



How Effective are our Fellowship  
Programs in Training Faculty?  
An Employer's Perspective

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# The World Before ACCGME

1974: Alder Hey – Jackson Rees.  
UK Pediatric Anesthesia

1976: CT Fellowship – Vanderbilt.  
Clinical and Research  
Found my own mentor/supervisor  
Wrote my own ticket!

# ACCGME Fellowships



- *Pain*
- *Critical Care*
- *Pediatric Anesthesia*
- *ACCTA*
- *OB Anesthesia*

*All one year in Duration*



# ACCGME Fellowships: Advanced Clinical Training

- *Master Clinician: Excellent Specialist Training*
- *Detailed Program Requirement*
- *Very little research/scholarly projects*
- *No faculty development/leadership*



# Fellowship Training For an Accademic Career

- *Training for clinical excellence*
- *Training for scholarship*
- *They are potentially complementary*
  - *But they are not the same!*

# Expectations For Faculty



- *Clinical service*
- *Clinical innovation*
- *Scholarship*

# Expectations For Faculty



## Match to Metrics

- *Clinical service*
  - *More than just “showing up” (a lot)*
    - *Master Clinician*
- *Clinical innovation*
  - *Discovery, novel procedures*
  - *Evaluation of processes of care*
  - *Leadership*
- *Scholarship*
  - *Discovery*
  - *Publication*
  - *Grant funding*

# Fellowship Training for Accademia

- *Training must match future metrics*
  - *Metrics are promotion/tenure*
    - *Scholarship major part of assessment*
- *Important not to move the goal posts*
  - *We can't expect people to succeed*
    - *Without appropriate training in preparation*
      - *Hard to get "training" solely as a faculty member*
- *Fairness dictates that we address this*
  - *Supervised training for scholarship required*
    - *Just like clinical training is supervised*

# 132 Research Fellowships (2 YR)



*75% Research and Training*

*25% Clinical Experience*

- *Obstetric Anesthesia*
- *Regional Anesthesia*
- *Neuro Anesthesia*

# ACGME Fellowship Training



- *Inadequate for Faculty Development*
- *Needs to prepare trainees to succeed in academia*
- *Needs to reflect the future metrics*
  - *By which they will be judged*

# Medical Student Training Changing



- *Curriculum Re-design*
- *Research Project*
- *Wet Lab vs. Population Science/  
Epidemiology*
- *Resident Applicants/Additional  
Degrees*



# What Should We Do?

- *Expand ACGME Fellowships to Two years*
- *Junior Faculty Positions*
  - CTSA/POR Programs
  - Lab research
- *Faculty Development*
  - Education
  - Patient Safety/Quality
  - Niche Areas
- *Redesign Curriculum of the Core Program for different career tracks and include specialist training*



# Program Content

- *Course Work*
- *Project*
- *Mentor & Supervisor*
  - *Not the same thing!*
- *Deliverables*
  - *Publications*
  - *Funding*
- *You are training for scholarship*

# Summary



- *Training superb specialist clinician*
  - *Under supervision*
  - *Progressive responsibility*
  - *Towards eventual independence*
- *Faculty Development missing*
  - *Should be same as above*

# Summary

- *Training Superb Specialist Clinicians*
- *Faculty Development Missing*

