

# Fellowship Directors Meeting



**POSNA Annual Meeting**

**Indianapolis, IN**

**April 27, 2016**

# Agenda

- Recap of the 2016 Match
- Jack Flynn, Fellowship Match Grievance Committee
- Fellowship Applicant Survey 4/2016
- AAOS Fellowship Match Oversight Committee
- Fellowship committee activities
  - POSNA accreditation

# Recap/Review of 2016 Match

- Fellowship year 2017-2018
- SFMP website went “live” September 1<sup>st</sup>, 2016
- Interview process:
  - November 16<sup>th</sup>, 2015 through March 31<sup>st</sup>, 2016
  - One issue reported to POSNA
    - Applicant interview canceled due to weather → skype, asked for “second visit”
  - Post-interview contact with applicants:
    - Applicants can contact fellowship: encourage communication with administrative staff, current fellows and past fellows. Not with attendings.
    - Fellowship programs cannot initiate contact w/ applicants

# Recap/Review of 2016 Match

- Rank lists submitted
  - 45 programs (2 more than last year) with 73 fellowship positions (2 more than last year)
  - Match results were manually reviewed on April 4<sup>th</sup>
  - Applicant rank list
  - Fellowship rank list

# Recap/Review of 2016 Match

- Match date: April 8<sup>th</sup>, 2016
  - Programs sent an email that morning
- Applicants had access to Match results on April 8<sup>th</sup> by logging onto the SFMP website
- 55 full applicants in match\* (decrease of 14)
  - 2015: 69
  - 2014: 76
  - 2013: 67
- **44 North American (decrease by 3)**
- 11 IMG (decrease by 11)

# Recap/Review of 2016 Match

- Mean number of application/applicant: **17.0**
  - (2015 17.5 2014 18)
- Mean number of Programs the applicant ranked: **8.2** (2015 7.8 2014 7.4)
  - Average number of offers to applicants: **5.4**
- Mean number of applicants the Program ranked: **10.8** (2015 11.8 2014 11.8)

# Recap/Review of 2016 Match

- Match results
  - 50 applicants “matched”
    - 2013: 50
    - 2014: 60
    - 2015: 53
  - 5 applicants “un-matched”
    - 2013: 17
    - 2014: 16
    - 2015: 16
    - **0 North American (2012: 1, 2013: 1; 2014: 3; 2015:0)**
    - 5 International\* (2012: 11, 2013: 16, 2014: 13, 2016: 16)

# Recap/Review of 2016 Match

- Withdrawals
  - IMGs difficult to track
  - North American
    - 4 withdrawals prior to match
    - 1 matched in spine



# 2016 Applicant Rank List (Matched 50)

Rank	2016 (n=50)	2015 (n=53)	2014 (n=60)
1	23(46%)	24 (45%)	30 (50%)
2	14	8	11
3	6	8	2
4	2	9	2
5	5	2	2
6	0	0	5
7	0	1	2
8	0	1	2
9			2
10			1
11			1

## Top 5 choices:

**2016: 100%**

**2015: 96%**

**2014: 78%**

**2013: 96%**

# Recap/Review of 2015 Match

- Programs: 73 fellowship positions
  - 50 filled positions
    - 27 programs
  - 23 un-filled positions
    - 18 programs

# 2016 Fellowship Program Match List

- Top 5
  - 2016: 54%
  - 2015: 47%
  - 2014: 60%
  - 2013: 66%
- Top 10
  - 2016: 90%
  - 2015: 85%
  - 2014: 95%
  - 2013: 88%

	2016	2015	2014
1	4	6	9
2	6	7	6
3	5	3	6
4	9	4	6
5	3	5	9
6	2	2	8
7	2	3	3
8	6	4	7
9	3	3	3
10	4	4	
11			
12		1	
13	1	1	
14	1		
15	2	2	1
16		2	1
17			1
18		1	
19	1	1	
20			
21			
22			
23			

# Recap/Review of 2016 Match

- April 8<sup>th</sup> unfilled programs were listed (voluntary) onto the SFMP website
  - 23 fellowship positions
- Problems with Interview process, applicant or fellowship conduct: None

# Fellowship Match Grievance Issues: Past

- 2012: 1 applicant reneged on match agreement
- 2014: 2 applicants reneged on match agreement
- 2015: 1 applicant reneged on match agreement
  - fellowship director left the pediatric fellowship, applicant did not want to do fellowship

# Fellowship Match Grievance

## Issue: 2016

- Jack Flynn (Chairman of Fellowship Match Grievance Committee)

# Fellowship Applicant Survey

- Data collected: April 2016
- 38 of 50 applicants in match responded so far.....
- Average number of applications: **17**  
(2015: 16; 2014: 16)
- Average number of interviews: **9.8** (2 to 17)
  - 2015: 7.6 (3 to 16)
  - 2014: 8.5 (1 to 17)
  - 2013: 8.2 (2 to 14)

# Fellowship Applicant Survey

- Did you apply for fellowships in any other subspecialty?

- Yes: 1 (2.6%)

- No: 37 (97%)

2015

- Yes: 1 (3%)

- No: 33 (97%)



# Fellowship Applicant Survey

- Late cancellations: **58%**  
(2015: 50%; 2014: 28%; 2013: 60%;)
  - Applicant: **57%**  
(2015: 55%; 2014: 98%; 2013: 68%)
    - “too expensive” **65%**  
(2015: 54%; 2014: 65%; 2013: 53%)
    - “not enough time” **59%**  
(2015: 44%; 2014: 65%; 2013: 65%)
  - Program: **10%**  
(2015: 3%; 2014: 2%; 2013: 14%)

# Fellowship Applicant Survey

- Estimated cost to applicants
  - Per interview: \$390
    - 2015: \$566
    - 2014: \$372
    - 2013: \$515
  - Total cost (38 respondents): \$146,960
  - Project this to all 50 matched applicants: \$193,369
- Difficult to arrange interview without work hours violation?
  - **Yes 43%** (2015: 43%; 2014: 37%; 2013: 30%)
  - **No 61%** (2015: 61%; 2014: 63%; 2013: 70%)

# Fellowship Applicant Survey

- Pressured to make commitment prior to match day?
  - **Yes: 1 applicant (2.6%)**
    - 2015: 4 applicants (12%)
    - 2014: 1 applicant (2.3%)
    - 2013: 4 applicants (10%)
  - **No 97%**
- Pressured directly to applicant?
  - **Yes: 1 applicant (2.6%)**
    - 2015: 3 applicants (14%)
    - 2014: 1 applicant (2.3%)
    - 2013: 3 applicants (7.5%)
  - **No 97%**
- Pressured indirectly through residency program?
  - **Yes: 0%**
    - 2015: 2 applicants (9%)
    - 2014: 1 applicant (2.3%)
    - 2013: 1 applicant (3.3%)
  - **No 100%**

# Fellowship Applicant Survey

**Did any fellowship director encourage you to contact them, after your interview, if you were interested in their fellowship and were going to rank their program highly?**

**2013: 37.5%**

**2014: 21%**

**2015: 32%**

**2016: 16%**

# Fellowship Applicant Survey

Were you encouraged, or was it recommended to you by the fellowship program, to have an “extended” interview or “try-out” which was longer than the normal interview day?

**2015: 1 applicant (3%)**

**2016: 0%**

**POSNA forbids this activity**

# Fellowship Applicant Survey

Where did you get your information?

## **SFMP**

2013: 74.3%

2014: 71%

2015: 66%

2016: 85%

## **POSNA website**

2013: 82.9%

2014: 88%

2015: 88%

2016: 70%

## **AAOS book**

2013: 8.6%

2014: 15%

2015: 9%

2016: 9%

# Fellowship Applicant Survey

**Did you have any fellowship interviews at the 2015 IPOS meeting?**

**2012: 29.7%**

**2013: 25%**

**2014: 21%**

**2015: 16%**

**2016: 42%**

**1-2 programs**

# Fellowship Applicant Survey

**Did you have any fellowship interviews at the 2016 AAOS annual meeting?**

**2013: 7.7%**

**2014: 7%**

**2015: 2%**

**2016: 2.6%**



**IPOS and AAOS meetings are opportunities for cost/time savings for applicants**



# Fellowship Applicant Survey

What additional information do you feel would have been helpful to know about a fellowship, during the planning and scheduling phases, to make more informed/educated decisions?

- Number of people in match
- Interview dates ahead of time
- Money (pay, insurance etc)
- **Applicants wanted “more information” on each fellowship’s websites**

# Fellowship Applicant Survey

- AAOS Webinar on Fellowships (Fall 2015)
  - Webinar was seen live by 4 applicants (10.5%)
    - 2014: 24% of applicants (n=8)
  - Webinar was reviewed later on AAOS website by 8 applicants (22%)
    - 22% of applicants (n=97)

# Fellowship Applicant Survey

**Was your rank list influenced by  
whether or not a program was  
ACGME accredited?**

**Yes: 26%**

**No: 74%**

**New Question**

# Fellowship Applicant Survey

- **What changes would you (applicant) recommend to the match process for future years?**
  - Interview dates listed as early as possible
  - Group interviews regionally
  - Saturday interviews
  - Know size of applicant pool

# Take home points

- Websites
  - Improve fellowship websites—link to POSNA
- “Extended interviews” or “tryouts” not permitted
- Offer applicants the option of interviews at IPOS and AAOS
- Early notification about interviews
- Post-interview contact discouraged

# AAOS Fellowship Match Oversight Committee

- Sanctions for Fellowship Match violations
- No society has any effective sanctions for applicants that leave their subspecialty area.
  - POSNA
    - Applicant: restriction of membership in POSNA
    - Fellowship: academic participation in annual meeting
- Many Fellowship subspecialties have experienced applicant misconduct

# AAOS Fellowship Match Oversight Committee

- Non-compete clauses/Restrictive covenants
  - If these exist for a fellowship they will be listed on the SFMP website and/or the POSNA website
  - Approved by the POSNA BOD
- “Extended interviews”, “tryouts” and scrubbing into surgical cases are not acceptable.
- Webinar for the fellows starting this summer:  
“Tips for the Orthopaedic Fellowship Year”.  
May 17, 2016

# ACGME decision: D.O.s Unified Accreditation System

- AOA (American Osteopathic Association)
  - Accredits programs and osteopathic medical schools
  - Certifies osteopathic physicians
- AACOM (Association of American Colleges of Osteopathic Medicine)
- AOA and AACOM will become ACGME member organization (phased in to ACGME Board and Review Committees)
- DO and MD graduates will have access to all GME programs
- AOA-accredited programs may apply for ACGME-accreditation 7/1/2015 to 6/30/2020



# ACGME decision: Fellowship Eligibility

- New requirement effective 7/1/2016....
- Requires completion of either ACGME-accredited or RCPSC-accredited orthopaedic surgery residency.
- AOA-accredited programs may apply for ACGME-accreditation 7/1/2015
- So how can D.O.s participate in ACGME-accredited fellowships in 2017 (and thereafter)?

# ACGME decision: D.O.s Fellowship Eligibility

- If an AOA-accredited medical school has applied for ACGME-accreditation by 8/1/2016 then their graduates will have current rules apply for all fellowships, then no problem...
- However, if an AOA-accredited medical school has **NOT** applied for ACGME-accreditation by 8/1/2016, then the AOA graduate could potentially enter orthopaedic fellowship programs as permitted under the “Exception”.
- RRCs may or may not allow “Exceptions”, however the Orthopaedic Surgery RRC **WILL** allow the “Exception”.

# ACGME decision: D.O.s

## Fellowship Eligibility

- What is the “Exception” for eligibility?
  - Completion of non-ACGME-accredited core residency
  - Demonstrated clinical excellence compared to peers throughout training
  - Satisfactory completion of USMLE Steps 1, 2 and if eligible, 3
  - Additional: e.g. additional clinical or research training; demonstrated scholarship; demonstrated leadership; completion of ACGME-I residency

# ACGME decision: D.O.s

## Fellowship Eligibility

- What is the “Exception” for eligibility?
  - Must be reviewed and approved by the GMEC or GMEC subcommittee
  - ECFMG verification if international
  - Evaluation by CCC using fellowship milestones within 6 weeks of matriculation
- Word on the street.....a program which has a history of using the “Exception” eligibility requirements for their fellowship will be scrutinized by the ACGME.

# Fellowship Committee 2015-2016

- Improved/updated information for applicants on the new POSNA website
  - Listing/Links for every program (map)
  - Program information updated
  - Recommend that each program link to their own websites
  - SFMP match timeline posted (links to SFMP)
  - Links to previous match data (these presentations)

# Fellowship Committee 2015- 2016

- POSNA accreditation Project

# Background

- Accreditation ensures minimal standards in training
- Provides for “uniform” product
- Minimizes outliers



# Background

## ACGME

- Only current accreditation body for Peds Ortho fellowships
- Primarily concerned with large training programs (medicine, surgery etc.)
- Relevance to smaller subspecialties is questionable



Accreditation Council for  
Graduate Medical Education

ACGME



# Background

## ACGME

- Processes are onerous
- Expensive (\$6200/\$4300)
- Many within our subspecialty forego accreditation completely
  - 25 programs
  - 43 in match in 2015



Accreditation Council for  
Graduate Medical Education

# Pros

## POSNA accreditation

- We gain control
  - We are Peds Ortho authorities—we can decide minimal standards
- Bring all programs under one umbrella
  - Not a referendum on ideal training program
- Make accreditation relevant
- Make accreditation responsive
  - Competency based



**POSNA**  
PEDIATRIC ORTHOPAEDIC SOCIETY  
OF NORTH AMERICA

# Cons

## POSNA accreditation

- Onus of initial implementation
- Ongoing work to maintain
- Hard to go back
- Financial risk
- Legal risk?



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PEDIATRIC ORTHOPAEDIC SOCIETY  
OF NORTH AMERICA

# Precedent

- OTA accreditation
  - Successful
  - Financially neutral
- ASES, others considering
- AAOS Fellowship accreditation project team
  - Support alternative accreditation pathways
  - AAOS will explore



# POSNA accreditation

- 2014-2015: Discussions begun by Scott Luhmann
- Summer 2015: OTA plan used as starting point
- Worked through fellowship committee
- Surveyed all program directors
- Draft presented to POSNA BOD 9/15

# POSNA accreditation

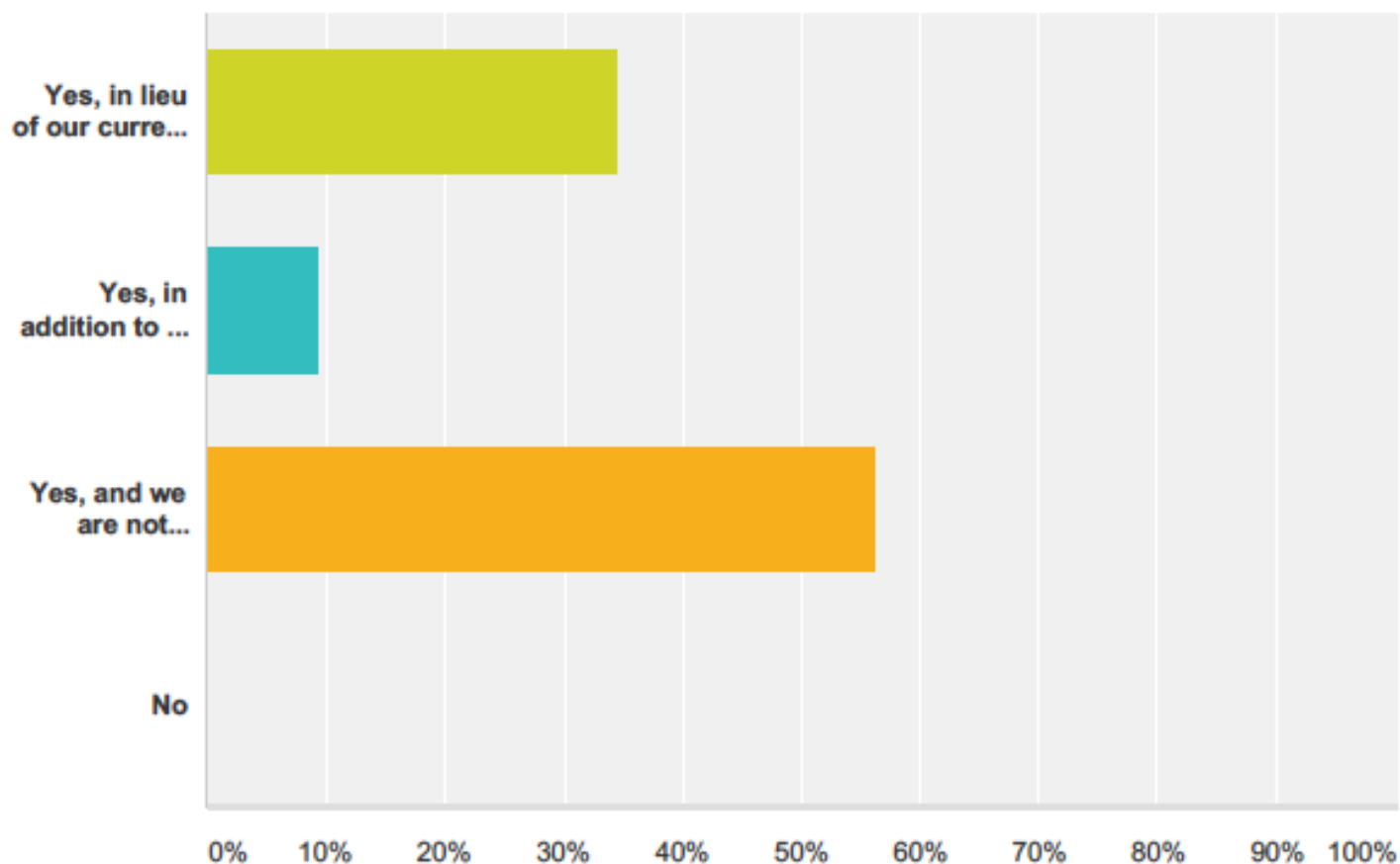
- Refined based on BOD input
- Drafted proposed timeline
- Vetted by task force of fellowship program directors
  - Canada, Shrine, large, small, non-ACGME etc.
- Drafted language for oversight and penalties
- Discussed by BOD 12/15

# POSNA accreditation

- Reviewed by Carl Stanitski and Dick Haynes (previous ACGME reviewers)
- Language for oversight/sanctions were reviewed (and approved) by legal
- Plan approved by BOD 3/16
- Details emailed to all program directors

# Q1 As POSNA considers the development of a POSNA accreditation for pediatric orthopaedic fellowships, would your program be interested in this?

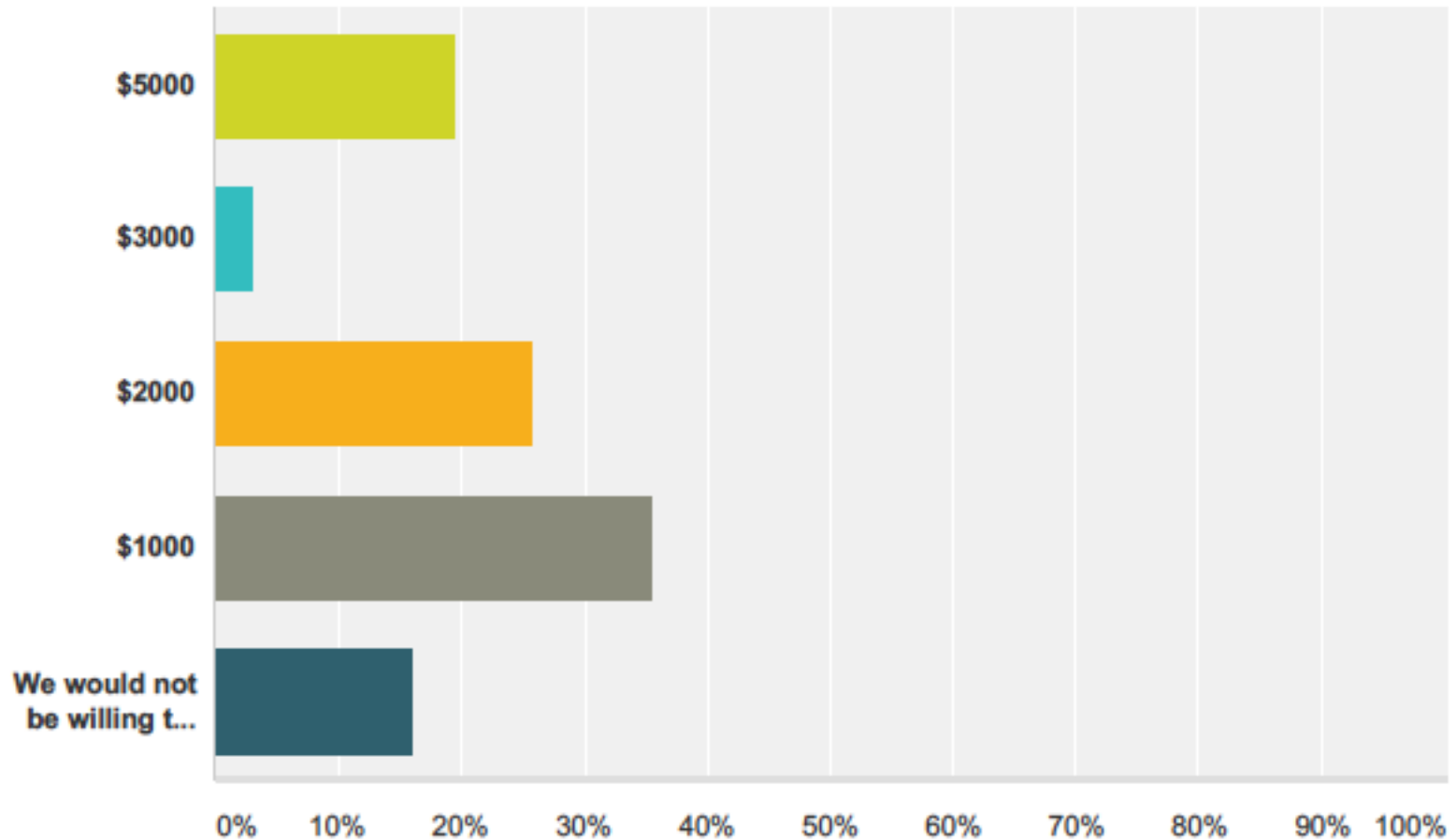
Answered: 32 Skipped: 0





## Q2 Understanding that the ACGME currently charges \$5000 a year for accreditation, how much would your program be willing to pay for POSNA accreditation?

Answered: 31 Skipped: 1



# Proposal

- Pediatric trauma experience
- Malpractice coverage
- Cost = \$2000; \$1000 for ACGME
- Faculty requirements
  - 2:1 ratio
  - POSNA members
  - Total # trainees must not exceed faculty
- Educational program
  - Fellow conferences, journal club etc

# Proposal

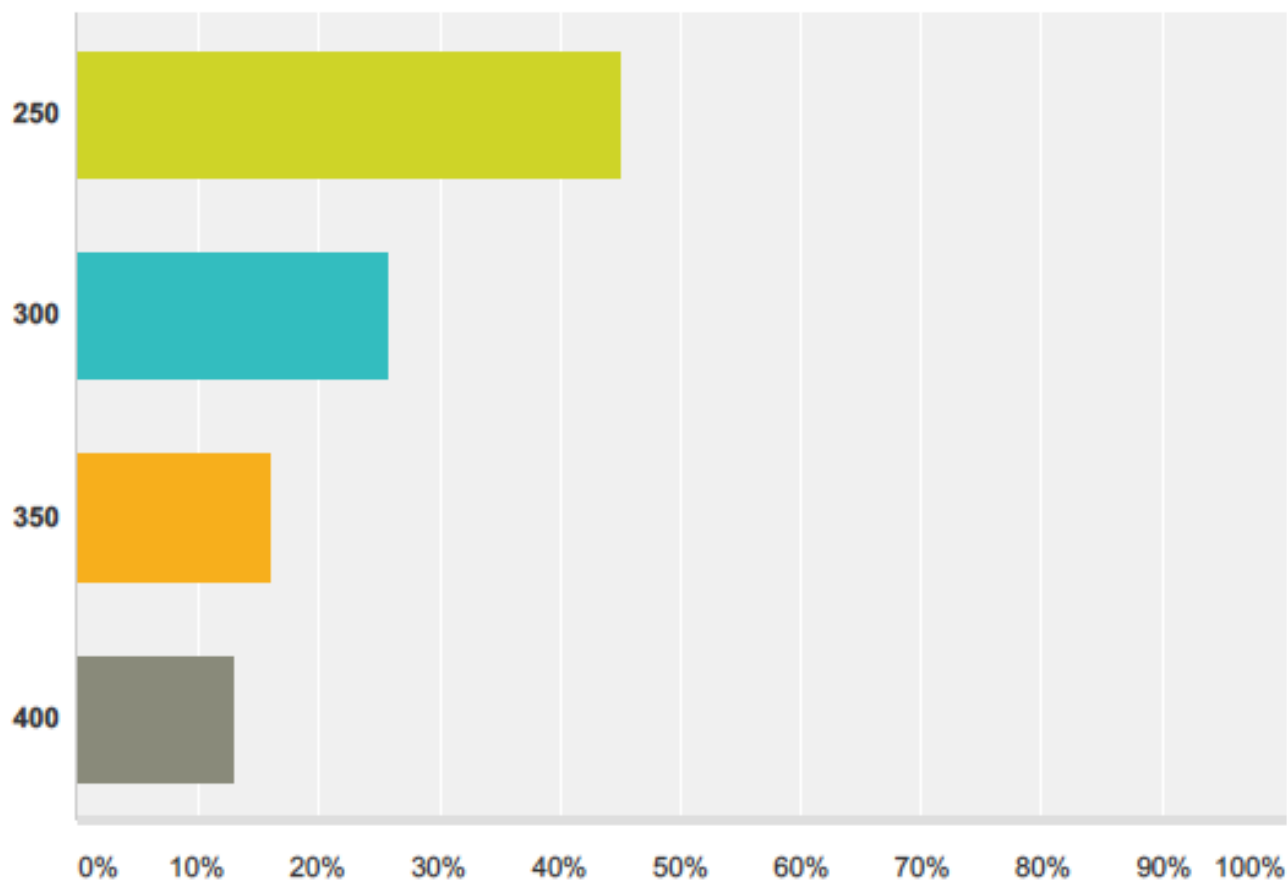
- Non-surgical responsibilities
  - Harder to quantify
  - Minimum 1 outpatient day/week
  - Trauma call ideally
- Research encouraged
  - Minimum requirements (e.g. IRB)

# Proposal

- Surgical responsibilities
  - 250 cases\*\*\*
  - 45% of program directors (55% thought  $\geq 300$ )
  - 10<sup>th</sup> percentile ACGME = 391 codes ~ 260 cases
  - Not broken down by subspecialty

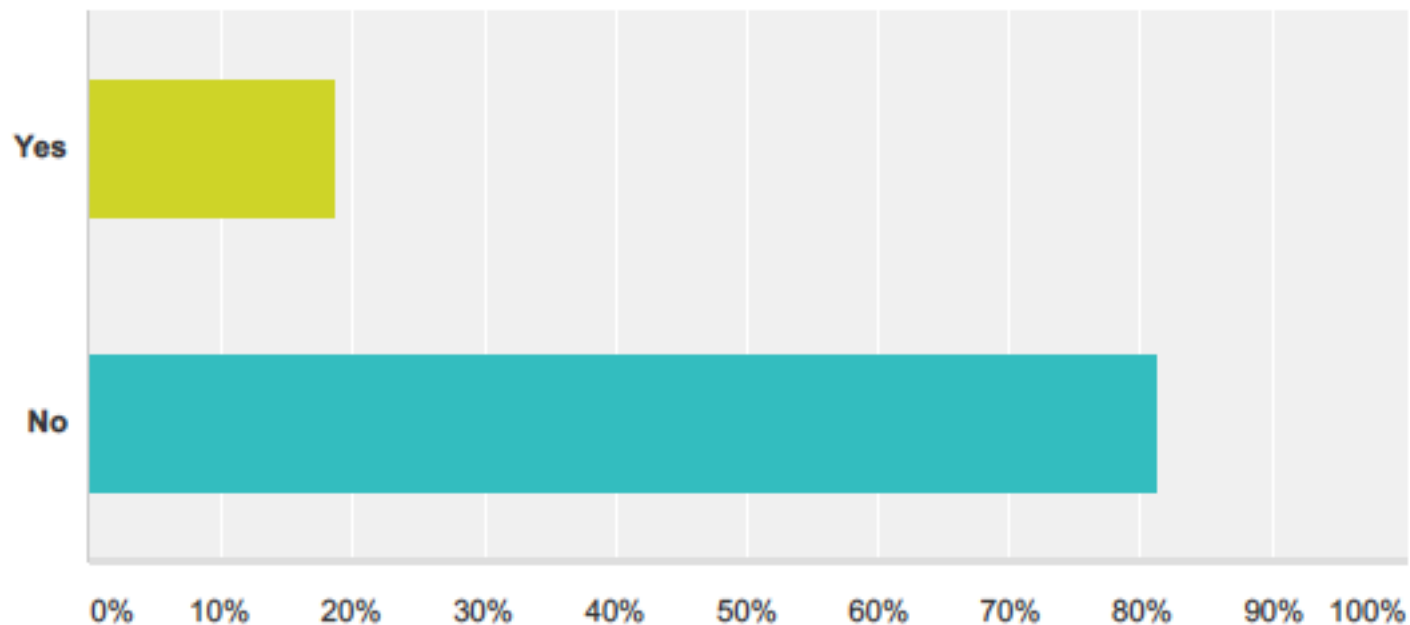
**Q13 What do you feel is a reasonable number of MINIMUM surgical cases (not CPT codes) for a pediatric orthopaedic fellowship (as primary surgeon or first assist)?**

Answered: 31 Skipped: 1



**Q14 As part of a proposed accreditation system, do you favor MINIMUM surgical case volume requirements for each subspecialty (e.g. hip, spine, foot & ankle etc.)?**

Answered: 32 Skipped: 0



# Proposal

- Evaluations
  - Can be institutional
  - Samples drafted
  - Fellow eval of faculty
  - Faculty eval of fellow
  - Program eval by faculty
  - Program eval by fellow\*\*\*
    - Submitted online to POSNA
- Program director attestation

# Implementation

- **Accreditation required to participate in 2017-2018 match cycle (i.e. match day April 2018, for fellows starting Aug 1, 2020)**
- **Deadline for applications Jan 1, 2017**
- All completed applications (with \$\$) will be granted provisional accreditation
- ACGME accreditation = POSNA accreditation
- All programs reviewed by fellowship committee over 2 year period to confer full accreditation
- Renewals reviewed on yearly basis



# Thoughts

- Not a referendum on optimal training program
  - Each program will continue to have its own personality and educational priorities
- Goal is to provide minimum and uniform standards for fellowship training
- We want (need) everyone on board