

The PEDS Network Fellowship Program

Pediatrics for an Equitable Developmental Start
(PEDS) Learning Network



Program Description
and Application Requirements



What is the PEDS Network Fellowship program?

The PEDS Network Fellowship program aims to develop and nurture the next generation of clinical leaders committed to improving early childhood development and reducing disparities for children and families by transforming pediatric primary care practice. It is a 15-month professional development program sponsored by the United Hospital Fund as part of its statewide Pediatrics for an Equitable Developmental Start (PEDS) Learning Network. The PEDS Learning Network, and this fellowship program, recognize that the first few years of life are crucial in establishing a path toward—or away from—better health and educational outcomes over the lifespan and that clinicians are on the frontlines of supporting families during this critical period.

During the fellowship program, fellows will receive:

Mentorship: Each fellow will be placed with two to four other fellows in a small cohort, which will be led by a group mentor. The mentor, an accomplished pediatrician and “change agent,” will provide fellows with monthly assistance in developing and implementing a practice transformation project of their choosing. The mentor will also connect fellows to recognized professionals in that project area and build a network of support among the fellows.

Professional Development Opportunities: Fellows will be invited to engage in three in-person, full-day, statewide learning collaborative meetings with New York’s leading pediatric champions. These collaborative meetings will provide opportunities for in-person networking, lessons about innovative strategies being used across the state to promote child development and health equity within pediatric practices, and problem-solving strategies around key implementation challenges. Each meeting will be followed by a PEDS Network Fellowship dinner featuring leadership development content.

Financial Support: Each fellow will receive a stipend of \$10,000 to support the time and effort required to complete the program. Travel and accommodations for the in-person learning collaborative meetings will also be covered.

Who is eligible to become a fellow?

Early career physicians, nursing professionals, and clinical social workers are invited to apply. All applicants must be licensed to practice in New York State. Additionally, applicants must have worked in a New York State pediatric or family medicine practice/clinic and have been on staff there for at least one year, with ideally one to five years of work experience.

Who will benefit most from participation in the PEDS Network Fellowship program?

The PEDS Network Fellowship is designed for early career clinicians who are seeking to grow as professionals and are aligned with the PEDS Learning Network goals of achieving better and more equitable outcomes for New York's young children and families. If you are passionate about improving health equity and early childhood development and interested in exploring how to work collaboratively and effectively within your practice—and with communities—to meet these goals, we encourage you to apply.

Participants should consider whether they have enough time to fully participate in PEDS Network Fellowship meetings and commit to designing and initiating a practice change initiative. Due to the required time commitment, candidates who would be concurrently enrolled in Master's or Doctoral programs during the program are discouraged from applying.

Candidates should expect to remain at their practice/clinic through the 15-month program.

What are the requirements for prospective fellows?

Applicants must:

- Demonstrate a strong interest in health equity and improving child outcomes
- Commit to participating in monthly mentorship calls/meetings, up to three in-person learning collaborative meetings, and designing and initiating a practice improvement project at their practice/clinic
- Be willing to deepen their capacity to become instruments of change based on the belief that individual leaders are capable of leading from whatever position they hold
- Provide evidence of commitment and support from senior practice leadership

With the help of their mentor, fellows will receive coaching on how to design and initiate a practice improvement project at their place of work or in collaboration with community. Projects must be clearly defined, achievable within one year, and have a strong tie to improving equity for children and families. Examples of projects include:

What is a practice improvement project?

- Analysis of composition of caseload , e.g. primary language spoken at home, and helping put in place a structure that addresses a family's communication needs
- Fostering stronger family engagement through focus groups or establishing a practice advisory committee or other feedback device
- Identifying a staff training need, e.g. implicit bias or trauma-informed care, and developing/selecting a curriculum and process to embed that training in practice
- Exploring options for facilitating information exchange efficiently and effectively between practices and community-based organizations while ensuring patient privacy and assisting both entities in deciding what might work best for them
- Building a coalition of community members to map community resources for children and families

Fellows will provide a report on their practice improvement projects to United Hospital Fund leadership, peer fellows, and mentors at the end of the fellowship program.

How will fellows benefit from this experience?

Fellows will:

- Acquire knowledge and skills to lead practice transformation efforts to foster optimum outcomes for children and families
- Help transform the health care system to promote health equity
- Engage with pediatric leaders across the state
- Develop a professional network
- Obtain career development advice from mentors and PEDS Learning Network members

The fellowship program will begin with a one-day “get acquainted” meeting with the UHF PEDS team, tentatively scheduled for late September of 2020.

How is the program structured and what is the time commitment?

Fellowship cohorts will then meet with their mentor on a monthly basis, in a style and time of the cohort’s choosing. The meetings will most likely last for an hour to 90 minutes.

Fellows are required to attend three in-person learning collaborative sessions (travel expenses will be covered) and a dinner meeting for fellows following those sessions.

Fellows will also be responsible for making time to work with their mentors to design a transformation project; sharing a summary of that design with the UHF team; implementing their projects over the following year; and preparing and presenting a report of their work at the final in-person meeting of the PEDS collaborative, tentatively scheduled for late fall 2021.

How do I apply?

Interested applicants can download a pdf of the application [here](#). Applications should be submitted online here by August 15, 2020.

<https://uhfnyc.org/our-work/initiatives/peds-learning-network/peds-fellowship/>



PEDS Network Fellowship Application

HOW TO APPLY

Responses to Parts A - F should be submitted online through the [PEDS Network Fellowship application](#). Part G (recommendation letters) should be submitted directly from the letter authors online through the [PEDS Network Fellowship nomination](#). The application must be complete at the point of submission.

RECEIPT DEADLINE FOR ALL MATERIALS: SATURDAY, AUGUST 15, 2020

Part A: APPLICANT INFORMATION

* Name (First, Middle, Last, Degree/Credentials):

* Work Address:

* Health System or Practice Site:

* Hospital/Site:

* Current Job Title:

* Phone Number:

* Email Address:



PEDS Network Fellowship Application

PART B: YOU AND YOUR ORGANIZATION

Please answer the following questions (max 250 words per question):

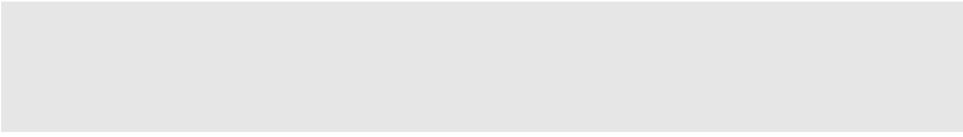
* What is your motivation for joining the PEDS Network Fellowship program?

* What is the nature of your employing organization (private practice, hospital-based, FQHC, etc.), its mission, size, and composition of its caseload?

* What is your role in the organization and how long have you been in that role?

* What strategies are currently employed in your organization to (1) promote optimal early childhood development, including social-emotional development; and (2) identify and address child health disparities? What data, if any, is used to measure these disparities?

*** What strategies might you employ, including engagement of families and community members, if time and resources were made available?**





PEDS Network Fellowship Application

PART C: YOUR VISION AND VALUES (max. of 250 words):

The PEDS Network Fellowship program is designed for professionals who have a deep sense of commitment to the common good, and who assume or aspire to leadership roles with which they can influence and leverage system changes to create better futures for children and families.

*** What is your vision for improved outcomes for children and families?**

*** How and where do you see yourself making a difference on behalf of such children and families over the next three to five years?**

*** What individual characteristics or experiences do you bring to this initiative that you believe will enable you to succeed?**

*** PART D: CURRICULUM VITAE**

Please attach a current CV or résumé.

Choose File

Choose File

No file chosen



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* PART E: ELIGIBILITY ATTESTATION

Please check the applicable boxes based on your eligibility (check all that apply).

Physicians:

- Eligible and licensed to practice in New York State
- At least one year of clinical experience (not counting residency)
- Not Applicable

Number of years of experience:

* Nursing Professionals:

- Eligible and licensed to practice in New York State
- Master's degree or higher in nursing or related field
- At least one year of full-time clinical experience
- Not Applicable

Number of years of experience:

*** Clinical Social Workers:**

- Eligible and licensed to practice in New York State
- Hold a LCSW license with a Master's degree or higher in social work
- At least one year of full-time clinical experience beyond the three years of supervised experience required to gain licensure
- Not Applicable

Number of years of experience:

*** Candidates: Please sign below indicating that you are willing to make a personal commitment to fulfill all of the requirements of the PEDS Network Fellowship program for the duration of the program and that your organization is aware of the time commitment involved.**

Candidate Name:

E-Signature:

Date:



PEDS Network Fellowship Application

PART F: Diversity and Inclusion. THIS SECTION IS OPTIONAL. We intentionally try to build a fellowship cohort that represents a diversity of lived experiences and identities.

Please select all that apply:

- Asian/Pacific Islander
- Black/African American
- Latinx
- Middle Eastern
- Native American/Alaska Native
- White
- Female
- Male
- Transgender, Gender Non-Conforming, or Non-binary
- Lesbian, Gay, or Bisexual
- First in family to attend college
- Immigrant or first-generation American
- Individual with a disability
- Parent or Primary Caregiver of a Child

Additional Information



PEDS Network Fellowship Application

PART G: RECOMMENDATION LETTER

Please request a recommendation letter from your direct supervisor. The recommendation letter should be submitted directly to the [PEDS Network Fellowship Nomination Form](#) due Saturday, August 15, 2020.

You may **elect** to provide a supplemental recommendation letter from a colleague in another discipline* or from a parent/caregiver of one of your patients.

Please note that your direct supervisor will need to attest to having received institutional sign-off for your participation in this program upon submission of the letter.

*If you are a physician, the second letter cannot be from another physician, but can be from a nurse, community health worker, physical or occupational therapist, pharmacist, etc. If you are a nurse, the second letter cannot be from another RN or NP, but must be from someone in another discipline, such as a physician, respiratory therapist, or physician assistant. Likewise, if you are a social worker, the letter cannot be from another social worker. Rather, as in the above examples, the recommendation should come from another type of provider or colleague in another discipline.

THANK YOU. WE ENCOURAGE YOUR QUESTIONS.

For general information about the PEDS Network Fellowship program, please contact:

Susan Olivera, Senior Program Manager, Children's Health Initiative, solivera@uhfnyc.org

For questions about submitting the application, please contact:

Hillary Browne, Administrative Assistant, hbrowne@uhfnyc.org