Funding Opportunities for Pediatric Fellows:

Trying to make Cents/Sense of it

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Objectives

- Outline costs of training fellows
- Discuss current sources for fellowship funding
- Describe additional sources of funds
- Delineate regulations associated with some funds
- Debate the sustainability of pediatric fellowships
Costs of Funding a Fellow

- **Salary/Stipend**
- **Direct and Indirect Fringes**
- **Malpractice**
- **Other**

**Example:** Estimated PGY4 Costs (US dollars for FY15)
- Salary/Stipend  57,372
- Fringe Benefits    9,696
- HS Direct Fringe      4,475
- Malpractice     3,300

TOTAL = $74,843

- Addtnl costs: white coats, food, parking, call rooms, gym, library, etc.

- Not to mention the costs of funding a Training Program:
  - FPD & FPC salaries – potential savings with Shared Fellowship Coordinators
  - Recruitment, food, etc
Costs but our job to remind others of **Value** of Trainees

- Service to hospital & department
  - Current workforce for Patient care

- Pipeline for institution – future faculty hires

- Proud product of institution

- **Future providers of outstanding subspecialty care to children** - INVALUABLE
My fellows are paid using:

A. Medicare DME payments
B. CHGME payments
C. Other funding sources
D. Don’t know
Lack of DME Funding for Fellows at many Institutions

- Example
  - ~600 of 962 trainees covered through DME

- Often residents funded preferentially over fellows

- Internal GME funding
  - $55.5M

- External Funding for GME
  - $33M
Other funding sources:
How does your Program fund your current fellows?

A. Hospital / Health system transfer
B. Divisional funds
C. Departmental funds
D. T32 grant
E. F32 grant
F. PSDP
G. Combination of above
H. All of the above
I. None of the above
J. No clue
Which of the following cannot be used to fund the clinical year(s) of fellowship?

A. Hospital monies
B. Division Discretionary funds
C. T32
D. GME Medicare reimbursement
E. PSDP
F. Hospital + T32 (write out?)
G. Division + PSDP
H. T32 + PSDP
Options for Funding the Fellows’ Clinical Year

- GME Medicare
- CHGME
- Hospital
- Health system
- Hospital contracts
  - esp fellows with overnight call (CCM, Neo, Card, etc)
  - Negotiate based on ‘service’ provided
- Military
- Home country
- Philanthropy / Donors
- RVU generated by Fellows (?)
- Clinical Moonlighting (?)
Options for Funding the Research Years
**T32 Fellowship Grants**

**Institutional Research Training Grants (T32): NIH National Research Service Award (NRSA)**

- Awarded to *institutions* of higher education to support research training programs for pre & postdoctoral fellows
- Applicants: Division, Department, shared between Depts

**Overall Goal:** ensure a diverse pool of highly trained scientists available to address NIH & nation’s research needs

**T32 Program:** to develop or enhance research training opportunities for individuals interested in biomedical, behavioral and clinical research careers

- Grants up to 5 yrs in duration, renewable
- Cover Stipend, Tuition, Fees, Travel, Research training expenses, Indirect costs
NIH T32 Fellowship Grants

- PI - established investigator in scientific area
  - Appoints trainees to research program
  - Attention to recruitment and retention of diverse trainees
    - from racial or ethnic groups underrepresented in biomedical/clinical sciences, or with disabilities or from disadvantaged backgrounds

- Postdoctoral trainees (MD, PhD, DDS, etc):
  - committed to research career
  - Remain in research training ≥ 2 yrs
    - pursue research training fulltime (40 hrs/wk)
  - US citizen, Permanent Resident or Non-citizen national
NIH F32 Fellowships
National Research Service Awards (NRSA) for Individual Postdoctoral Fellowships (F32)

Support research training for Individual Postdoctoral Fellows

**Purpose:** support promising researchers with potential to become productive, independent investigators in scientific health-related research fields relevant to missions of NIH

- Up to 3 years of support
- MD, PhD (or equivalent), DVM, etc.
- US citizen, Permanent Resident or Non-citizen national
- Provides stipend, tuition and institutional allowance
- Applicant is PI and identifies
  - sponsoring institution and sponsor (mentor / supervisor)
Subspecialty Society Fellowships

- American Academy of Allergy, Asthma & Immunology
- Pediatric ID Society, Infectious Diseases Society of America (IDSA)
- Pediatric Endocrine Society
- American College of Rheumatology
- American Thoracic Society
- American Society of Nephrology
- Others?
Pediatric Scientist Development Program (PSDP)

**Mission:** Train and expand cadre of pediatric scientists dedicated to careers in basic, translational and clinical research, who will translate research advancements into improving clinical care for children

- Sponsored by AMSPDC
- Funded by NICHD with additional support from
  - AAP
  - APS
  - March of Dimes
  - Sick Kids Foundation
  - Paediatric Chairs of Canada
PSDP

- Fund ~5 - 8 trainees/year; ≤25% MD/PhD
- Typically begins after completion of clinical year(s)
- 2 yrs of support, option to apply for 3rd yr
- Salary, fringes, benefits & research related expenses
- Requires fully protected, uninterrupted time for 2 yrs
  - No patient care or clinical duties allowed
PSDP Application

- Citizens or Permanent Residents of US or Canada
- Application deadline: Feb 1, funding begins 17 mo later
  - For most, application due PL-3 year
    - Requires advanced planning
  - For chief residents & cardiology, emergency medicine, critical care & neonatology fellows application due PL-4 yr
- PSDP Program Director: Margaret Hostetter, MD
- Based at Cincinnati Children’s Hospital
Foundations

- American Lung Association
- American Heart Association
- Arthritis Foundation
- Cystic Fibrosis Foundation
- Gerber Foundation
- Hartwell Foundation
- March of Dimes
- St. Baldrick’s Foundation
- Synderman Foundation
- Thrasher Research Fund
- Robert Wood Johnson Foundation
- Others?
Internal Grants or Endowed Fellowships at Institution

- Children’s Miracle Network Research Grants
- Local foundations
- Named Fellowships or Endowments:
  - Grateful Patients, Parents, Grandparents
  - Alumni
  - Examples:
    - Wilfert Fellowship in International Health
    - Dees Fellowship in Allergy and Immunology
    - Chen Fellowship in Medical Genetics

- Costs approx $1 – 1.25 million to endow a fellowship
Pharmaceutical Companies

- Genzyme
- Genentech
- Pfizer
- GSK
- Merck
- Johnson & Johnson
- St. Jude Medical
Other Companies

- Pepsi
- Others?
Restrictions Related to Support from Companies (example)

- Company cannot
  - name trainees who receive funds
  - obtain list of trainees who benefitted from funds
  - have fellowship named after it (e.g., GSK Fellowship for Pediatric Cardiology)

- Institution and company must agree to terms of funding in written agreement that meets institution’s contracting standards and is fully executed by both parties before any money is transferred.
Clinical Fellowships

- Cystic Fibrosis Foundation
- American College of Rheumatology
- St. Jude Medical
NIH K Awards

- Bridge transition between fellowship and faculty
- Apply later in fellowship
- Mentored awards
- Different options: K08, K12, K23
- Competitive
NIH Loan Repayment Program (LRP) for Trainees

- **NIH goal:** encourage outstanding health professions researchers to pursue research careers
- Repays up to $35,000/yr of fellows’ qualified student loans
- Must commit to at least 2 yrs conducting research
- Applications: 9/1 – 11/15
Summary / Conclusions

- Funding fellows is increasingly more challenging
- DME/CHGME monies are generally not growing
- Consider utilizing creative funding sources

Future possibilities
- Institutional Funding Based on Performance / Scorecard
  - Right-size fellowships
- Shorten duration of some fellowships
- Other options
Fellowship Scorecard

PROGRAM HISTORY, PREVIOUS TRAINING, CURRENT ACTIVITIES OF FELLOWS

1. # graduates in particular year
2. # graduates who are board certified in subspecialty
3. Professional activity of graduates
   # in full-time academic medicine (Rank)
   # of affiliated academic faculty
   # in private clinical practice, not affiliated w/academic institution
   # in health care management/administration
   Other areas of professional activity
4. Fellows’ additional training/education/degree since fellowship
5. Notable honors awarded during training

Fellowship Scorecard (cont)

6. **Scholarly activity during fellowship**
   - Research culminate in accepted peer-reviewed original research?
   - Number of non peer-reviewed articles
   - # abstracts from work during
   - fellowship/# presented at national meeting
   - Other types of scholarship?

7. **Publications**
   - Total # of peer-reviewed publications
   - Total number of other publications

8. **Grant support**
   - # of extramural grants by former fellows
   - K award or other career-mentored grants
   - R 01
   - Investigator awards
   - Other mechanism for support/collaboration
   - # intra-mural grants
## Example: Metrics for Fellowship Scorecard

### Education Quality
- Match results
- Current accreditation status
- Board Passage Rate (3 year avg)
- ACGME Resident Survey (Overall Avg)
- Duty Hour Measure (ACGME Survey)
- Duty Hour Compliance (24+4h rule)
- PTD Citizenship (GME meeting attendance)
- Gender Balance
- Underrepresented Minorities

### Strategic Alignment
- % Department/Division Faculty who did residency or fellowship at Institution
- Alignment w/ Strategic Hiring Plan (most recent)
- Program graduates practice primary care, general surgery, psychiatry, or ob/gyn
- Patient Care Quality, Safety, and Value
- Participation in QI/Safety projects
- DUHS Housestaff Incentive Program specialty-specific performance

### Academic Merit
- Trainee Publications/Total Mos Dedicated Rsch Time
- Trainee Extramural Presentations/Total Mos Dedicated Research Time
- Core Faculty Publications/Total Core Faculty
- Core Faculty Extramural Presentations/Total Core Faculty
- Local & Extramural Educational Leadership/Total Core Faculty (e.g. innovation grant, RRC, position in national organization)
- Graduates going into academic medicine, academic practice or entering a fellowship program
- Medical Student Teaching by Residents (gross)
- Composite Medical School Clerkship Evaluation Score Medical Student Mistreatment Ratings

### Financial Considerations
- Net DUH Funds/Trainee/Program
- External Funding/Trainee
- Gross Charges/Trainee (est.)
- Average Duty Hours/Trainee
- Night/Weekend/Holiday Coverage Quotient
<table>
<thead>
<tr>
<th>Name of Fellow</th>
<th>Year of Fellowship Completion</th>
<th>Division</th>
<th>Residency Program</th>
<th>Salary Funding</th>
<th>Research mentor(s)/area of work</th>
<th>Research Funding during Fellowship</th>
<th>Honors/awards</th>
<th>Publications/Abstracts During Fellowship</th>
<th>Additional Training During/After Fellowship</th>
<th>Subsequent Research Funding</th>
<th>Immediate Post-Fellowship Position</th>
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