Fellowship Recruitment

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Agenda

- Brief history of 2020-2021 and 2021-2022 years
- Aligning Peds/IM Match Cycles
- Method of Interviewing: Virtual vs. In-person vs. Hybrid
- Improving number of applications to oversubscribed specialties
- Improving number of applications to undersubscribed specialties
- Guidelines for Letters of Recommendation and Improvement
- Improving Residency-Fellowship Transition

Brief Review of Recruitment (2020-2021, 2021-2022)

- March 2020 - Formed 2 Recruitment Action Teams
  - One for Residency Recruitment
  - One for Fellowship Recruitment

- Wonderful collaboration of APPD, COMSEP, CoPS, AMSPDC, AAPSOPT, FuturePedsRes, NextGenPediatricians

Brief Review of Recruitment (2020-2021, 2021-2022)

- Goal: Optimize the recruitment process for both applicants and programs by:
  1. Helping applicants find programs that match their career goals while providing an atmosphere conducive to their learning styles.
  2. Creating a fair and equitable application process for both applicants and programs.

Brief Review of Recruitment (2020-2021, 2021-2022)

- How have we gathered data?
  - Virtual Cafes
  - Surveys
  - Discussion with APPD/COMSEP/CoPS/AMSPDC/AAPSOPT/FuturePedsRes/NextGenPediatricians to understand needs
  - Discussion with IM, Surgery, Others Specialty PDs through OPDA
  - Discussion with ERAS and NRMP

Brief Review of Recruitment (2020-2021, 2021-2022)

- Worked with ERAS re: application release date
- Worked with other specialties
- Helped programs prepare for virtual interviews
  - Virtual Cafes to prep for virtual season
  - Virtual Season Toolkit (APPD Coordinators Section)

Association of Pediatric Program Directors

CoPS Council of Pediatric Subspecialties

Preparing for the 2022-2023 Recruitment Season

Association of Medical School Pediatric Department Chairs AMSPDC

COMSEP Better Health for All Patients Through Pediatric Education

2022-2023 Recommendations

- Continuing to gather information
- Will share 2022-2023 Recommendations by May 31

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Aligning Peds/IM Match Cycles 2022-2023

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Current Match Dates

Process for those starting fellowship in July 2021	Internal Medicine (IM) Subspecialities (2020 dates)	Pediatric (Peds) Subspecialties (2020 dates)
Applicants begin submitting in ERAS	July 1st	July 1st
Programs can see ERAS applications	July 15th *	July 15th *
NRMP Match opens	August 26th	September 23rd
NRMP rank order list opens	September 30th	October 28th
NRMP quota change deadline	November 4th	November 18th
NRMP rank order list deadline	November 18th	December 2nd
Match Day	December 2nd	December 16th

* (Delayed to August 12, because of COVID-19)

Match Date Workgroup

- Peds
  - Angie Myers
  - Rich Mink
  - Jill Fussell
  - Becky Blankenburg
  - Kammy McGann
- IM
  - Elaine Muchmore
  - David Wininger
- NRMP
  - Jeanette Calli, other staff

New Dates for 2022 Peds/IM Match

- Match opens: August 24, 2022
- Ranking Opens: September 28, 2022
- Quota Deadline: November 2, 2022
- Ranking Deadline: November 16, 2022
- Match Day: November 30, 2022

- Additionally, Adolescent Medicine will move to this match day

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Fellowship Interviews

Virtual, In-person, Hybrid……..

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COMSEP Better Health for All Patients Through Pediatric Education

Collecting Data

- APPD/LEARN study assessing virtual/in-person recruitment (PIs: Zach Winthrop, Kelly Anne McCullagh, Debra Boyer)
  - Residencies and fellowships involved
  - Did folks get what they expected?

- Asking each sub to discuss/survey PD groups
  - Preferences for interviews 2022? In-person, virtual, hybrid?
  - Email debra.boyer@nationwidechildrens.org with results

- Talking with other stakeholders (AMSPDC, DIOs)

EPIC/APPD/CoPS study

Benefits and Limitations of Virtual Recruitment: Perspectives from Pediatric Subspeciality Program Directors

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Survey sent to all pediatric subspecialty program directors (PSPDs) between April and May 2021

Forty-two percent (352/840, 42%) of PSPDs responded from 16 of the 17 pediatric (94%) subspecialties

EPIC/APPD/CoPS study- Quantitative Data

- 80% indicated that increased time and effort was required in transitioning to a virtual recruitment format
- 61% reported that their program selection committees were able to evaluate applicants in a similar manner compared to in-person interviews.
- 60% felt the virtual interview process was beneficial to their training program.
  - 72% reported cost savings
  - more applicants/day
  - greater faculty involvement,
  - perceived less time away from residency for applicants
- ***PSPDs reported a more diverse applicant pool.***
- Without an in-person component, PSPDs worried about
  - programs and applicants missing informative in-person interactions
  - applicants missing hospital tours and visiting the city.

EPIC/APPD/CoPS study- Qualitative Data

- Themes
  - Time:
    - More efficient interview day
    - interview more applicants in each interview day
    - compression of the interview day itself
    - More faculty available for ease of scheduling
    - Applicants spent less time away from their residency training programs, which PSPDs felt would potentially allow them to interview at more programs
    - fewer interactions with faculty and current fellows, resulting in applicants meeting fewer members of the fellowship and clinical teams
    - decreased informal interactions

EPIC/APPD/CoPS study- Qualitative Data

- Themes
  - Travel:
    - Obviated the need for travel resulting in
      - cost savings for both programs and applicants.
      - Equity since applicants did not have to weigh the time and cost of travel to the various programs they were considering, allowing those with financial or other travel constraints to apply more broadly
    - Increased geographically and financially diverse applicant pool and improved program visibility
    - Reduction in the carbon footprint
    - Applicants may have virtually visited programs that they may not have otherwise considered
    - Applicants who are less serious about programs may have interviewed without seriously considering a program with some programs citing an increase in cancellation rates

EPIC/APPD/CoPS study- Conclusions

- PSPDs felt the benefits to virtual recruitment outweighed the limitations, including ease of accommodating increased applicants with a more diverse applicant pool and enhanced faculty involvement.
- 62% of programs would include some form of virtual interviewing if in-person interviews were allowed in upcoming recruitment cycles

Virtual Cafes with Current Fellows

3 forums held: 16 fellows attended: 8 experienced virtual, 8 in-person

- Virtual interviews
  - Appreciated the programs where information was shared before the interview day allowing only interactions for the interview day
  - Made it easier to do interviews, **cost and time effective**
  - Applied to more programs and did not have to choose programs to interview at and did not have to cancel interviews
  - Most felt they still could get to know personalities of people at the programs
  - More faculty were available to interview with
  - Enjoyed meeting other team members (SW, NP) Either set them up to interview or have them do recorded videos
  - Can make it hard to get to know the side conversations and interactions of people at a program
  - Can't get to know cities with VI, but folks with IPI generally didn't spend much time in the city
  - Zoom fatigue
  - Programs had asynchronous offerings that did not feel optional and hard to attend
  - Social sessions could be awkward

Virtual Cafes with Current Fellows

- In-Person Interviews
  - Not sure we really got to know the place too well as most of our day was spent in the office area, didn't really get to know the hospital
  - Some stated visit changed their decision
  - Enjoyed the interactions between division members
  - Some felt they were able to put their best foot forward in-person
  - Had to choose and cancel some interviews
  - Did not always get to meet the faculty they wanted

Would love an in-person option not linked to rank list but acknowledged if hybrid is offered, think they would feel obligated to come in person

Discussion

Exploring ways to decrease applications for oversubscribed subs

- Discussing with ERAS the possibility of using signaling for all subspecialties.
- Signaling not available for fellowships in 2022-2023, but are considering for the following year.

Exploring ways to increase applications for undersubscribed subs

- Specialty Info Sessions (hosted by AMSPDC, CoPS, COMSEP, APPD)
- Ongoing work of AMSPDC Workforce Initiative

Letters of Recommendation & Improvement (LORI)

- What makes a “good” letter of recommendation?
- Focus on streamlining the process
  - Best recommendations?
    - Strengths & Weaknesses
- What will a fellowship program director consider the most important aspects?
  - What standard features SHOULD be included?

Improving Residency-Fellowship Transition

- Joint effort with Laura Chiel, Ariel Winn, Carrie Rassbach, Elisa Phillips, Dan Schumacher, and David Turner
  - WARM HAND OFF; personal and professional elements
- How do we share triumphs and challenges on a personal level?
  - Looking at a simple, streamlined way
  - Information would be shared after MATCH!
    - How do we set the resident up for success in fellowship?
    - Ideally in partnership with the resident

Discussion