



Role of the Pediatric Advisor



Although large by military standards, the NCC Pediatric Residency Program is actually a medium-size. It is critically important to have a strong advisor/advisee relationship to ensure residents receive appropriate counseling and feedback about their performance, to ensure they are meeting RRC requirements for appropriate elective selection and performance of procedures, to ensure that they are developing an appropriate continuity clinic experience, to have adequate help in planning their future medical and military careers.

To help with orientation with a military career, the program tries to match interns with an advisor who is serving or has served in the same uniform. The role of an advisor is to provide, in a personal setting, guidance, balance and direction to a pediatric trainee throughout his/her pediatric residency. The following specific suggestions are meant to demonstrate how to successfully precept and mentor your advisee:

1. Meet informally at least once every 4-6 months with your advisee (more frequent meetings are desirable early in training). At that time review the progress he or she has made. Discover what problems may exist both academically and interpersonally. Opportunities to improve and practice weaknesses and opportunities to fortify and cultivate strengths should be communicated to the Program Director.
2. Three times per year, the Advisor and the trainee will meet and jointly review the training folder maintained in the Program Coordinator's office. The program uses a standardized advisor meeting checklist form which provides guidance on what benchmarks should be reviewed. Complete the Evaluation Form, place it in the resident's training binder, and email the Program Director when completed.
3. Review your resident's academic record and specifically note evaluations (e.g. are there problem areas, areas of strengths, etc.). All resident training records are maintained in the Program Coordinator's office at Bethesda. Resident evaluation forms will be filed in the residents' files. Copies of these evaluations will be forwarded to you.
4. In-training exam results will be given to the residents when they are received from the American Board of Pediatrics. Review in-training exam results with your advisee and discuss your advisee's strengths and weaknesses. This is important information when providing suggestions for electives or the need for remediation, board review courses, etc.
5. Work with your advisee to plan electives, research experiences, talks, and case presentations.

6. Advise your resident on career plans, post-internship/post-residency assignments and opportunities.
7. Discuss research interests/opportunities with your advisee.
8. Monitor your advisee's continuity clinic to ensure adequate patient numbers and variety of diagnoses. The training binder will have a list of the number of continuity clinics and the average number of patients.
9. If it appears from evaluations and performance that academic remediation is required, work closely with your advisee and the Program Director to help structure and monitor a remediation program.
10. Review proposed elective choices and rotation changes. Insure rotation choices meet RRC requirements and are approved by the Program Director.
11. Check on status of board applications and licenses. **REMEMBER THAT NAVY HOUSESTAFF MUST HAVE A LICENSE BY THE END OF PL-1 YEAR AND ARMY HOUSESTAFF BY THE END OF PL-2 YEAR!**
12. Review your resident's procedure log to ensure he or she is documenting all procedures needed to practice general pediatrics. A list of such procedures is kept in the resident training binder, as well as in MedHub.
13. Ensure your advisee has two Structured Clinical Observations per academic year in their resident file.
14. Ensure your advisee has "360 degrees" of evaluations (evaluations from nurses, parents, or administrative staff) each year of training documented in their resident file.
15. Review your advisee's Individualized Learning Plan (ILP) in the binder on a quarterly basis.
16. Attend monthly Education Meeting to solicit feedback from rotation supervisors regarding the progress of your advisee. Discuss this feedback with your advisee. If unable to attend the meeting, please insure that you review the meeting minutes maintained by the Program Coordinator.