Hematology-Focused Fellowship Training Program

March 4, 2021
Today’s Presenters

Robby Reynolds, MPA
Director of Training

Charles Clayton
Chief Professional Development and Diversity Officer

Donna DiMichele, MD
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Housekeeping

Submitting questions
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• The Q&A session will be held at the end of the webinar.

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Recording
• A recording of this webinar will be made available on the ASH HFFTP website.
BACKGROUND AND RATIONALE

Robby Reynolds, MA
Director of Training
Recruitment & Retention Working Group

**Mandate:** Address the concerns raised by the Society community and leadership about the future of the field, particularly **non-malignant hematology workforce**

**Goal:** Identify critical opportunities for ASH intervention to ensure an invigorated and sustainable future for hematology, and in particular, **non-malignant hematology**
Workforce Study

Overview: in 2018 ASH launched a multi-year longitudinal workforce study of 2,000 US hematology-oncology fellows, 2,500 US practicing hematology-oncology physicians and 800 ASH member medical students and residents

Top Three Outcomes/Recommendations:
1. Increase exposure to medical students
   - Expand ASH Ambassador program
   - www.hematology.org/education/educators
2. Increase mentorship opportunities
   - Host Mentorship Summit – Fall 2021
3. Increase number of hematology-focused fellowship tracks
   - Fund creation of 10 new Hematology-Focused Fellowship Training Programs (HFFTP) for 5 cohorts
Hematology-Focused Fellowship Training Program (HFFTP)

What does a HFFTP look like?

1. Rooted in a comprehensive, **innovative** and **multidisciplinary** curriculum in non-malignant hematology
2. Accommodates 5 cohorts of 1-2 **new** hematology-focused fellowship slots per year/institution
3. Meets **ACGME** requirements for hematology education
4. Meets **ABIM** requirements for hematology certification
ELIGIBILITY AND PROGRAM APPROVALS

Charles Clayton

Chief Professional Development and Diversity Officer
Program and Institutional Eligibility

- Hold ACGME “Continued Accreditation” status
- Established training program
- Produce successful career academic hematologists
- Principal investigators’ qualifications
Institutional and ACGME Approvals

Institutional Graduate Medical Education (GME)

Accreditation Council for Graduate Medical Education (ACGME) if awarded

For more information, refer to the FAQ section of the HFFTP website at www.hematology.org/hfftp
Track Record

“Continued Accreditation” status

**New** fellowship position and track

Academic placements
Principal Investigators’ Qualifications

**PD**
- Academic Role Model
- Institution Policies
- ACGME Requirements
- Lead Innovation

**APD**
- Board-certified Hematologist
- Institutional Support
- Member of Clinical Competency and Program Evaluation Committees
KEY ELEMENTS OF THE HEMATOLOGY FOCUSED FELLOWSHIP TRAINING PROGRAM (HFFTP)

Donna DiMichele, MD
HFFTP Project Consultant, Donna DiMichele Consulting, LLC
Goal

To enhance the recruitment of internal medicine or medicine-pediatrics residency graduates into *life-long subspecialty careers focused on academic multidisciplinary non-malignant hematology.*
Multidisciplinary Hematology

- Traditional Non-Malignant Hematology
- Non-Malignant Hematology Subdiscipline
- Complimentary Non-Hematologic Discipline
Program Requirements

- Full-time clinical rotations for 12 months
- Continuity clinic for 24 months
- 12-24 months of protected time for clinical research, educational, and scholarly activities
- Hematology focused—only for the first year
- Balanced experience malignant & non-malignant hematology
- Innovative career development program non-malignant hematology
Innovative Curriculum/Career Development

Traditional Clinical Hematology

- Blood & Marrow Transplant
- Cell Therapy & Immunotherapy
- Global Hematology
- Hematologic Health of Women
- Hemoglobinopathies
- Lifespan Hematology (Med-Peds)
- Transfusion Medicine
- Vascular Medicine

Multidisciplinary Hematology

- Comparative Effectiveness
- Evidence-Based Medicine
- Healthcare Quality & Disparities
- Health Systems
- Implementation Science
- Medical Education
- Systems-Based Hematology
- Telemedicine & e-Consultation
- Quality, Regulatory, Compliance
- Value-Based Care

Non-Malignant Subdiscipline

Complimentary Discipline

American Society of Hematology
# Institutional Experience and Resources

## Institutional strengths to include:

- **Proven track record, or demonstrable institutional resources and capacity, for producing successful career academic non-malignant hematologists [REQUIRED].**

- **Excellent hematology clinical training sites and activities; cross-disciplinary training in enhanced curriculum subject areas; complementary expertise and opportunities at affiliate institutions and collaborative centers.**

- **Suitable research environments and opportunities for fellows to transition to scholarly work and research activities.**

- **Core senior faculty with academic clinical knowledge in non-malignant hematology; faculty with productive scholarly activities in established areas of expertise.**

- **Track record of outstanding mentorship in the clinical and research training of fellows, as well as in the support of fellow projects and activities and overall career development.**

- **Proficiency in creating and implementing innovative training experiences, educational activities, and research opportunities is highly desirable.**
## Recruitment

**Recruitment strategy should include**

- Identification of fellow candidates with a commitment to or strong interest in non-malignant hematology
- Commitment to recruiting candidates only within the National Resident Matching Program (NRMP)
- Creation of a formal hematology track in the Electronic Residency Application Service (ERAS®)
- Evidence of an institutional DEI policy & historical commitment to attracting diverse training candidates
- Demonstrate how individuals from underrepresented racial, ethnic, and gender groups, and individuals with disabilities, will be encouraged to apply.
Institutional Oversight and Reporting

Oversight
- APD works with PD to directly oversee HFFTP design, implementation, optimization & integration
- APD is seated on institutional fellowship committees for a direct role program evaluation

Reporting
- Yearly reports to ASH on progress toward meeting the HFFTP goals and objectives.
- Reports will complement the ACGME APE and PEC reports
- Annual APD/ fellow questionnaires & surveys
HFFTP Consortium Goals

- **HFFTP Consortium of institutional APDs**
  - Review logistical and operational issues; opportunities for collaboration
  - Assess progress toward HFFTP milestones and devise strategies to meet program goals
  - Share best practices, challenges, and lessons learned
  - Explore sustainable models for innovative career development in non-malignant multidisciplinary hematology
AWARD FUNDING
&
APPLICATION PROCESS

Robby Reynolds, MA
Director of Training
$19M

5 Cohorts

50 Academic Hematologists

10 Fellowship Tracks

Consortium
Award Information

<table>
<thead>
<tr>
<th>Awarded funding will cover:</th>
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<tbody>
<tr>
<td>Fellow salaries and fringe benefits</td>
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<tr>
<td>APD funding and protected time</td>
</tr>
<tr>
<td>Fellow visiting rotation stipends</td>
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<tr>
<td>Fellow scholarly work stipend</td>
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<td>Fellow ASH Annual Meeting travel stipends</td>
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3 Award Options per Institution

5 Fellows
- 1 slot per year
- 3 years of training per fellow
- $1,735,682

10 Fellows
- 2 slots per year
- 3 years of training per fellow
- $3,362,546

5 Fellows
- 1 slot per year
- 2 years of training per fellow
- $1,148,766
Application Process

1. Visit HFFTP Website
   - www.hematology.org/HFFTP

2. Download Application
   - Microsoft Word Document (docx)

3. Complete Application
   - Sections A - N

4. Convert Completed Application into PDF File

5. Compile and Save Supporting Documents into PDF files

6. Log into ASH’s Online Application Platform
   - Link available on HFFTP website starting on April 1, 2021

7. Upload Completed Application and Supporting Documents
Application Components

Demographic Information
A. Executive Summary
B. Program Background
C. Program Description
D. Clinical Training Component
E. Scholarly Activity and Research Training
F. Experience and Qualifications of PD and APD
G. Program Faculty Expertise
H. Logistical and Structural Aspects of Program and On-Site Resources
I. Recruitment
J. Supervision and Evaluation of Fellows
K. Evaluation of Faculty and Program Reporting
L. Impact of HFFTP on Post-Fellowship Career Advancement
M. Award Funds and Program Budget
N. Institutional Commitment to Matching and Supporting Funding
Key Dates

- **November 15, 2021**: Application Deadline
- **March 15, 2022**: Awards Announced
- **July 1, 2022**: Funding for APD Protected Time Starts
- **July 1, 2023**: Funding for Fellows Starts
- **June 30, 2030**: Funding End Date
REVIEW PROCESS & CRITERIA

Donna DiMichele, MD

HFFTP Project Consultant, Donna DiMichele Consulting, LLC
Peer Review Selection Process

• Incomplete and/or non-responsive applications will not be reviewed.
• Complete & responsive applications will be reviewed by an independent, externally selected HFFTP Review Committee, convened by ASH.
• As part of the initial merit review:
  ➢ Only applications deemed to have the highest merit will be discussed and assigned a priority score.
  ➢ All applications will receive a written critique.
Peer Review Criteria

**Weighted review:**

**Program (50%):** Innovation; Approach; Curriculum; Suitability and relevance to achievement of HFFTP goals; Experience, track record and breadth of clinical preceptors and research mentors

**Institution (25%):** Environment; Institutional capacity for and resource commitment to hematology-focused clinical, scholarly and research focused training

**Recruitment (10%):** Targeted recruitment strategy; Diversity, Equity, and Inclusion policies and historical practices; adequate plans to recruit and retain fellows from underserved and underrepresented minority, ethnic, gender, and disadvantaged populations

**Oversight and Evaluation (15%):** Plans for institutional oversight and evaluation of the novel track outcomes and fellow performance
Contacts

• For technical difficulties, contact training@hematology.org

• For other inquiries, contact Robby Reynolds at rreynolds@hematology.org
Q and A

For more information, refer to the HFFTP website at www.hematology.org/HFFTP