President’s Letter

Dear Colleagues,

As 2022 begins, we look back to assess our recent past. In so doing, I am increasingly aware of challenges, both established and unexpected, and of the impact of such challenges on children and families. The pandemic continues. Global concerns mount. Emotional and mental health symptoms rise. And yet, those committed to child health continue to respond to meet those challenges. Pediatricians provide inspiration in their work to improve child health, advance systems, foster equity, change communities, and realize better outcomes for our children.

The American Board of Pediatrics (ABP) has a history of meeting challenges with learning and improvement, always aiming to advance child health. In 2021, under the exceptional leadership of Dr. David G. Nichols, the ABP continued to evolve: innovating to launch the Program Portal, an electronic, more user-friendly way to track the progress of trainees; introducing new ways to earn MOC credit, including documentation of UpToDate activities, COVID related practice improvements, and DEI learning; and expanding MOCA-Peds, the ABP’s award winning, online learning and assessment platform that is now available for all subspecialties this year.

In this annual report, you will find data about some of these programs (page 4); a roundup of the year’s news (page 8); a list of ABP-related peer-reviewed publications (page 12), financial statements (page 14), and a statement of gratitude for the many volunteers who work so hard to serve our profession in the interest of the public (page 16).

In so doing, I am increasingly aware of challenges, both established and unexpected, and of the impact of such challenges on children and families. The pandemic continues. Global concerns mount. Emotional and mental health symptoms rise. And yet, those committed to child health continue to respond to meet those challenges. Pediatricians provide inspiration in their work to improve child health, advance systems, foster equity, change communities, and realize better outcomes for our children.

As the new President and CEO of the ABP, I am proud to serve along with these volunteers and honored to build upon the work of Dr. Nichols and others who gave their careers to the advancement of pediatrics. I am optimistic about what we do, what we can do, and what we will do — together.

No doubt, 2022 will also will be a year of challenges. Progress is needed in behavioral and mental health, health equity, consistent access to and quality of care, and more. Yet, we will meet those challenges with compassion, collaboration, courage, and a steadfast commitment to continuously improve.

As we move forward in 2022, your input is welcomed. If you wish to share your perspective, concerns, or suggestions, I want to hear from you. Please contact the ABP at support@abpeds.org.

Thank you for all that you do for children.

Sincerely,

Judy Schaechter, MD, MBA, President and CEO

ON THE COVER: Priyanka Kaul, MD, examines her new patient, Zoey Shah.

Dr. Kaul (below), a member of the American Board of Pediatrics (ABP) Board of Directors, practices general pediatrics at Lyndon Pediatrics in Fayetteville, NY. Dr. Kaul initially volunteered to serve and was appointed to the General Pediatrics Examination Committee in 2019 before joining the Board of Directors in 2021. She says she wanted to stay academically active and up to date, despite working in a busy primary care pediatrics practice.

“When given a chance to serve on the Board of Directors, I knew I wanted to share the perspective of small practice pediatricians as well as immigrant physicians,” says Dr. Kaul. “Both groups — such important contributors to health care delivery to children — may be otherwise underrepresented.” Dr. Kaul attended medical school and residency in New Delhi, India, before moving to the United States in 2009.

“I hope I can make an impactful contribution to the important role that the ABP plays to determine how pediatricians are educated and evaluated, thereby directly affecting the standards of delivery of health care to all children,” she says.

In 2022, Dr. Kaul also was appointed to the General Pediatrics Oversight Committee.

Photos (cover and this page) by Amelia Bearnath Photography.

ABOVE: Dr. Judy Schaechter

Certifying excellence in pediatrics – for a healthier tomorrow
THE AMERICAN BOARD OF PEDIATRICS

American Board of Pediatrics | 2021 Annual Report | www.abp.org

2021 Annual Report | www.abp.org
ABP’s Work At a Glance

SINCE THE ABP BEGAN: More than 134,800 physicians have been certified in General Pediatrics.

ALL PHYSICIANS EVER CERTIFIED BY THE ABP

IN 2021...

3,133
Pediatricians were newly certified in General Pediatrics

1,254
Pediatricians were certified in a pediatric subspecialty

INITIAL CERTIFYING EXAMINATIONS

GENERAL PEDIATRICS EXAM: First-Time Takers and Number Passed

First-Time Takers # Passed

<table>
<thead>
<tr>
<th>First-Time Takers</th>
<th># Passed</th>
</tr>
</thead>
<tbody>
<tr>
<td>3,423</td>
<td>2,761</td>
</tr>
<tr>
<td>(81%)</td>
<td>(81%)</td>
</tr>
</tbody>
</table>

For five-year data on first-time takers’ pass rates of initial certifying subspecialty exams, please visit the pass-rate document on our website.

PEDIATRICS SUBSPECIALTY EXAMS: First-Time Takers and Number Passed

**Pediatric subspecialty exams administered by the ABP are offered every two years. Other certifications awarded by the ABP are Adolescent Medicine, Cardiology, Child Abuse Pediatrics, Critical Care Medicine, Hospice and Palliative Medicine, Hospital Medicine, Medical Toxicology, Neonatal Perinatal Medicine, Nephrology, Pediatric Transplant Hepatology, and Pulmonology.**

*Emergency Medicine includes 35 candidates from the American Board of Emergency Medicine.

**Sleep Medicine and Sports Medicine certificates are awarded in collaboration with other medical subspecialty boards.
In 2021, MOCA-Peds had been rolled out for General Pediatrics and the pediatric subspecialties shown below. MOCA-Peds is an online, non-proctored longitudinal assessment of pediatric medical knowledge developed as an alternative to the proctored exam given in a secure testing center. Achieving a passing score in MOCA-Peds during one's Maintenance of Certification (MOC) cycle meets the Exam requirement (MOC Part 3) and provides Self-Assessment (MOC Part 2) credit.

Because MOCA-Peds assessments are continuous during the first four years of an MOC cycle, pass rates cannot be determined until after the fourth MOCA-Peds year, which will be 2022 for those who started MOCA-Peds in 2019. Instead, participation is shown below where participation is defined as answering at least 80% of MOCA-Peds questions in 2021. These data do not account for duplications of individuals taking MOCA-Peds in more than one area.

**PEDIATRIC SUBSPECIALTIES: MOCA-Peds Participation**

<table>
<thead>
<tr>
<th>Specialty</th>
<th>Eligible to Participate</th>
<th># Participated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Abuse</td>
<td>154</td>
<td>122</td>
</tr>
<tr>
<td>Critical Care</td>
<td>386</td>
<td>304</td>
</tr>
<tr>
<td>Developmental Behavioral</td>
<td>255</td>
<td>201</td>
</tr>
<tr>
<td>Endocrinology</td>
<td>151</td>
<td>117</td>
</tr>
<tr>
<td>Gastroenterology</td>
<td>494</td>
<td>354</td>
</tr>
<tr>
<td>Hospital Medicine</td>
<td>50</td>
<td>43</td>
</tr>
<tr>
<td>Infectious Diseases</td>
<td>488</td>
<td>356</td>
</tr>
<tr>
<td>Neonatal-Perinatal</td>
<td>240</td>
<td>181</td>
</tr>
<tr>
<td>Nephrology</td>
<td>1324</td>
<td>122</td>
</tr>
<tr>
<td>Pulmonology</td>
<td>292</td>
<td>232</td>
</tr>
<tr>
<td>Rheumatology</td>
<td>68</td>
<td>53</td>
</tr>
</tbody>
</table>

*MOCA-Peds was available for MOC Part 3 credit in 2021 for the pediatric subspecialties shown below. Additional subspecialties added in 2022 are Adolescent Medicine, Cardiology, Emergency Medicine, and Hematology-Oncology.*

**GENERAL PEDIATRICS EXAM: MOCA-Peds Participation**

<table>
<thead>
<tr>
<th>Eligible to Participate</th>
<th># Participated</th>
</tr>
</thead>
<tbody>
<tr>
<td>34,684</td>
<td>25,281 (73%)</td>
</tr>
</tbody>
</table>

To maintain board certification, pediatricians meet activity and exam requirements and then enroll in a new MOC cycle every five years. Because the year in which one enrolls is based on the pediatrician’s date of initial certification, there is a new enrollment cohort every year.

**MOC ENROLLMENT RATES IN RECENT YEARS**

<table>
<thead>
<tr>
<th>Year</th>
<th>Eligible to Participate</th>
<th># Participated</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>154</td>
<td>122</td>
</tr>
<tr>
<td>2018</td>
<td>386</td>
<td>304</td>
</tr>
<tr>
<td>2019</td>
<td>255</td>
<td>201</td>
</tr>
<tr>
<td>2020</td>
<td>151</td>
<td>117</td>
</tr>
<tr>
<td>2021</td>
<td>494</td>
<td>354</td>
</tr>
</tbody>
</table>

*Excludes candidates certified by other boards and examinations administered by other boards: Hospice and Palliative Medicine, Medical Toxicology, Pediatric Transplant Hepatology, Sleep Medicine, and Sports Medicine.

**MAINTENANCE OF CERTIFICATION (MOC)**

In 2021, a relatively small number of pediatricians took an MOC proctored exam at a testing facility either to regain their certification status or because they preferred a proctored exam over MOCA-Peds.

**MOST POPULAR MOC ACTIVITIES**

<table>
<thead>
<tr>
<th>Activity Type</th>
<th>Eligible to Participate</th>
<th># Participated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self-Assessment (MOC Part 2)</td>
<td>1,683</td>
<td>1,324</td>
</tr>
<tr>
<td>Quality Improvement (MOC Part 4)</td>
<td>91%</td>
<td>89%</td>
</tr>
</tbody>
</table>

*Accreditation Council for Continuing Medical Education*
LONGTIME ABP PRESIDENT AND CEO RETIRES

David G. Nichols, MD, MBA, President and CEO of the ABP for many years, retired at the end of December after nearly 25 years of service. He started as a volunteer on the Critical Care Medicine Subboard, later becoming its Chair, before joining two Maintenance of Certification (MOC) committees and then the Board of Directors. He became President and CEO of the ABP in 2013. Dr. Nichols’ accomplishments during his tenure were many, and all were inspired by an unwavering focus on the ABP’s mission to advance child health. Leading with integrity, compassion, and humility, he built trust among the ABP volunteers, staff, and board-certified pediatricians. His common-sense approach and careful consideration of issues were apparent as he made many difficult decisions that led to transformative change at the ABP.

A small selection of his accomplishments include:

- MOCA-Peds, the award-winning, online assessment platform was launched.
- User engagement was formalized and implemented routinely and frequently.
- New initiatives were developed around global health, behavioral and mental health, and sickle cell disease.
- Diversity, equity, and inclusion were prioritized.
- The ABP technology infrastructure, architecture, and applications were modernized.

Prior to Dr. Nichols’ tenure as leader of the ABP, he was a specialist in pediatric intensive care and educator at Johns Hopkins for nearly 30 years. At Johns Hopkins, Dr. Nichols was the director of the hospital’s Pediatric Intensive Care Unit, director of its Division of Pediatric Anesthesia and Critical Care Medicine, and Vice Dean for Education.

NEW ENDOWMENT ESTABLISHED TO HONOR DR. DAVID G. NICHOLS

The ABP Foundation awarded the American Pediatric Society (APS) a new grant to honor the career of David G. Nichols, MD, MBA.

The David G. Nichols Health Equity Award will be distributed on an annual basis to recognize an individual or group who has demonstrated excellence in advancing child and adolescent health, well-being, and equity through quality improvement, advocacy, practice, or research. Award recipients will be honored at the Pediatric Academic Societies (PAS) Meeting, and their presentations will be published in Pediatric Research.

Distributions from the $125,000 endowment will cover the recipient’s honorarium, PAS registration, and travel, while the APS will donate services in-kind to cover the award administration.

“I want to thank everyone for this incredible honor,” said Dr. Nichols, “I believe in the power of QI to make change,” he added. “We can do this. I am convinced we can all do this together.”

American Board of Medical Specialties


ABMS ANNOUNCES NEW STANDARDS FOR CONTINUING CERTIFICATION

The American Board of Medical Specialties (ABMS), the leading nonprofit organization that oversees physician certification in the United States, approved new Standards for Continuing Certification. The new standards are designed to guide the ABMS member boards — like the American Board of Pediatrics (ABP) — as they work to improve their continuing certification programs.

Prior to the standards, the ABP had already incorporated most of them into our continuing certification program,” said David G. Nichols, MD, MBA. “Because of this, our Maintenance of Certification (MOC) requirements for pediatricians will not need to change to meet the standards.”

The two standards that the ABP will work to implement in the next few years are 1) primary-source verification of medical licensure and 2) displaying a more robust certification history on our Verification of Certification webpage.

ABP UPDATES PRIVACY POLICY

The ABP has updated its Privacy Policy to document the Board’s exam security process and alert residents, fellows, and board-certified pediatricians about how the ABP uses data for exam security purposes.

The revised policy states that the ABP might:

- Combine exam software, administration, and testing site data with other information that the ABP collects about individuals, including personal information, training information, and test outcomes.
- Collect additional information about an individual through interviews, publicly available information, internet searches, or third-party investigators; and
- Use this information to evaluate whether an individual has potentially cheated on an exam, provided a fraudulent identity at a testing site, colluded with other test-takers, or engaged in other exam-related misconduct.

Beginning in January 2022, residents, fellows, and board-certified pediatricians who apply for an exam, participate in MOCA-Peds, or enroll in Maintenance of Certification (MOC) must attest to reading and understanding the ABP Privacy Policy and must consent to the collection, use, and disclosure of their personal information as permitted by the ABP Privacy Policy.
ENTRUSTABLE PROFESSIONAL ACTIVITY REVISED TO SET ANTI-RACISM AS PROFESSIONAL STANDARD

A working group of pediatricians certified by the ABP updated the ABP’s entrustable professional activity (EPA) about population health and quality improvement to better address health inequities among children, adolescents, and young adults.

The revised EPA applies to both general pediatrics and all pediatric subspecialties.

The six-member working group, led by Ndidi Unaka MD, MEd, Associate Program Director of the Pediatric Residency Training Program at Cincinnati Children’s Hospital Medical Center, met for about a year to revise the EPA.

“This work is pivotal because, in the future, EPAs will be part of the eligibility requirements for certification,” said David Turner, MD, Vice President for Competency-Based Medical Education at the ABP. “Establishing antiracism as a clear standard in this activity (EPA) about population health and quality improvement to better address health inequities is an important part of the ABP’s approach to improve the health of all children.”

ANNUAL STOCKMAN LECTURE RECIPIENT PRESENTS AT NCE

Christian Lawson presented the 8th Annual Stockman Lecture in October at the American Academy of Pediatrics (AAP) National Conference and Exhibition in Philadelphia, PA. Lawson was selected for the honor by the AAP in partnership with the ABP.

During his presentation, “Navigating the Chronic Disease Journey as a Young Black Patient,” Lawson highlighted the Roadmap Project, sponsored by the ABP Foundation, and one of its videos, “The Impact of Being Black While Living with A Chronic Condition.”

The James A. Stockman Lectureship was established in 2014 to honor former ABP President and CEO James A. Stockman III, MD, who retired in 2012, and his tremendous contributions to pediatrics. Since 2016, the ABP and AAP have prioritized parents, family members, and young adult patients as speakers to share patient and family members’ perspectives about pediatric health care needs, access, experiences, and delivery.

DR. JUDY SCHAECHTER RECEIVES INJURY PREVENTION, ADVOCACY AWARDS

Judy Schaechter, MD, MBA, received the Fellow Achievement Award in October from the Council on Injury, Violence and Poison Prevention, at the National Conference and Exhibition sponsored by the American Academy of Pediatrics (AAP).

Dr. Schaechter was honored for her role in striking down in a 2011 Florida law that prohibited physicians from asking families about the presence of guns in homes. She was named as a plaintiff in a case that established a precedent that physician gag laws would not stand.

In September, Dr. Schaechter received the prestigious Audrey Linquist Scheckler, RN, FAAP, and Gerald Scheckler, MD, FAAP, Advocacy Award from the Florida Chapter of the American Academy of Pediatrics. The award is given annually to a physician who has worked beyond the profession, educated local and state legislators, and diligently advocated to improve the health and welfare of Florida’s children.

NMA AND ABP FOUNDATION COLLABORATE TO HONOR DR. DAVID G. NICHOLS

The ABP Foundation awarded the National Medical Association (NMA) Pediatric Section a new grant in honor of David G. Nichols, MD, MBA.

The David G. Nichols Educational Symposium grant will fund an educational session for pediatricians at the NMA annual convention for the next five years and includes a small honorarium for the symposium speaker(s). In conjunction with the award, pediatricians who attend future David G. Nichols Educational Symposia — or any pediatric-related session at the annual convention — will now have an opportunity to receive both CME and Maintenance of Certification (MOC) Self-Assessment (Part 2) credit for their participation.

Yolanda Wimberly, MD, MSc, Professor of Pediatrics and Senior Associate Dean of Clinical Affairs and Graduate Medical Education at the Morehouse School of Medicine in Atlanta, GA, coordinated with the ABP Foundation, board members, and staff to establish the award and honor Dr. Nichols.

ABP TEST DEVELOPMENT SPECIALIST RECEIVES NSF GRANT TO STUDY ADAPTIVE TESTS

Catie Mintz, MA, a Test Development Specialist at the American Board of Pediatrics (ABP), received a highly competitive grant from the National Science Foundation (NSF) to continue her research on the value of computerized adaptive, multi-subject tests. Computerized adaptive tests serve questions to examinees based on their performance on previous test questions.

The ABP already uses two adaptive systems to serve test questions in its single-subject MOCA-Peds assessment platform. One is that pediatricians who get an answer wrong might see that same question appear on their exam in future calendar quarters. Another is the ABP’s recommender system that serves questions based on the topic relevancy as indicated by the examinee when answering earlier questions.

ABP PROVIDES WORKFORCE DATA FOR COLLABORATIVE PROJECT WITH THE AAP

Data collected by the ABP about the pediatric workforce provide the backbone for a series of fact sheets developed by the American Academy of Pediatrics (AAP). The 50 fact sheets — one for each state— illustrate the impact of pediatric subspecialty shortages on children’s access to health care.

The fact sheets show how far children in each state might need to travel to see a pediatric subspecialist, and they outline the financial disincentives to pediatric subspecialty training. The ABP and AAP also collaborated to create a series of maps — one for each state for 17 different pediatric subspecialties — to graphically show the estimated driving distances for children to reach the care they need.

ABP NAMES DR. KEILA LOPEZ 2021 PAUL V. MILES FELLOW

Recognizing her outstanding work to overcome health inequities in pediatric congenital heart disease (CHD) and help transition pediatric patients into adult care, the ABP named Keila Natilde Lopez, MD, MPH, the 2021 Paul V. Miles (PVM) Fellow.

Dr. Lopez is Assistant Professor in the Baylor College of Medicine Department of Pediatrics Section of Pediatric Cardiology at Texas Children’s Hospital.

She said her training in minority health policies and disparities prepared her to help meet the needs of minority patients in the CHD community and for Hispanics in particular during the COVID-19 pandemic.

The ABP and AAP also collaborated to create a series of maps — one for each state for 17 different pediatric subspecialties — to graphically show the estimated driving distances for children to reach the care they need.

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The following research papers, reports, and commentaries were authored by ABP staff members or supported or sponsored in part by the ABP or the ABP Foundation. They were published in peer-reviewed journals or as reports from national organizations from January 2021 through December 2021.

• Carraccio C, Martini A, Van Melle E, Schumacher DJ. Identifying core components of EPA implementation: a path to knowing if a complex intervention is being implemented as intended. Acad Med. 2021 Sep;96(9):1332-1338. doi: 10.1097/ACM.0000000000002451.


• Schumacher DJ, Turner DA. Entrustable professional activities: reflecting on where we are to define a path for the next decade. Acad Med. 2021 Jul;96(7S):S3-S5. doi: 10.1097/ACM.0000000000002409.


In an Academic Medicine special supplement titled “Entrustable Professional Activities (EPAs): Current State and Future Directions,” internationally recognized thought leaders and researchers describe their cutting-edge work in the field, while imagining a future where EPAs are adopted as a global framework for assessing medical students, trainees, and physicians in practice across the continuum. Several of the articles are included in the list above.

The entire supplement is located at https://journals.lww.com/academicmedicine/toc/2021/07001.

2021 Publications
Fiscal Year 2020 Financials

**2020 Revenues**

- **General Pediatrics**
  - $9,685,380
- **Pediatric Subspecialties**
  - $7,992,120
- **Maintenance of Certification**
  - $17,074,865
- **Other Program Revenues**
  - $116,227

**Total Operating Revenues**
- $34,868,592

**Non-Operating Revenues**
- **Investment Income, Net**
  - $8,132,781
- **Total Revenues**
  - $43,001,373

**2020 Expenses**

- **General Pediatrics**
  - 23%
- **Pediatric Subspecialties**
  - 19%
- **Maintenance of Certification**
  - 40%
- **Investment Income**
  - 19%
- **Other Program Expenses**
  - 0%

**Total Expenses**
- $35,063,767

Fiscal Year 2021 Financials

**2021 Revenues**

- **General Pediatrics**
  - $10,844,210
- **Pediatric Subspecialties**
  - $5,470,400
- **Maintenance of Certification**
  - $17,034,178
- **Other Program Revenues**
  - $108,371

**Total Operating Revenues**
- $34,357,159

**Non-Operating Revenues**
- **Investment Income, Net**
  - $6,147,373
- **Total Revenues**
  - $40,504,532

**2021 Expenses**

- **General Pediatrics**
  - 27%
- **Pediatric Subspecialties**
  - 14%
- **Maintenance of Certification**
  - 44%
- **Investment Income**
  - 15%
- **Other Program Expenses**
  - 0%

**Total Expenses**
- $32,276,888

*Funding for research and other pediatric initiatives to ensure excellence in the education of pediatricians and the delivery of pediatric care.*
The ABP appreciates the excellent work of pediatricians and members of the public who volunteer their time, energy, and expertise to our committees and subboards that produce examinations, set certification and credentialing standards, provide policy direction, and help advance the ABP mission.

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The American Board of Pediatrics 2021 Annual Report
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- Maria T. Birtto
- Alex R. Kemper
- David G. Nichols, President and CEO
- Kathryn A. Sabadosa, Public Member
- Jonathan Webb, Public Member

SENIOR MANAGEMENT
- David G. Nichols, MD, MBA, President and CEO
- Suzanne K. Woods, MD, Executive Vice President, Credentialing and Initial Certification
- Linda A. Althouse, PhD, Vice President, Assessment
- Sandy W. Gainey, Vice President, Human Resources and Team Alignment
- Ann E. Hazinski, MBA, CPA, Vice President, Finance
- Laurel R. Leslie, MD, MPH, Vice President, Research
- Keith J. Mann, MD, ME, Vice President, Continuing Certification
- Pamela J. Moore, Director, Professional Services
- Christine C. Perry, MA, UNC, Acting Director, Communications
- David A. Turnier, MD, Vice President, Competency-Based Medical Education
- Michele J. Walt, MA, PMP, Vice President, Operations
- Dongming Zhang, MS, MLS, Vice President, Information Technology and Informatics

ABOVE: Dr. Judy Schaechter (left), gathers with ABP senior leaders to present a commemorative bench in honor of retiring President and CEO Dr. David G. Nichols.

VISION
Inspiring a lifetime pursuit of learning to improve child health

MISSION
Advancing child health by certifying pediatricians who meet standards of excellence and are committed to continuous learning and improvement

VALUES
- Consistency: Making unbiased decisions based on published ABP policies
- Excellence: Striving to do our best work
- Reliability: Living up to responsibilities and commitment
- Transparency: Sharing non-confidential information openly

GUIDING PRINCIPLES
Overarching Principle: The “North Star” for the ABP is and will remain the improvement of health outcomes for children, adolescents, and young adults.

- The ABP is primarily accountable to children, from infants to young adults, and their families as it guides professional self-regulation and certifies pediatricians.
- ABP certification recognizes pediatricians who meet rigorous standards for competencies essential to improving child health.
- The ABP supports best practices for the assessments of all core competencies using tools that are fair, valid, reliable, and contribute to lifelong professional development.
- The ABP prioritizes work that the organization is uniquely positioned to do.
- The ABP strives to align opportunities for continuing certification with pediatricians’ professional practice.
- The ABP continually evaluates and improves its work based on changing trends in child health, stakeholder feedback, and advances in knowledge, assessment, technology, and care delivery.
- The ABP engages in open dialog with pediatricians, patients and families, and other members of the public.
- The ABP seeks out and respects diverse backgrounds, experiences, and perspectives to inform its work.
- The ABP collaborates with other regulatory bodies, medical organizations, and professional societies to align accreditation and certification across the continuum from training through practice.