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

How Do I Identify the Right Subspecialty for Me?

Things to Consider in Choosing a Specialty

- Particular passion
- Clinical and research interests
- Intellectual content of specialty
  - Acute vs chronic
  - Short term vs continuity of care
  - Patient population (ie: mix of ages, NICU, adol)
  - Variety of medical problems, rare vs common
- Clinical setting (ratios: inpatient vs outpatient)
- Procedures
- Deaths and bad news

Things to Consider in Choosing a Specialty

- Variety of practice opportunities (that is, are you able to tailor what you would like to do?)
- Academic vs community setting
- Clinical work, research, education, etc
- Lifestyle: hours of work
- Daytime vs nighttime (in house vs home call)
- On service time vs shifts
- Ability to work part-time
- Geography
- Depending on specialty, can impact job demand
Exposure to subspecialties

• Electives
• Away rotations
  – Keep in mind, month long interview
• Division meetings
• Attend subspecialty clinics during quieter months
• Attending specialty national conferences
• Informational interviews
• Talking with fellowship directors, attendings, fellows in various fields

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, MEd)
• Word of Mouth
• Talk with advisor, residency leadership, fellowship directors, other faculty and fellows in the division of interest, alumni

Fellowship | Fellowship Director
---|---
Adolescent Medicine | FD: Neville Golden, AFD: Bonnie Halpern-Felsher
Allergy & Immunology (Residency) | FD: Sean McGhee
Cardiology | FD: Catherine Krawczeski, AFD: Scott Cerennak
Clinical Informatics | FD: Jonathan Palma, AFD: Natalie Pagter
Critical Care | FD: Felice Su, AFD: Kevin Kuo
Development & Behavior | FD: Heidi Feldman, AFD: Lynne Huffman
Endocrinology | FD: Tandy Aye
Gastroenterology | FD: John Kerner, AFD: KT Park, Rachel Bensen, Eric Sibley
General Pediatrics | FD: Lee Sanders and Jason Wang
Genetics (Residency) | FD: Dave Stevenson
Hematology/Oncology | FD: Michael Jeng
Hospital Medicine | FD: Carrie Rassebach, AFD: Nita Simms
Infectious Disease | FD: Sruti Nandempalli, AFD: Hayley Gans
Integrative Medicine | FD: AnnKling Yeh
Neonatology | FD: Melissa Sava, AFD: Valerie Chock, Gary Shaw
Nephrology | FD: Paul Grimm, AFD: Elizabeth Talley
Pulmonary | FD: John Mark, AFD: MyMy Buu
Rheumatology | FD: Tzeilan Lee, AFD: Mel Belloni
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-mid-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
• Coming Soon: Wandering Career Paths Session

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

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
Letters of Recommendation

• Total: 3-4
  – 1 from Program Director
  – 1 from your scholarly concentration project mentor
  – 1-2 from subspecialty you are applying
  – 0-1 from another subspecialty
  – 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_cAuMPdjboGwhApl7?rid=MLRP_bf0prlg6SQVaeJ7&Q_CHL=email
  – Request LOR by May 15 (for July 15 match) or 6 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 you decided 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 (eg, 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!

Panelist Introductions

• Name
• What specialty you are going into?
• What 1-2 pieces of advice would you give?