Career Development Series: Subspecialty Fellowships

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October 13, 2016

Panelist Introductions

- Name
- Briefly summarize your training/practice to date (where, why?)
- The best thing about your specialty (why you love it!)
- The most challenging or surprising thing about your specialty

Big Thanks: Panelists!

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/

Updates Coming Soon!

ACGME Accredited Pediatric Specialties

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

What Fellowships Are There?
ACGME Accredited Non-Pediatric Specialties

• Considered 2nd residency
  – Allergy & Immunology
  – Dermatology
  – Genetics*
  – Preventative Medicine
  – Toxicology

Other Fellowships

• Academic General Pediatrics
• Pediatric Hospital Medicine
• 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

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<thead>
<tr>
<th>Fellowship</th>
<th>Fellowship Director</th>
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<tr>
<td>Adolescent Medicine</td>
<td>Neville Golden</td>
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<td>Allergy &amp; Immunology (Residency)</td>
<td>Sean McGhee</td>
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<td>Cardiology</td>
<td>Catherine Krawczeski</td>
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<td>Clinical Informatics</td>
<td>Jonathan Palma</td>
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<td>Critical Care</td>
<td>Felice Su</td>
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<td>Development &amp; Behavior</td>
<td>Heidi Feldman</td>
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<td>Tandy Aye</td>
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<td>John Kerner</td>
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<td>General Pediatrics</td>
<td>Lee Sanders</td>
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<td>Genetics (Residency)</td>
<td>Greg Enns</td>
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<td>Hematology/Oncology</td>
<td>Michael Jeng</td>
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<td>Hospital Medicine</td>
<td>Carrie Rasbach</td>
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<td>Infectious Disease</td>
<td>Hayley Gans</td>
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<td>Neonatology</td>
<td>Vinod Bhutani</td>
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<td>Nephrology</td>
<td>Paul Grimm</td>
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<td>Pulmonary</td>
<td>John Mark</td>
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<td>Rheumatology</td>
<td>Tzeilan Lee</td>
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How to Find Out About Programs

- Look on the web:
  - ACGME
  - NRMP
  - Subspecialty professional society websites
  - Individual program websites
- Word of Mouth
  - Talk with advisor, residency leadership, fellowship directors, other attendings and fellows in the division of interest. Also, alumni networks
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 attendings and fellows in the division of interest. Also, alumni networks

General Timeline

• Most fellowships are either PGY2 Spring Match or PGY3 Fall Match

  • PGY2 Spring Match (Feb-May; to start right after graduation)
    – Cardiology
    – Heme/Onc

  • PGY3 Fall Match (Sept-Dec; to start right after graduation)
    – Everything else
    – *GI & Pulm moved for July 2017 appointments

**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 (Feb/March)

How to Apply to Programs

• For Match Specialties:
  – Look at NRMP website
    • Pay attention to deadlines
  – Most use ERAS application
  – Register for BOTH separately
  – *confirm: some specialties will have some program 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 an 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 or Associate 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

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
    - Many specialties tend to have general “windows” for interviewing so prepare
  - 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
- **practice with mock interviews**
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)

• 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

• 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)
Questions?