

To Subspecialize or Not To Subspecialize: Things to Consider When Thinking About Applying to Fellowship

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Special Thanks

- Special thanks to our panelists, who are here to provide their personal experience, wisdom, and advice on how to best apply to and select fellowship programs.

Panel of Soon-To-Be Fellows, Fellows, and Fellowship Directors

Soon-to-be-Fellows:

- Renee Rodriguez, MD (Soon-to-be Cardiology Fellow)
- Lena Winestone, MD (Soon-to-be Heme/Onc Fellow)

Fellows/Recent Fellows:

- Annie Coates, MD (Pulmonology Fellow)
- Jon Palma, MD (NICU Attending)
- Alisa Van Cleave, MD (PICU Fellow)

Fellowship Directors and Attendings:

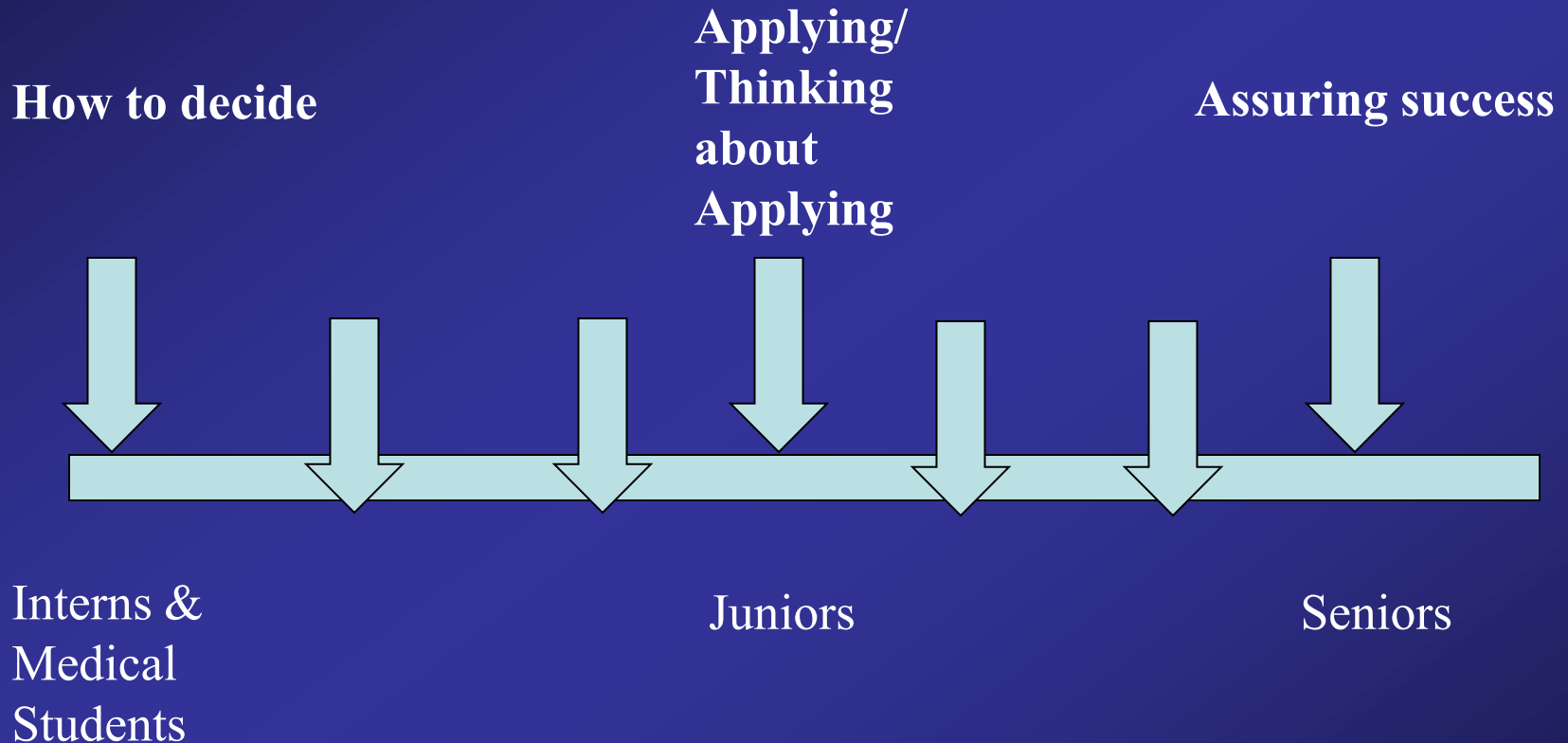
- Laura Bachrach, MD (Prior Endocrinology Fellowship Director)
- Hayley Gans, MD (ID Fellowship Director)
- John Mark, MD (Pulmonology Fellowship Director)

Panel

Questions for the Panel:

- Introduce yourself
- Briefly summarize your training/practice to date (where, why?)
- Anything surprising about applying to or doing fellowship
- Any advice

Longitudinal Plan for Subspecialty Fellowship Preparation



What Fellowships Are There?

ACGME Accredited Pediatric Specialties

Adolescent Medicine

Anesthesiology

Cardiology

Child Abuse

Critical Care

Dev/Behav

Emergency Med

Endocrinology

Gastroenterology

Heme/Onc

Infectious Disease

Nephrology

Neurology

Pulmonology

Rehabilitation

Rheumatology

Sleep Medicine

Sports Medicine

ACGME Accredited Non-Pediatric Specialties

Allergy & Immunology

Dermatology

Genetics

Palliative Care

Preventative Medicine

Toxicology

Other Pediatric Fellowships

Academic General Pediatrics

Pediatric Hospital Medicine

Robert Wood Johnson

CDC-EIS (Epidemiologic Intelligence Service)

Alternative Medicine

Environmental Health

Pain Management

How to Identify
the Subspecialty
for You

Things to Consider in Choosing a Specialty

- Particular passion
- Specific areas of interest
- Intellectual Content of the subspecialty
 - Variety of medical problems, ages, exotic vs. common
- Subspecialty vs. primary care
- Predominantly inpatient vs. outpatient
- Chronic vs. acute
- Continuity of care vs. short-term
- Procedures
- Deaths and bad news

Things to Consider in Choosing a Specialty cont

- Academic vs. community setting
- Clinical Work, Clinical Research, Laboratory Research, Education, Advocacy, Policy
- Hours of work
 - Daytime vs. nighttime
 - On-service time vs. shifts
- Ability to work part-time
- Costs: Time on-service, geography, lifestyle
- Variety of Practice Opportunities (that is, are you able to tailor what you would like to do?)

Exposure to Subspecialties

- Electives and Selectives
- Away rotations
- Research
- Division meetings
- Attend subspecialty clinics during quieter months
- Subspecialty conferences
- Informational interviews

How to Identify Mentors

- Associate Program Directors, Advising and Career Development
 - Laura Bachrach, MD and Carrie Rassbach, MD
- Assigned Advisor
- Scholarly Project Mentor
- Fellowship Director at LPCH
- Faculty in your division of interest
 - At LPCH
 - Elsewhere
- Fellows in your division of interest
 - At LPCH
 - Elsewhere
 - LPCH Residency Graduates
- Current LPCH Residents

LPCH Fellowship Directors

Adolescent Medicine	Neville Golden
Allergy and Immunology(Residency Program)	Sean McGhee
Cardiology	Jeff Feinstein
Critical Care	David Cornfield, Truc Le
Developmental and Behavioral Peds	Heidi Feldman
Endocrinology	Darrel Wilson, Tandy Aye
Gastroenterology	John Kerner
General Pediatrics	Fernando Mendoza
Genetics (Residency Program)	Greg Enns, Jon Bernstein
Heme/Onc	Kathy Sakamoto
ID	Hayley Gans
Neonatology	Lou Halamek
Nephrology	Paul Grimm
Pulmonology	John Mark
Rheumatology	Tzeilan Lee

Find Out About Programs: How to Get Information on Programs

- Look on the web:
 - ACGME Website: www.acgme.org
 - NRMP Website: <http://www.nrmp.org/fellow>
 - Check subspecialty websites
 - E.g., American Thoracic Society for pulmonary
 - Individual Program Websites
- Email/call programs for more information
- Talk with advisor, fellowship director, other attendings and fellows in the division
- Consider arranging an away rotation at the institution you are interested in

Find Out About Programs: Figuring Out Where to Apply

- Think carefully about what you want to get out of fellowship
 - What type of clinical training
 - What kind of research/scholarly product you want to complete
 - What you want to do long-term
 - Possibilities for advanced training (MPH?, MEd?, etc)
 - Where the mentors are who fit what you are looking for
- Meet with advisor, fellowship director, and other attendings and fellows in the division to see what programs they recommend to you

Special Note About When To Do Fellowship

- It's ok to take a year off (or even two or three) before fellowship...
 - Think about what is best for your personal situation
 - Good to take time if you don't yet know what to go into...better to be sure of your decision
 - Fellowship directors understand this

General Timeline

- Varies greatly from subspecialty to subspecialty.
- Check with LPCH fellowship director for more details.
- Many fellowships are now part of a national match.
- Some subspecialties might have some programs that are not participating in the match (so they might have some match and some non-match processes).

NRMP Match Programs Timeline (apps due 1 ¼ - 1 ½ years ahead)

Fellowship Program	Match Begins	Rank List Due	Match Day	Fellowship Start Date
Peds Heme/Onc	11/16/11	4/18/12	5/2/12	July 2013
Peds Cardiology	1/18/12	5/16/12	5/30/12	July 2013
Peds Endo				
Peds GI				
Peds ID				
Peds Pulmonology				
Neonatology	5/9/12	9/12/12	10/3/12	July 2013

NRMP Match Programs Timeline (apps due 1 year ahead)

Fellowship Program	Match Begins	Rank List Due	Match Day	Fellowship Start Date
Adolescent Medicine	7/11/12	10/24/12	11/7/12	July 2013
Genetics	7/25/12	11/14/12	11/28/12	July 2013
Dev/Behav Peds Peds Critical Care Peds ED Peds Nephrology Peds Rheum	8/8/12	11/14/12	11/28/12	July 2013
Allergy/Immunology	8/1/12	11/14/12	12/5/12	July 2013
Primary Care Sports Medicine	8/29/12	12/19/12	1/9/13	July 2013
Peds Rehab Medicine	8/29/12	12/19/12	1/9/13	July 2013

Non-Match Specialties General Timeline: When to Start Applying

- Non-match specialties:
 - Often Fall 1³/₄ years before starting to Fall ³/₄ year before starting (i.e., Fall of second year to Fall of third year for starting right after residency)
- Sooner the better
- Definitely check with the fellowship directors as these timelines are moving targets

How to Apply to Programs

- For Match Specialties:
 - Look at the NRMP Website: <http://www.nrmp.org/fellow>
 - Some use the ERAS applications
 - Some still have their own applications
- For Non-match Specialties:
 - Look at the program websites
 - Write/Email/Call Programs for information and applications
 - Brief cover letter
 - Puts you on the radar screen
 - Sooner the better

What is in an Application?

- ERAS Demographic/Informational Section
 - Or if a non-match specialty, then a cover letter
- CV
- Personal Statement
- Dean's Letter/MPSE (from medical school)
- Transcripts
- USMLE Scores (need to be released by NMBE)
- Letters of Recommendation

Letters of Recommendation

- Usually 3-4 total
 - 1 from your residency program leadership (from the Program Director or an Associate Program Director; most fellowships want this)
 - 1-2 from Subspecialty/Area that you are applying in
 - 0-1 from an attending in another subspecialty or general pediatrics
 - 1 from your research mentor
- Best letters usually come from people who know you well
- When asking for a letter, ask “Can you provide a strong letter in support of my application?”
- Ask for the letters early

Interviews: Scheduling

- Most interviews are offered, not requested
 - But if you haven't heard from a program or will be in the area anyway, it is ok to contact the program and ask
- Be persistent (but nice and appreciative) in scheduling an interview
- Try to cluster interviews if part of a non-match specialty
 - Because the timing of interviews at some programs may overlap with offers from other programs
- Sooner the better

Interviews: Preparation

- Learn about the programs you are going to visit
- Why do you want to attend that program?
- Why would you be a good fit?
- What type of research and with whom would you want to work?
- Read up on the particular research or clinical interest of faculty you may be meeting

Comparing Programs:

Things to think about in preparing for and on actual interview day

- 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, sabbaticals, leaves of absence etc)

Comparing Programs:

Things to think about in preparing for and on actual interview day continued

- Quality of Mentorship
 - Quality of clinical training
 - Quality of research training, opportunities, and facilities
 - May include being able to earn Masters Degree
 - Success with getting fellowship grants
 - Duties and ancillary services (advice nurses, clinical NPs)
 - Satisfaction of current and prior fellows
 - Post-fellowship placement of fellows

Comparing Programs:

Things to think about in preparing for and on actual interview day continued

- 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?

Interviews: Actual Day

- You are the consumer – make sure the fellowship will be a good fit
- Ask the right questions of the right people, but make sure your questions are answered
 - Fellows and administrative staff may be most appropriate to ask re: logistics, salary, call, etc.
 - Talk with faculty and fellows about research opportunities, opportunities for pursuing advanced degrees during fellowship, etc.
- Make sure to ask the obvious questions:
 - Office space
 - Administrative support
 - Meals when on call
 - Computers, courses, meetings, book allowance
 - Home vs. in house call

Post-Interview

- Thank you notes/emails
 - There was a lot of discussion on the panel this year about how necessary this is
 - Recommend:
 - Thank you note/email to the fellowship director minimum
 - Many fellowship directors recommend sending thank you notes to everyone you met

Offers

- Match (like residency match)
- Non-Match (like med school offers)
 - Don't be pressured into making a hasty decision
 - Don't leave programs hanging too long
 - Remember: you're the consumer
- Contracts

Success as a Fellow

1. Passion
2. Taking Initiative
3. Good Mentorship

Success as a Fellow

- Good Mentorship
 - Through your research advisor
 - Through your fellowship director
- Scholarship Oversight Committee
- Individual Development Plan (IDP)
 - Distribution of Areas of Effort:
 - Research/Other Scholarly Activity
 - Patient Care
 - Professional Self-Development
 - Education (Teaching Activities)
 - Administration
 - Other Professional Accomplishments

Advice for Interns

- Start to identify career goals
- Start to think about subspecialties
- Start to identify mentors
- Meet with mentors
- Request particular electives/rotations for junior year
- Consider doing away electives junior year
- Consider attending academic pediatric and subspecialty conferences
 - Pediatric Academic Societies Meeting (May 2012, Boston)
 - Other subspecialty conferences

Advice for Juniors/Seniors

- Solidify commitment to fellowship and subspecialty
- Start to think about training goals
- Research programs
- Write for applications
- Arrange interviews
- Interview
- Weigh options
- Choose a program
- If possible and necessary, arrange your senior schedule so you have time to move to fellowship