Career Development Series: Subspecialty Fellowships

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Objectives

• Choosing a Subspecialty
• What fellowships are available
• What is the best field for you?
• The Application Process
• Timeline, nuts and bolts
• Interviews
• Fellowship
• How is it different than residency?
• Strategies to be successful

Resources

• Fellowship Directors & current fellows
• Residency alumni and networks
• Residency leadership, advisors, scholarly concentration mentor
• CoPS (Council of Pediatric Subspecialties)
  – http://www.pedsubs.org/SubDes/index.cfm
• ACGME (Accreditation Council for Graduate Medical Education)
  – http://www.acgme.org/
• ERAS (Electronic Residency Application Service)
  – https://www.aamc.org/services/eras/
• NRMP (National Resident Matching Program, “The Match”)
  – http://www.nrmp.org/

Career Development Website
What Fellowships Are There?

ACGME Accredited Pediatric Specialties

- Adolescent Medicine
- Anesthesiology
- Cardiology
- Child Abuse
- Clinical Informatics
- Critical Care
- DBP
- Emergency Medicine
- Endocrinology
- Gastroenterology
- Hematology/Oncology
- Infectious Disease
- Nephrology
- Neurology
- Neonatology
- Pulmonology
- Rehabilitation
- Rheumatology
- Sports Medicine

ACGME Accredited Non-Pediatric Specialties

- Considered 2nd residency
  - Allergy & Immunology
  - Dermatology
  - Genetics
  - Preventative Medicine
  - Toxicology

Other Fellowships

- Academic General Pediatrics
- Pediatric Hospital Medicine (soon will be ACGME)
- Robert Wood Johnson
- CDC-EIS (Epidemiologic Intelligence Service)
- Alternative Medicine
- Environmental Health
- Palliative Care
- Pain Management
Fellowship | Fellowship Director
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Adolescent Medicine | FD: Jen Carlson, AFD: Bonnie Halpern-Felsher
Allergy & Immunology (Residency) | FD: Sean McGhee
Cardiology | FD: Scott Gersonik, AFD: Aliyu Arctarama, Dave Kasatkowksi
Clinical Informatics | FD: Jonathan Palma, AFD: Natalie Pagler
Critical Care | FD: Felix Su, AFD: Kevin Kuo
Development & Behavior | FD: Lynne Huffman, AFD: Heidi Feldman
Endocrinology | FD: Tandy Aye, AFD: Diane Stafford
Gastroenterology | FD: John Kerner, AFD: Rachel Bensen, Eric Sibley
Genetics | FD: Lee Sanders and Jason Wang
Genetics (Residency) | FD: Dave Stevenson
Hematology/Oncology | FD: Michael Jeng, AFD: Matt Porteus
Hospital Medicine | FD: Carrie Rassbach, AFD: Nita Srinivas
Infectious Disease | FD: Sruti Nadimpalli, AFD: Hayley Gans
Integrative Medicine | FD: Ann Ming Yeh, AFD: John Mark
Neurology | FD: Michel Assal, AFD: Valerie Choctik, Gary Shaw
Nephrology | FD: Paul Grimm, AFD: Elizabeth Talley
Pulmonary | FD: John Mark, AFD: MyMy Buu
Rheumatology | FD: Mel Balboni, AFD: Tzulan Lee

How to Find Out About Programs

• Look on the web
  – COPS Website
  – Will link you to subspecialty professional society websites
  – Individual program websites
• Word of Mouth
  – Talk with advisor, residency leadership, fellowship directors, other faculty and fellows in the division of interest, alumni

How to Figure Out Where to Apply

• Think carefully about what YOU want to get out of fellowship
• What type of clinical training
• What kind of research/scholarship
• What you want to do long-term
• Possibilities for advanced training (MPH, MSEd)
• Word of Mouth
• Talk with advisor, residency leadership, fellowship directors, other faculty and fellows in the division of interest, alumni

General Timeline

• Most fellowships are PGY3 Fall Match
  – Only exception is: General Academic Pediatrics and Integrative Medicine (still Fall PGY3 year, but not NRMP match)
• Applications due 7/15 (recommend have everything in 7/5)
• Interviews typically September-early November
• NRMP Rank Lists due:
  – Adolescent Medicine: early November
  – Everything else: late November
**Special Note on Timeline**

- IT IS OK TO TAKE A YEAR OFF (or even two or three) before fellowship...
- Think about what is best for your personal situation
- Stay open-minded
- Do not feel rushed to pick a specialty if you are not sure yet! You don’t want to regret it afterwards
- Fellowship directors are ok with this

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**How to Apply to Programs**

- For Match Specialties:
  - Most use ERAS application
  - Some use individual applications
  - Register for BOTH ERAS and NRMP separately
  - Confirm: some specialties will have some programs that use NRMP and some not (mix)

- For Non-match Specialties:
  - Look at individual program websites
  - Email/call programs for information and applications
  - Cover letter

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**What is in the Application?**

- ERAS Demographics
  - If non-match, then cover letter
- CV
- Personal statement
- Dean’s Letter/MSPE (from med school)
- Transcripts
- USMLE scores (need to be released from NMBE)
- Letters of Recommendation

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**Personal Statement**

- Formulaic
  - 1st paragraph – what subspecialty you want to go into and why
  - 2nd – 3rd paragraph – what have you done to prepare for that subspecialty (research, additional training, etc)
  - 4th paragraph – what do you want to focus on in your career, what are you looking for from the fellowship, and what will you bring to fellowship
Letters of Recommendation

- Total: 3-4
  - 1 from Program Director
  - 1 from your scholarly concentration project mentor
  - 1-2 from subspeciality you are applying
  - 0-1 from another subspeciality
- Best letters come from people who know you well
- When asking for a letter, ask “Can you provide a strong letter in support of my application?”
  - Out of courtesy, ask early!
  - May ask you to provide them your CV, personal statement

To request LOR from PD:
- Send Email to PD and Michelle Brooks
- Also, fill out link:
  - https://stanforduniversity.qualtrics.com/jfe/form/SV_cAuMPdbo6whAq7rID=MLRP_bf0prjg5sQVae7i&Q_CHL=email
- Request LOR by May 1 (for July 15 match) or 8 weeks ahead for other due dates

Scheduling Interviews

- Most interviews are offered, not requested
- If you have not heard from a program or will be in the area, ok to contact the program and ask
- Schedule interviews ASAP after offered; spots fill very quickly
- Many times, limited spots and date options
- Consolidate as possible during elective time, vacation, etc

Preparing for Interviews

- Do your homework!
  - Learn about the programs (website, talking to those familiar with the program)
- Be prepared to answer:
  - Why did you decide to go into that particular field?
  - Why are you interested in that particular program?
  - Why would you be a good fit?
  - What type of research are you interested in and with whom would you want to work?
  - Read up on the faculty you may be meeting with
Comparing Programs: Considerations

- Priorities of the program, fellowship director, and division chief
- Career advancement of fellows
- Clinical needs of division—are there adequate faculty and support staff?
- Research needs of division—are there adequate faculty and support staff?
- Other needs of division (e.g., teaching)
- Recent or impending changes (retirements, changes in fellowship leadership structure, etc)

Comparing Programs: Considerations

- Quality of mentorship, clinical and research training
- Satisfaction of current and prior fellows
- Post-fellowship placement of fellows
- Funding
  - Are they NIH training grant supported or not?
  - Who provides the funding for your fellowship?
  - Do you have to apply for grants during fellowship?
  - Is there a safety net in case you apply for a grant but are unsuccessful?

Interview Day

- Be early!
- Be flexible (and stay calm)
  - Every interview process is different
- Dress and act professionally
- Everyone you meet is interviewing you (even when not directly)—coordinators, fellows
- Your goals:
  - Determine if it's a good fit for what you are looking for (you are the consumer)
  - To promote yourself

Interview Day

- Ask the right questions of the right people
- Fellows and administrative staff most appropriate to ask re: logistics
  - Office space
  - Administrative support
  - Call (home vs in house)
  - Salary, meal stipends, computers, etc
- Talk with faculty and fellows about clinical and research opportunities, etc (see prior)
After An Interview

• Take detailed notes
• Immediately afterwards, when fresh on your mind
• What you did and did not like
• What you learned

• Write a thank you note or email to your interviewers
• At minimum to fellowship director vs all interviewers and those you met

Offers

• Match
  — Like residency, NRMP
• Non-Match
  — Like medical school offers
  — Don’t feel pressured into making hasty decision, but balance not leaving programs hanging too long
  — Remember: you are the consumer

How is Fellowship Different Than Residency?

• Smaller community
• Your colleagues: division, co-fellows (anywhere from 0-10ish depending on program)
• More Variability
• Clinical and research opportunities
• Mentorship
• Extremely critical with research/scholarly work
• More self-directed (less structure)
• Learning, and balance of duties (clinical, research, admin, education)

How to Be Successful as a Fellow

• Passion
• Good Mentorship
• Research advisor
• Fellowship director
• Taking Initiative
• Individual Development Plan
• Distribution of areas of effort (research, clinical, professional self-development, education, admin)
How Can the Residency Office Be Helpful To You

• PD/APD Happy To:
  – Review Personal Statement, CV, ERAS Form, Anything Else
  – Which LORs you are getting
  – Write Program LOR
  – Practice Mock Interviews
  – Talk Through Programs You are Applying To
  – Talk Through Your Rank List
  – Anything Else That Would Be Helpful!

Questions?

Big Thanks: Panelists!