

SUBSPECIALTY PROGRAM COMPLIANCE AND FELLOW EXPERIENCE WITH THE DELAYED PEDIATRIC FELLOWSHIP START DATE

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Introduction

- Residents are under contract to work until June 30, but fellowships typically begin July 1
- Incoming fellows may also be required to attend orientation before July 1
- This creates great difficulty for those who must relocate to another city.
- In the fall of 2014, the Council of Pediatric Subspecialties recommended that beginning with the July 2017 appointment year,
 - fellowships delay their start date and begin no earlier than July 7
 - Orientation not occur before July 5

Objectives

- The objectives of this study were to
- determine if pediatric fellowship programs required their incoming fellows to report after July 1 and
 - gauge fellow experience and opinion in programs in which the start date was or was not delayed.

Methods

- Separate surveys were e-mailed to pediatric fellowship program directors (FPD) and first-year pediatric fellows.
- Surveys asked whether the required fellowship start date was after July 1, 2017, the date fellows were required to report for training and about experience and concerns.
- FPDs were surveyed 10/30/17 - 12/11/17; fellows 10/24/2017-1/4/2018
- To determine overall program compliance, data from the two surveys were pooled (FPD (75.6%) and Fellows (24.4%)).

Results

FPD Survey

Response rate: 458/803 (57.0%)

- 59 had no fellow starting in June or July 2017 or only provided subspecialty/institution
- FPD data based upon 399 respondents

Fellow survey

Response rate: 510/1401 (36.4%)

- 116 did not start fellowship in June or July 2017, immediately after residency, a US fellowship or started survey but did not provide any data
- Fellow data based upon 394 respondents

OVERALL PROGRAM COMPLIANCE

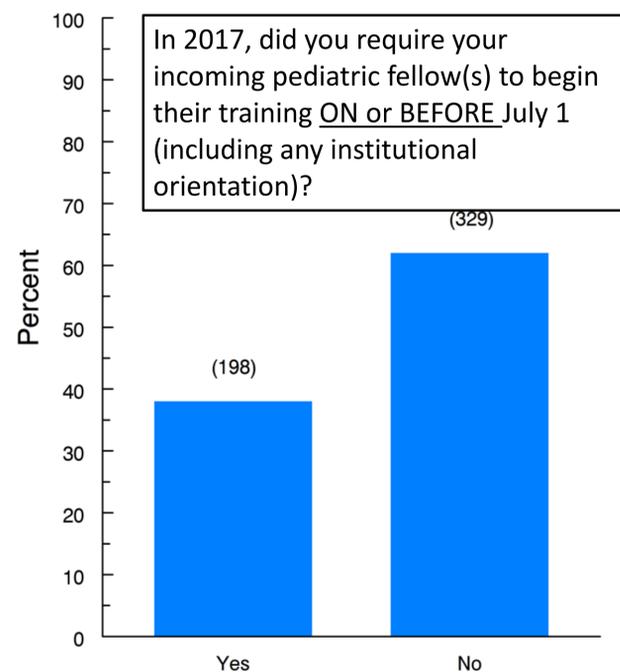


Figure 1. Of the 527 programs from 123 institutions, the start date was delayed in 62%.

- 78% of all FPDs strongly agreed or agreed that a delayed start date improves the transition from residency to fellowship.
- 75% of programs which delayed their start date required their fellows to report for training (excluding orientation) on July 7 or later.

Results

FPD REPORTED IMPEDIMENTS TO DELAYING THE FELLOWSHIP START DATE

FPD Reason (more than one could be selected)	% (n=136)
Current system is working so I did not think this was an issue	25.7% (35)
Institution would not allow the change	54.4% (74)
Concerned that trainees could not have a gap in income	29.4% (40)
Concerned about potential visa issues for trainees	22.1% (30)
Concerned about lack of health insurance during the gap in training	41.2% (56)
Other	29.4% (40)

DIO AND DELAYED START DATE

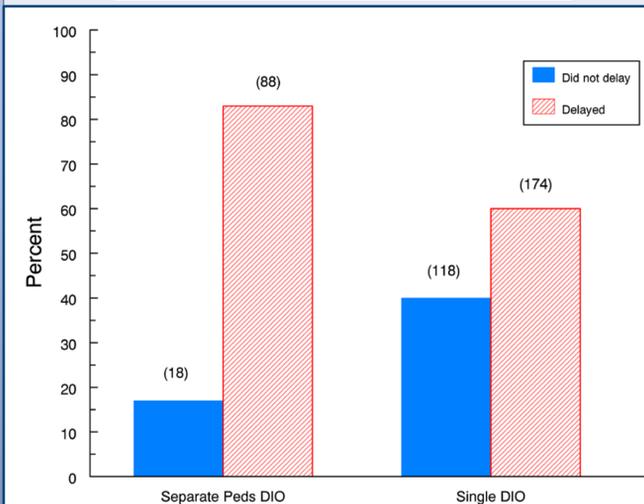


Figure 2. 83% of programs with a separate DIO delayed the start date but 60% with a single DIO (oversees pediatric and adult programs) also did.

FELLOW DATA

- 92% (136/148) of fellows from programs in which the fellowship start date was NOT delayed would have preferred that their program had followed the CoPS' recommendations.

	Number of Responses	% Yes (n)	% No (n)
Had health insurance	228	53% (121)	47% (107)
Aware about COBRA option?	223	73% (162)	27% (61)

Health insurance in fellows from programs in which the start date was delayed

Results



Figure 3. For fellows in which the start date was delayed, 81% (183/225) reported little impact with a gap in salary.

Conclusions

- In the first year of implementation, the majority of pediatric fellowships delayed their start date to after July 1, most to July 7 or later.
- Fellows do not report difficulty with a gap in income but only about half had health insurance with many unfamiliar with COBRA.
- Fellows in programs in which the start date was not delayed strongly preferred that their fellowship had complied with the recommendations.
- FPDs need more education about the experience of incoming fellows and trainees need to be educated about COBRA.

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