Greetings!

Like many of us, I must do my share of the outreach clinics in which many programs are increasingly asked to participate in the name of patient access. In our case, this means clinics in Wyoming and Western Colorado. The good news is that the scenery on the drive is often breathtaking, though the bad news is the occasional weather such as the snow squall last night on Vail pass. However, this travel is a good time away from the phone, email, and texts and, since I can hardly tolerate listening to the news currently and radio reception is sketchy for parts of the drive, an opportunity to listen uninterrupted to my favorite podcasts. Last night I listened to an episode of Hidden Brain, the podcast by Shankar Vedantam who many of you may recognize from NPR. This was an episode called “Better than cash” and was a conversation with economist Bruno Frey about the most effective ways to recognize achievement while promoting increased engagement. Bottom line: recognition should be for accomplishments and behaviors that are above what is routinely expected (no participation trophies), should be given in a social setting (people cherish being recognized in front of their peers), should be specific, and should not be for achievements so spectacular that others are discouraged from trying to reach the same level of achievement.

Considering what I learned from this podcast, I would like to recognize some members and staff of PES who have gone beyond what is expected in the last few months. The resounding success to date of our MAP program owes enormously to the creativity and persistence of Maureen Thompson, our Executive Director. Maureen was instrumental in the original recognition of the need to move beyond the Corporate Advisory Board and grant-based funding, creative in helping the Board work through development of the program, and dogged in pursuit of industry contacts and commitments. With her leadership and support, MAP contributions have more than made up for lost revenue from unsuccessful grant applications - and we are still growing. This is an important achievement and a direction-changer for PES. I want to also recognize Erica Eugster, PES President-Elect, for being an excellent tag-team member on phone calls with company representatives and the entire Board of Directors for having the courage to take the leap into a new relationship with industry. I want to recognize the Education Committee and, in particular, Selma Witchel and Ambika Ashraf, for the development of the new series of Webinars that will help PES education programs expand beyond the walls of the Annual Meeting and interface with the membership throughout the year. This also took courage and creativity to explore a new technology platform (with the crucial support of Brandi Walsh, Senior Association Manager) and recruit an exciting list of initial speakers. We look forward to this becoming a staple of PES activities. I want to also recognize Laurie Cohen and the Program Committee for the enormous amount of work it takes to conceptualize and create the program. It is likely that few members realize how much effort goes into the logistics of proposing symposia, inviting speakers, interacting with meeting software, reviewing abstracts etc; many hours are spent simply entering the speaker details into the system, a massive amount of work it takes to conceptualize and create the program. It is likely that few members realize how much effort goes into the logistics of proposing symposia, inviting speakers, interacting with meeting software, reviewing abstracts etc; many hours are spent simply entering the speaker details into the system, a project that is done by the committee members and not staff. The payoff, however, will be expanded and creative offerings. Particularly worthy of recognition is effort that Laurie put into developing a procedure manual to make the process more manageable in the future. I also want to recognize Tandy Aye and Jennifer Barker from the Training Committee for organizing webinars with Program Directors to discuss Match concerns and the workforce pipeline and, again, Selma and Ambika for helping to respond to these concerns through development of a new initiative to bring selected 2-4th year medical students to PES/PAS to expose them to Pediatric Endocrinology (more on this next month).
This list is only some recent highlights and is by no means an exhaustive list of all who contribute to the success of PES through their energy and commitment. Many of you do this every day, every week, and every month through your participation and/or leadership of Committees and SIGs and your continued participation in PES programs and courses.

Thank you for all you do for PES - and don't forget to thank those around you when they do something special.

**PES Response to Bills in CA, CT and NV Regarding Surgery for Intersex Minors**
In response to CA Senate Bill 201 that would ‘prohibit any treatment or intervention on the sex characteristics of an intersex minor if the treatment of intervention may be deferred until the minor can provide consent, the PES Board of Directors submitted a letter of opposition emphasizing the challenges of developing a workable legislative solution to what are intrinsically complex, nuanced, and individual clinical situations. Similar legislation is under consideration in CT and NV and PES has provided the same perspective.

**PES Training Council Workforce Webinars**
In response to the results of the 2018 fellowship match, as well as other evolving changes in the Pediatric Endocrine workforce, PES is undertaking a number of initiatives to help us understand existing challenges and begin to address them. As one of the first steps in this process, Jennifer Barker and Tandy Aye of the Training Committee convened two webinars for Program Directors and other interested parties. The recorded webinar and slides can be found [here](#) on the PES website.

**Education Committee Webinar Series**
We are excited that the PES Education Committee has launched a quarterly series of webinars that will include hot topics and/or controversies to be presented by leading experts. These talks will cover perspectives and discussions that are unlikely to be found in standard textbooks. For now, the webinars will be offered to PES members only, but the possibility of making some appropriate webinars available to non-members is being considered.

The first webinar took place on Monday, February 25, 2019, with an ‘Update on Hormone Assays’ led by Jon Nakamoto, MD. One hundred members registered for the webinar, which was the maximum allowed by the platform, and 89 participated. Participants located in the same institution were encouraged to share screens to view the webinar, which was followed by an online discussion. The webinar can be accessed in the Members Only page of the PES website. Please [click here](#) to view the webinar.

**2019 PAS/PES Annual Meeting**
Save the date for the 2019 PES meeting ([preliminary schedule](#)). We have expanded our offerings this year with pre-PAS programming available for all members and with more symposia and Meet the Professor Sessions than in previous years. PES programming will start on Friday, April 26th, at 4:30 PM with all members invited to join our Special Interest Groups for exciting workshops and meetings. Official PES/PAS programming will start on Saturday morning, April 27th, and end mid-afternoon Monday, April 29th. Meet the Professor sessions will occur at our headquarters hotel, the Hyatt Regency, close to the Baltimore Convention Center.

[Click here](#) to view the Pediatric Endocrine Society (PES) Schedule at a Glance

PAS 2019 Meeting [Registration](#) NOW OPEN.

PAS 2019 Meeting [Hotel Booking](#) NOW OPEN.

**Committee Meeting Details**
If you currently serve on a PES Committee, please plan your travel so you can attend the 2019 Spring meeting of the PES committees.

Date: **Friday, April 26th, 2019**

Location: **Baltimore, MD, Hyatt Regency Hotel, Constellation DE Ballroom**

Time: **11:00 AM – 2:00 PM**

**Lunch will be served.**
A meeting of committee chairs and the PES Board will immediately follow to give the chairs a chance to share the vision for their committee and how their contributions support the strategic plan.

A formal RSVP link will be sent to committee members to indicate your availability for this meeting.

**Special Interest Group Happenings!**
The PES Special Interest Groups (SIGs) are planning various educational programs in Baltimore on Friday, April 26th, 2019 from 4:30 PM – 6:30 PM at the Hyatt Regency Hotel. Please [click here](#) for the agenda.

**PES Presidential Poster Session**
Save the date: Friday, April 26th, 2019 7:00 PM at the Hyatt Regency Hotel in Baltimore. Come and network with colleagues and visit the selected winning Fellow Posters. We thank our Gold and Silver Mission Alliance Partners - Sandoz, Alexion, and Endo Pharmaceuticals respectively, for sponsoring this traditional event that is a member favorite.

**Mentor-Mentee Workshop**
As part of the Mentoring Initiative of PES, a social is planned during the annual meeting on Friday, April 26th between 8:30pm and 9:30pm (right after the Presidential poster reception) at Hyatt Regency, Constellation B Ballroom. We cordially invite faculty and fellows to join us for a relaxed evening and informal conversations with distinguished faculty from academia, NIH, private practice, FDA and industry.

**OTHER ACTIVITIES AT PAS OF INTEREST TO PES MEMBERS:**

**PES 2019 Board Review Course**
The PES will host the 2019 Board Review Course from April 24th-26th, 2019. The course will be held in Baltimore, MD, just before the 2019 PAS/PES Annual Meeting and will end in time for members to attend the PES Committee Meetings on Friday afternoon, April 26th.

[Click here](#) to register.

**Leadership Development**
As you set 2019 goals and commitments, it is also a good time to set a plan for your continued growth as a leader. PES Leadership Advantage could be the solution you are seeking. Join us for this year’s module: **PES Leadership Advantage - ENVISION** which is scheduled for Friday, April 26th during the 2019 PES Conference. The session runs 8:30a-5:00p with a break from 11:00a-2:00p. Here is our third preview article – on Managing Underperformers.

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<th>ENVISION</th>
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<td>Planning &amp; Navigating Your Leadership Career Path</td>
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<td>Creating a Shared Vision</td>
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<tr>
<td>Managing Underperformers</td>
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**Preview: Managing Underperformers**
Having a person on the team who is dragging down the unit’s results can have a demotivating impact on everyone. Yet managing that person to a better performance level, or to a job for which they are better suited, can become a tricky, lengthy path. While each situation of low performance is different, there are some common approaches and tools to help you manage the situation with confidence and in an efficient, effective way. Most importantly, the right knowledge can help you avoid mismanaging circumstances and making matters worse. In this portion of our new module, we share methods for getting to the root cause of performance issues, how to have courageous conversations about performance, and how to adopt a coaching approach for addressing the situation. Techniques may include how and where to be consistent and firm, and how to give support in the right way without lowering your standards or taking on too much accountability yourself. Also, key is how and what to
communicate with other members of the team, and how and where to reach out for help.

**Taking a strategic and careful approach to managing underperformers will ensure YOU:**

- Maintain a highly positive perception of your team/department/organization
- Reduce the time and energy investment needed to resolve the situation
- Guard your risk against a formal complaint or litigation
- Keep the full team motivated
- Learn to minimize and prevent reoccurrences in the future

This workshop will help you assess and move forward with setting your employees on a path to becoming a high-performance team.


For more information or to chat about the program, please contact BeamPines, Inc. at (212) 476-4100: Sharon Malone, x225 or smalone@beampines.com or Lisa Milano, Psy. D. x275 or lamilano@beampines.com

**PES Fellows: Mark your Calendars!**

**Friday Night Fellows’ Meet and Greet**
Date: Friday, April 26th, 2019
Time: 6:00 PM - 7:00 PM
Location: Hyatt Regency Hotel, Constellation Foyer

**Fellows’ Lunch and Committee Meeting**
Date: Sunday, April 28th, 2019
Time: 11:00 AM - 1:00 PM
Location: Hyatt Regency Hotel, Constellation B

An invitation will be sent to current fellow members soon for you to RSVP. Please let us know if you will be able to join us via the link.

**PES Travel Grants**
Eligible applicants fall under the following categories:
1) They are a fellow as of April 2019 and a PES member at the time they apply.
2) They have had an abstract accepted for oral or poster presentation at PAS 2019.
3) They have no other external source of travel funding

[Click here](http://beampines.com/product/pes-travel-grant) to apply for a PES Travel Grant

**Application Deadline: March 5, 2019**

**MAP Member Spotlight**
We are delighted to report that the Mission Alliance Partnership, our industry partner program, is going (and growing) strong! Our partners have responded to this program with enthusiasm. As of February 28, we have 13 members, including one Gold member and 3 Silver members, with two additional companies having internal conversations on the level at which they will participate. Our MAP partners bring a diverse array of investment, interest and expertise in all areas of pediatric endocrinology providing new and innovative opportunities to address the various needs of our members. We are excited to continue the creative conversations around the ways our relationships can advance the mission of the society, enhance benefits to our members, and improve the health of our patients. As reported in last month’s letter, after a very productive meeting in January with our MAP, we continue to review the ideas that came out of this exercise to prioritize those projects that we can implement and how we can engage others to get these ideas to next steps. To build on this spirit of collaboration and exchange of knowledge and support, if you have thoughts or questions regarding the MAP program or our MAP partners, please do not
hesitate to send to the staff ([info@pedsendo.org](mailto:info@pedsendo.org)) and we will share these with our partners.

Also, be watching this space each month for updates from our MAP on new products, new FDA approvals or labeling information, clinical trials results, new side effect or other safety information, patient assistance programs etc. We hope that this will become a useful conduit for two-way communication between the membership and our MAP partners.

**Ethics Corner**

**NEW! 2019 PES Ethics in Pediatric Endocrinology: Curriculum for Fellows and Faculty MOC/CME Activity**

This activity contains a series of 8 modules (each followed by approximately 5-10 questions) that focus on ethical issues frequently encountered in Pediatric Endocrinology. Based on topics covered in case modules from *Ethics in Pediatric Endocrinology: Curriculum for Fellows and Faculty*, this activity addresses the identification of the ethical pillars of clinical practice: *beneficence, non-maleficence, autonomy and justice* in addition to management considerations associated with these topics.

Upon completion of this activity, participants will be able to
- Identify the ethical pillars associated with different clinical scenarios commonly encountered in pediatric endocrinology.
- Analyze clinical scenarios in the context of these ethical pillars.
- Formulate appropriate management plans based on the ethical dilemma(s) presented.
- Identify key facts which are important in managing ethical issues arising from the topics presented in the modules.

This activity is eligible for both MOC Part 2 points and CME credit. [Click here](#) for additional information.

**MOC/QI Corner**

The PES MOC-QI Committee is currently accepting proposals for quality improvement projects for ABP MOC Part 4 credit. Projects should address a quality gap that is important to patients in their specific practice or setting. Projects must be based at a single center and include more than 10 physicians who are members of PES. Please review the [Annotated ABP QI project standards](#) to learn more about project expectations and collaboration with PES. If you are interested in applying, [please complete the initial proposal form](#) and submit it to Erinn Rhodes MD, PES MOC-QI Committee Co-Chair at [erinn.rhodes@childrens.harvard.edu](mailto:erinn.rhodes@childrens.harvard.edu) by March 15th, 2019.

Projects with 1-10 physicians do not require an institutional sponsor. To learn more about how to set up and get credit for a small group project, please see [https://www.abp.org/content/your-own-qiproject](https://www.abp.org/content/your-own-qiproject). At the upcoming PES Meeting in Baltimore, the MOC-QI Committee will be hosting an MOC Part 4 Workshop on Friday, April 26th from 4:30 to 6:30 PM. Please join us!

**Fellows’ Spotlight**

Beth Sandberg, MD

I am currently the 3rd year pediatric endocrinology fellow at UNC. I attended the University of Michigan for undergraduate training, and then moved to Chicago to attend Northwestern University Feinberg School of Medicine. I next ventured down to North Carolina for my pediatric residency at UNC and was lucky to stay at UNC for my fellowship. My interests are 3-fold: care of gender diverse children, quality improvement, and medical education. I have been fortunate enough to weave these interests together through my fellowship projects, including using QI methods to develop a pediatric residency education curriculum for care of gender diverse youth. I also lead a QI project aimed at increasing self-efficacy and reducing psychological stress for patients and families with a new diagnosis of insulin-dependent diabetes.
Pediatric Endocrinology has always felt like the perfect fit for me. I always loved learning about endocrine pathways throughout my undergraduate and medical school training. During my 4th year elective in Pediatric Endocrinology, I enjoyed seeing clinical presentations of conditions I had read about in books, and seeing children who were growing and thriving after receiving treatment for their various endocrinopathies. I enjoyed the continuity of care, and the bond forged between families/children and their endocrinologist, especially for those who had been working together for many years. I was especially inspired by Drs. Zimmerman and Habiby, who were my biggest mentors during my 4th year pediatric endocrinology rotation. They helped me to think critically like an endocrinologist, and to really enjoy working through tricky clinical cases. As I have gone through my training, I have been so incredibly fortunate to work with all of the endocrinologists at UNC, bolstering my general endocrine and diabetes clinical skills. In addition, I was lucky enough to spend a year rotating with Dr. Deanna Adkins at Duke, learning all about evaluation and management of children with gender dysphoria and children with DSDs. With her guidance and expertise, I was able to advance my comfort and skills in caring for gender diverse youth, which has been invaluable to my future career goals.

Please send nominations for Fellows’ Spotlight to highlight current fellows and recent graduates to Lisa Topor at lisa_swartz_topor@brown.edu and to Parissa Salemi at psalemi@northwell.edu.

Survey from the AMA/RUC (Please read carefully)
Some of you may have received an email from the Endocrine Society asking you to complete a survey in the next few days for the AMA/Specialty Society Relative Value Scale Update Committee (RUC) or the RUC survey (see the link below). These surveys are important to us because they help Medicare/Medicaid and other health insurers set reimbursement rates. At this time, we do not know how many pediatric endocrinologists are selected to complete the survey, as physicians are randomly selected from each specialty society. To know if we have a good representation of PES, we ask that you contact PES to let us know if you are selected to complete this survey. Based on the survey results, the RUC makes recommendations regarding valuation for new and revised Common Procedural Terminology (CPT) codes to the Centers for Medicare and Medicaid Services (CMS). These new and revised CPT documentation guidelines are expected to be implemented in 2021.

https://www.magnetmail.net/actions/email_web_version.cfm?ep=N8_79D-p-sUGwsLnlJINQVo6VrqqAmQn4Vdouz69ENDKukg4l2HLE9e7zv874jUQnGhLiQkJbdjYRvGAgCAS-OeivkUQOsizufue47s0Ad5sY784puzFdnWw7ObmYZ

History Tidbit provided by Walter L Miller
Phoebus A. Levene – The forgotten father of DNA
Before the double helix (1953) or the demonstration that DNA carries genetic information (1944), Phoebus Levene (1869–1940) determined most of the chemical structure of DNA. Miescher described phosphorus-rich ‘nuclein’ (1863), Altmann coined the term ‘nucleic acid’ (1889), and Hammarsten identified the five bases (A, G, C, T, U) in nucleic acids. Levene (1910) showed that the abundances of the bases were roughly equal, that the molar abundances of bases, sugars and phosphates were co-equal and coined the terms ‘nucleoside’ and ‘nucleotide’. He discovered that DNA and RNA differ in their constituent pentose and the substitution of U for T, and established the 3’ and 5’ phosphodiester linkages. He erroneously proposed that DNA was a tetrancleotide, but his chemical contributions presaged all future DNA work. See JBC 294:2249-2255,2019.

Philip Scott Zeitler, MD, PhD
PES President

Madhusmita Misra, MD, MPH
PES Board Member