

The PEDS Network Fellowship Program

Pediatrics for an Equitable Developmental Start
(PEDS) Learning Network



2022-23 Program Description
and Application Requirements



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

What is the PEDS Network Fellowship program?

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 Network's fellowship program recognizes 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 front lines of supporting families during this critical period.

During the fellowship program, fellows will receive:

Professional Development: Fellows will engage in an equity-focused curriculum that includes both conceptual knowledge building and practical skill-building activities and problem-solving strategies around key implementation and practice transformation challenges. Fellows will also participate in quarterly statewide learning collaborative webinars with New York's leading pediatric champions, providing opportunities for networking and additional practical lessons about innovative strategies being used to promote child development and health equity within pediatric practices.

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 their project area as appropriate.

Financial Support: Each fellow will receive, at a minimum, a stipend of \$12,500, to support the time and effort, and travel and lodging expenses required to complete the program.* Additional funds will be available to support direct costs associated with project implementation.

*** Given the continued uncertainty of the COVID-19 virus, this program cohort will be presented in a hybrid model. There will be a combination of in-person gatherings (when appropriate) and virtual learning and engagement opportunities.**

Who is eligible to become a fellow?

Early-career physicians, nursing professionals, behavioral health practitioners, and clinical social workers are invited to apply. All applicants must be licensed to practice in New York State. Additionally, applicants must be actively working 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 practitioners 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 implementing a practice change initiative. Due to the required time commitment, candidates who would be concurrently enrolled in master's or doctoral programs 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 outcome
- Commit to participating in all program activities (see details below), and commit to designing and implementing a practice improvement project at their practice/clinic
- Provide evidence of commitment, engagement, and support from senior practice leadership

With the help of their mentor, fellows will receive coaching on how to design and implement a practice improvement project at their place of work or in collaboration with community. Projects must be clearly defined, achievable within one year, and

What is a practice improvement project?

have a strong allegiance to improving equity for children and families. Examples of projects include:

- 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 into the practice
- Developing processes for integrating behavioral health, developmental, or social needs screening in the practice workflow and developing in-practice or community-based organization supports to address identified needs
- Building a coalition of community members to identify and address the health needs of children and their families by leveraging existing community resources

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
- Engage with pediatric leaders across the state
- Deepen their capacity to become instruments of change based on the belief that individual leaders are capable of leading from any position
- Develop a professional network, connecting with peers, PEDS Network Fellowship alumni, and PEDS Learning Network members
- Obtain career development advice from mentors

The fellowship program will begin with a one-day, in-person, “get acquainted” meeting with the UHF PEDS team, scheduled to be held in April 2022. Two additional in-person meetings will be scheduled near the mid-point and end of the fellowship. *Please note this is contingent upon COVID-19 precautions and a potential hybrid in-person/virtual model.

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

Fellows are expected to join monthly 90-minute virtual meetings between in-person meetings. Additionally, fellows will have the opportunity to meet their mentor in a style and time of the fellow and cohort’s choosing. Fellows are also required to attend quarterly learning collaborative webinars.

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 Network Fellowship.

How do I apply?

Applications should be submitted online by Friday, March 4, 2022. Interested applicants can access the online application [here](#):

<https://www.surveymonkey.com/r/DSXSN5J>. A sample application begins on the next page.



PEDSNetwork 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: **FRIDAY, MARCH 4, 2022**

Part A: APPLICANT INFORMATION

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

* Work Address:

* Health/Hospital System:

* Practice Site:

* Current Job Title:

* Phone Number:

* Email Address:



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PART B: YOU AND YOUR ORGANIZATION

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

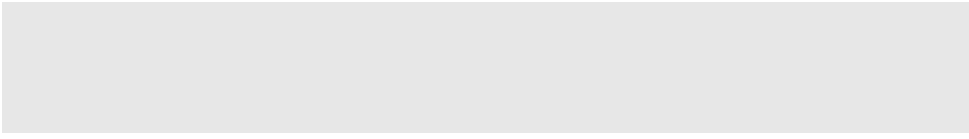
* What is your motivation for joining the PEDS Network Fellowship program?

* 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?





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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:



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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



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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 **FRIDAY, MARCH 4, 2022**.

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