Career Development Series: Subspecialty Fellowships

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Agenda

• 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 leadership, advisors, scholarly concentration mentor
• Residency alumni and networks
• 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

Career Development

- Job Postings
  - Primary Care and Hospitalist Job Postings
  - Hospitalist Positions in the Bay Area
- 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
  - Pediatric Hospital Medicine
  - Pulmonology
  - Rehabilitation
  - Rheumatology
  - Sports Medicine

- ACGME Accredited Non-Pediatric Specialties
  - Considered 2nd residency
    - Allergy & Immunology
    - Dermatology
    - Genetics
    - Preventative Medicine
    - Toxicology

What Fellowships Are There?

- Stanford Pediatric Residency Program
- Pediatrics Residency Application Service (PRAS)
- National Resident Matching Program (NRMP)
- Council of Pediatric Graduate Programs
- Pediatric Hospital Medicine Fellows
- Stanford Pediatric Hematology/Oncology Fellowship
- Stanford Pediatric Infectious Disease Fellowship
- Stanford Pediatric Nephrology Fellowship
- Stanford Pediatric Neonatology Fellowship
- Stanford Pediatric Pulmonology Fellowship
- Stanford Pediatric Critical Care Fellowship
- Stanford Pediatric Cardiology Fellowship
- Stanford Pediatric Emergency Medicine Fellowship
- Stanford Pediatric Adolescent Medicine Fellowship
- Stanford Pediatric Anesthesiology Fellowship
- Stanford Pediatric Cardiology Fellowship
- Stanford Pediatric Child Abuse Fellowship
- Stanford Pediatric Clinical Informatics Fellowship
- Stanford Pediatric Critical Care Fellowship
- Stanford Pediatric DBP Fellowship
- Stanford Pediatric Emergency Medicine Fellowship
- Stanford Pediatric Endocrinology Fellowship
- Stanford Pediatric Gastroenterology Fellowship
- Stanford Pediatric Hematology/Oncology Fellowship
- Stanford Pediatric Infectious Disease Fellowship
- Stanford Pediatric Nephrology Fellowship
- Stanford Pediatric Neonatology Fellowship
- Stanford Pediatric Pediatric Hospital Medicine Fellowship
- Stanford Pediatric Pulmonology Fellowship
- Stanford Pediatric Rehabilitation Fellowship
- Stanford Pediatric Rheumatology Fellowship
- Stanford Pediatric Sports Medicine Fellowship

Additional Resources

- Fellowship Descriptions
- Application Information
- Fellowship Requirements
- Fellowship Opportunities
- Fellowship Match Information
- Fellowship Success Stories
- Fellowship Alumni Network

Letter of Recommendation

Curriculum Vitae (CV) Cover Letter

Stanford Children’s Health Lucile Packard Children’s Hospital Stanford
Other Fellowships

- Academic General Pediatrics
- Robert Wood Johnson Health Policy Fellowship
- CDC-EIS (Epidemiologic Intelligence Service)
- Integrative 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 care
  - Short term vs. continuity of care
  - Patient population (ie: mix of ages vs. NICU vs. adol)
  - Variety of medical problems, rare vs. common
- Clinical setting (ratios: inpatient vs. outpatient)
- Procedures
- Deaths and bad news

- 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
- 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)
- Talk with advisor, residency leadership, fellowship directors, other faculty and fellows in the division of interest, alumni
Special considerations

• Number of programs to apply to
  — Consider competitiveness of the field (look at graphs on NRMP)

• Desire to stay at Stanford
  — Seek mentorship from Fellowship director, but also from non-fellowship director

**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

General Timeline

• Most fellowships are PGY3 Fall Match
  — Only exception is: 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

How to Apply to Programs

• For ACGME-accredited 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 ACGME-accredited 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 common application
- CV
- Personal statement
- USMLE scores (need to be released from NMBE)
- Dean’s Letter/MSPE (from med school)
- Transcripts
- Letters of Recommendation

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 or cont clinic preceptor
  - 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

Letters of Recommendation

- To request LOR from PD:
  - Send Email to Carrie Rassbach and Michelle Brooks
  - 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)

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
- Talk with faculty and fellows about clinical and research opportunities, etc (see prior)
- Fellows and administrative staff most appropriate to ask re: logistics
  - meal stipends, computers, etc
  - Office space
  - Administrative support
  - Call (home vs in house)

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

What if I don’t match?

- Always have a back-up plan
- Come speak to me right away
- Many outstanding physicians do not match on their first attempt
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 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!

Timeline summary

- May 15:
  - request all other LORs to be completed and uploaded by July 5
  - begin compiling everything else you need & getting feedback on CV, personal statement
- July 15: be ready to begin scheduling interviews
- Sept-Nov: interview
- November: rank
- December: match

Questions?