Collaborating with Your Core Pediatric Program to Enhance the Quality of Your Fellowship Applicants

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Phoenix Children’s Hospital/Maricopa Medical Center
Pediatric Residency Program
Introductions
Goal

- Highlight the importance of mentoring residents who are applying for fellowship training
Objectives

- Understand how fellowship and residency program directors can co-mentor pediatric residents who are applying for fellowship programs
- Learn a methodology to guide fellowship-bound applicants, including a curriculum framework and a timeline
Workshop Outline

- Elements of the Fellowship Application
- Why we started this
- Components of our Fellowship Mentoring Program
- Lessons Learned
- Bringing It Home
Elements of the Application
Elements of the Application

<table>
<thead>
<tr>
<th>Curriculum Vitae</th>
<th>Personal Statement</th>
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<tbody>
<tr>
<td>Research</td>
<td>Volunteerism</td>
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<tr>
<td>- Publication</td>
<td>- Interview</td>
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<td>- Presentation</td>
<td>- Personal Appearance</td>
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<td>Committees/Citizenship</td>
<td>- Phone call</td>
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<td>Leadership</td>
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Elements of the Application

When you review applications and interview applicants for fellowship,

- What are some things applicants do well?
- What are some things they need to improve upon?
Debrief

- Strengths
- Area of Improvement
Background

- Literature Review of Mentoring Programs
- Why we started this in our residency
Literature

- 2007 Survey of Fellowship Directors and Internal Medicine Program Directors
  - Same things important but in a different order of importance
- Smaller fields seem to put a higher emphasis on trusted recommendations.
Rationale for Fellowship Mentoring Group

- Interest in Fellowship
- Fellowship Programs
- Match Statistics
Phoenix Children’s Hospital / Maricopa Medical Center Residency Program

**Career out of Residency**

- **Chief**
- **Hospitalist**
- **Fellowship**
- **Ambulatory**

<table>
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<th>Fellowship</th>
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Phoenix Children’s Hospital

- Pediatric Endocrinology Fellowship
  - Started in 1999, current 1 fellow per year

- Pediatric Emergency Medicine Fellowship
  - Started in 2003, current 3 fellows per year

- Pediatric Hematology Oncology Fellowship
  - Started in 2006, current 2 fellows per year

- Pediatric Critical Care Fellowship
  - Started in 2011, current 3 fellows per year

- Pediatric Hospital Medicine Fellowship
Matched Fellowship Positions Over the Last 11 Years (2005-2015)

- Other (55)
- Hospitalist (1)
- Endocrine (3)
- Critical Care (8)
- Hem/Onc (10)
- PEM (15)

N=93
Where Did These Residents Match

- PEM
- Endocrine
- Hem/Onc
- Critical Care
- Hospitalist

- Other
- PCH
Where Did They Go

- **PEM**
  - St. Louis University Cardinal Glennon, Children’s Hospital of Wisconsin, Texas Children’s Hospital Baylor, Children’s Mercy Hospital KC, Emory Atlanta

- **Endo**
  - CHoP, Children’s Mercy Hospital KC

- **Critical Care**
  - Children’s Hospital of Colorado Denver, Harbor UCLA, UCSD Rady Children’s Hospital, Children’s Hospital of Pittsburgh, UCSF Benioff Children’s Hospital

- **Heme/Onc**
  - Children’s Hospital Los Angeles, Children’s Mercy Hospital KC, Lurie Children’s Hospital Northwestern, UCSF Benioff Children’s Hospital, St. Jude Children’s Research Hospital, National Children’s DC, Monroe Carell Jr. Children’s Hospital Vanderbilt
Components of Our Fellowship Mentoring Program

- Meeting Details
- Faculty Mentors
- Peer Support
- Curriculum
- Educational Strategies
Components of Our Program
Meeting Details

- 2nd Tuesday, monthly, 4:30-6p
- On site
- All faculty, current fellows, and residents invited
- Refreshments served
- Sponsored by GME division
Components of Our Program
Faculty Mentors

- DIO and Director of Medical Education
- Residency Program Director
- Fellowship-trained Associate Program Directors
- Fellowship Program Directors
- Fellowship-trained physicians
Components of Our Program

Peer Mentors

- Current Fellows
- Current Residents who have completed the application process
- Current Residents who are applying
Components of Our Program
Curriculum – Nuts and Bolts

- Choosing a specialty
- Overview of fellowship application process and timeline
- Choosing programs to apply
- *Curriculum Vitae* development and critique
- Personal Statement workshop
- Letters of recommendations
Components of Our Program
Curriculum – The Process

- Interview and post-interview strategies
- Match: stats, timing, strategies, suicide match
- Scholarly strategies during residency
- Subspecialty Societies in Pediatrics
- Fellowship panel: peer advice
- Wrap up- lessons learned, next steps
Educational Strategies

- Large group presentations
- Small group activities
- Panel session
- Role-playing
- Media
- Hands-on critique of application materials
- Multi-specialty and multi-level perspectives
Personal Statement Exercise

- **Small groups**
  - Review the sample Personal Statement
  - Discuss
    - What did the writer do well?
    - What didn’t work?
    - What is your overall impression of the PS and how might it influence the rest of the application?
    - What constructive advice would you give to the writer?

- **Large Group**
  - Describe your experience of reviewing the PS in a small, multispecialty group
Lessons Learned

- Initially focused on 2nd and 3rd years...but now 1st years are getting involved
- Emphasis areas and styles can be specialty specific
- Matched residents and current fellows can be a valuable resource for others
- A single dedicated mentor can still be very helpful
- Interactive workshops are better attended
- Program selection and ranking are best done by a person in that field
Resources

- Clinical Nuclear Medicine Series Tips for a Physician in Getting the Right Job
- Academic Career Development Series in the Journal of Pediatric Gastroenterology and Nutrition
Use Power Verbs!

- Use assertive, positive language

- Examples Include:
  - organized, facilitated, created, analyzed, researched, studied, implemented, presented, surveyed, developed, taught, designed, coordinated, achieved

- Avoid passive verbs
  - Examples include: participate, assist, “worked with...”
“Bringing It Home” Template
What will you remember most from this workshop?

- Daunting task, but framework and template may help
- You have an important role to play as a mentor
What do **YOU** want to know?