to determine any sudden change in the subspecialty resident’s progress.

Subspecialty resident performances are discussed at quarterly faculty mentor meetings. Subspecialty residents who are having difficulty will be discussed in more detail at this meeting to determine their status/recommendations and/or determine action. The resident may be placed in one of the following categories:

1. No action needed
2. Academic warning
3. Academic probation (GME Policy 25.1.14 and 25.1.15)
4. Academic suspension (GME Policy 25.1.16)
5. Academic dismissal (GME Policy 25.1.17)

Notification of intent to reappoint or not reappoint shall be made no later than four months and no earlier than seven months before completion of the subspecialty resident’s term of appointment, provided that the resident is not on probationary status. Reappointment is conditioned upon the subspecialty resident’s appropriately and successfully completing training for the current year and continuing to meet the standards of the program and department. Upon receipt of an offer of reappointment, the subspecialty resident shall notify the department chair of his/her intent to accept or decline the reappointment within 14 calendar days of receipt.

The determination to reappoint or not to reappoint a resident is made by the department chair or his/her designee and is not subject to appeal. Reappointment without promotion may be offered if a subspecialty resident needs to repeat all or part of a year. This, also, is not subject to appeal.
PEDIATRIC EMERGENCY MEDICINE CHIEF RESIDENT SELECTION
PROCESS AND DUTIES ASSIGNATION

One Pediatric Emergency Medicine Chief Resident per academic year will be appointed. The Pediatric Emergency Medicine Section Chief and Fellowship Directors will select the Chief Resident with input from academic mentors. Criteria under which the Chief Resident will be selected is as follows:

1. Demonstration of interpersonal leadership skills with ability to motivate the other subspecialty residents and also faculty members.
2. Dedication to academic excellence.
3. Demonstration of superior skills in patient care, conflict resolution, and communication.
4. Advanced personal emotional intelligence manifested by advanced self and social awareness and superior self-management skills.

Duties of the Chief Resident

1. To make the monthly TCH Emergency Center schedule for the fellows.
2. Oversee hours worked by fellows and ensure timely return of work hour logs.
3. Act as a liaison between faculty and fellows.
4. Conduct biannual meetings with fellows to address issues of concern pertaining to the fellowship, then meet with Fellowship Directors after these meetings to present the concerns.
5. Oversee advanced training workshop (PALS, ACLS, ATLS) participation by all fellows.
6. Organize fellow wellness initiatives.
7. Participate in the planning committee for the yearly Pediatric Emergency Medicine Fellows Orientation Retreat.