



Opening Message from the Program Director

Thank you for exploring our site. It will provide a great overview of our training program. Please start here. I have important information about our program you should read first before going any further.

I can attest that preparing a new medical graduate for a career serving children has changed dramatically since I was a resident. During my first tenure as Program Director (1994-97) here at the Baylor Scott and White Department of Pediatrics I oversaw the expansion of the program from 4 to 6 residents per academic year. Twenty years later I see a stark contrast between how residents today are being prepared for the careers ahead of them. But I also see many things that have not changed. These form the basis of the four aims of how I direct this residency program.

Before reading any further, make sure our aims and your aims are complementary to one another. I see a resident physician as a future general pediatrician practicing in a rural location with little to no collateral support. I see a future pediatric subspecialist developing new methods to treat crippling problems like autism, cancer and type 2 diabetes. I can also see a future department chairman or chief medical officer of a busy children's hospital. I can see a future program director in the not too distant future paying forward what he/she has learned. Residents are pluripotent. Life can take them in many directions. I see the role of our program as a method to prepare our graduates to engage and prevail over whatever twists and turns will confront them over the arc of their careers.

Three themes pervade our program. First, we are a TEAM. Every resident here supports the others and all residents will rally for an individual. This sense of teamwork extends to all members of our department and anyone working in the health care profession in service to children at our institution.

Second, we have a MISSION. Each resident applicant provides a well-conceived and thoughtful assessment of who they are and what they seek to achieve. This is often epitomized in their personal statement. We seek to recruit only those with a heart-felt desire to serve the needs of

children and their families. This is measured more than by written words, but through a resume of deeds and behaviors we aggressively seek out in our program applicants.

Third, residency can be FUN and enjoyable. Pediatrics is not a job, it is a calling. Caring for children often means meeting them on their level. It means laughing out loud, sharing a funny story or even wearing a silly hat, superhero outfit or a tutu. Serious work is done here, but we guard against taking ourselves too seriously.

Four aims serve as a touchstone for how our residency program operates. Please review these carefully.

AIM 1: To train capable and competent general pediatricians who are fully prepared to function in the 21st century healthcare environment,

AIM 2: To provide an academic foundation to facilitate all graduates ability to successfully pass their Pediatric Board exam on the first attempt.

AIM 3: To provide the academic and clinical foundation for any graduate of our program to successfully matriculate into a subspecialty training program of fellowship.

AIM 4: To provide opportunities for residents to participate in programs and initiatives focusing on child advocacy at the local, state, national and international level.

These Program aims are clear and unambiguous. Our program is looking for new members of an elite team who share these values and place the needs of children and their families as their highest priority. I realize these values are not universally found in all applicants. But we will be aggressively seeking future team members who have the right balance to thrive and become the next generation of leaders in the field of pediatric medicine.



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