

APP Fellowship Creation: From Concept to Launch

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University of Colorado **Anschutz Medical Campus**

OBJECTIVES

- ❖ Define the rationale and organizational benefits of developing an APP fellowship program.
- ❖ Identify the essential components required to design and implement a successful APP fellowship.
- ❖ Develop a practical framework for proposing and launching an APP fellowship program.

Slido Poll





POLL: WHY ARE YOU HERE?

- a. Starting a fellowship and don't know how.
- b. Ideas to improve fellowship.
- c. Pure curiosity.
- d. Networking with APP fellowship directors.
- e. Something is missing in my fellowship and I don't know what?



POLL

WHERE ARE YOU IN THE PROCESS?

- a. Still planning and proposing.
- b. Fellowship has been approved, but not started.
- c. Currently approved and actively creating the fellowship.
- d. 0-2 years into fellowship program.
- e. <2 years into fellowship program.

CREATING THE PROPOSAL



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CREATING THE PROPOSAL

- ❖ Identify your why?
- ❖ Identify your audience.
- ❖ Create an agenda for your meeting.
- ❖ Follow-up and provide expected timeline.

CREATING THE PROPOSAL

❖ IDENTIFY YOUR WHY?



CREATING THE PROPOSAL

❖ IDENTIFY YOUR AUDIENCE

- ❖ Department physicians and APP's.
 - ❖ Identify physician Medical Director.
- ❖ Hospital administration.
- ❖ Departmental administration/
university administration.

CREATING YOUR PROPOSAL

❖ CREATE THE AGENDA

- ❖ Introductory meeting proposal via email with all parties that need to be involved.

Agenda example:

IR APP Fellowship Meeting Agenda

Date: 12/17/24

Time: 1600

Duration: 1 hour

Location/Platform: ZOOM /in person if able

Facilitator: Shelley Rio

Meeting Participants: Ihab Kamel, Mehul Lakhani, Tatiana Emanuel, Premal Trivedi, Brian Slentz, Shelley Rio

1. Welcome and Introduction (5 minutes)

Overview of the meeting's purpose and structure

2. Overview of APP Fellowships Nationwide (5 minutes)

Brief explanation of APP fellowships in healthcare

Key statistics and trends in APP fellowship programs across the nation.

Discussion of their impact on education and productivity

3. Current Landscape and Opportunities (20 minutes)

Analysis of CU's current status regarding APP fellowship integration.

Review IR APP fellowship purpose and structure.

Identify opportunities for enhancement in education and IR productivity

4. Actionable Next Steps and Q&A (25 minutes)

Review budget proposal and obtain input from Mehul

Open discussion and Q&A session.

5. Closing Remarks (5 minutes)

Next steps and follow-up plan.



FOLLOW-UP AND TIMELINE

- ❖ Can be challenging- Follow-up emails and meetings may be required.
- ❖ Ensure adequate time for interviews, candidate selection and credentialing.
- ❖ Be clear on timeline.
- ❖ Be persistent and continue to remind involved parties why a fellowship is such a great idea.
- ❖ Prepare fellowship curriculum as you wait.



BUDGET

- ❖ Seek help from other APP fellowship directors.
- ❖ Work closely with CFO and assistant CFO.
- ❖ Be flexible!
- ❖ Ask for more than you anticipate getting.

ANNUAL PROGRAM EXPENSE		
Program Director salary (.10 FTE)	***	.10 FTE, salary and benefits
Fellow salary (1.0 FTE)	87,750	1.0 FTE, salary and benefits (\$65k SAL)
Fluoroscopy Certification/CME	1,500	
Operating expense	2,000	Laptop (\$1,200), handbook, memberships (\$400) survey platforms, online subscriptions (redcap) /resources etc. , office supplies
Marketing	2,000	website creation, job postings on professional societies (SIR) and NP/PA organizations
subtotal: program expense		
REVENUE ESTIMATE		
Patient Income	(100,975)	see table below
Assessments @ 28%	28,273	
subtotal: net patient income	(72,702)	
TOTAL FUNDING NEEDED	***	

	0%	50%	75%	75%	
	0 - 3 months	3 - 6 months	7 - 9 months	10 - 12 months	TOTAL
Patient Income	-	(25,244)	(37,866)	(37,866)	(100,975)
Assessments @ 28%	-	7,068	10,602	10,602	28,273
	-	(18,176)	(27,263)	(27,263)	(72,702)

POLL:
**WHAT HAS BEEN YOUR BIGGEST
CHALLENGE?**

- a. Obtaining approval and funding for fellowship.
- b. Obtaining dedicated admin time/pay for fellowship.
- c. Curriculum creation.
- d. Colleague support.
- e. Candidate applications and selection.
- f. Marketing.

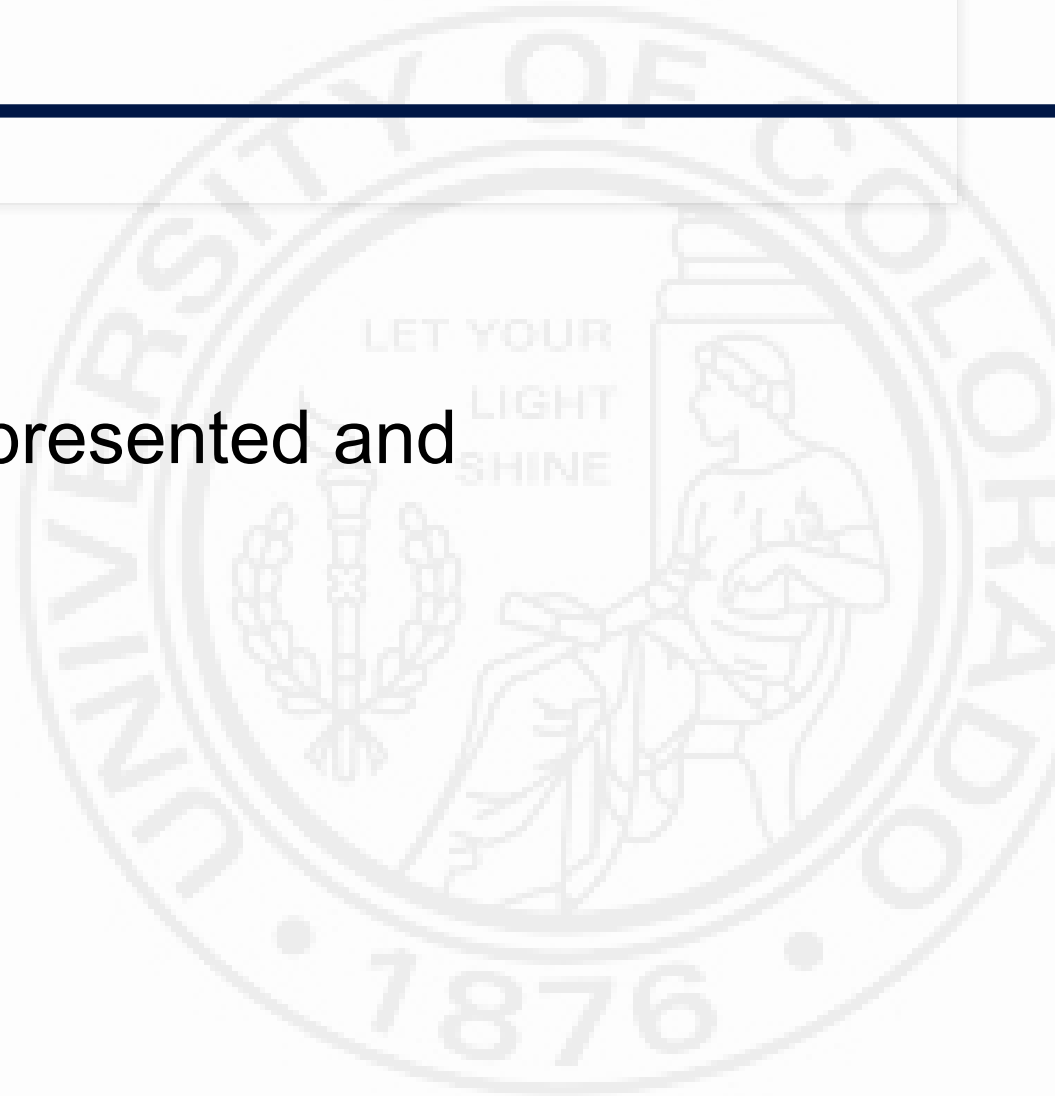
Slido Poll



CREATING THE CURRICULUM

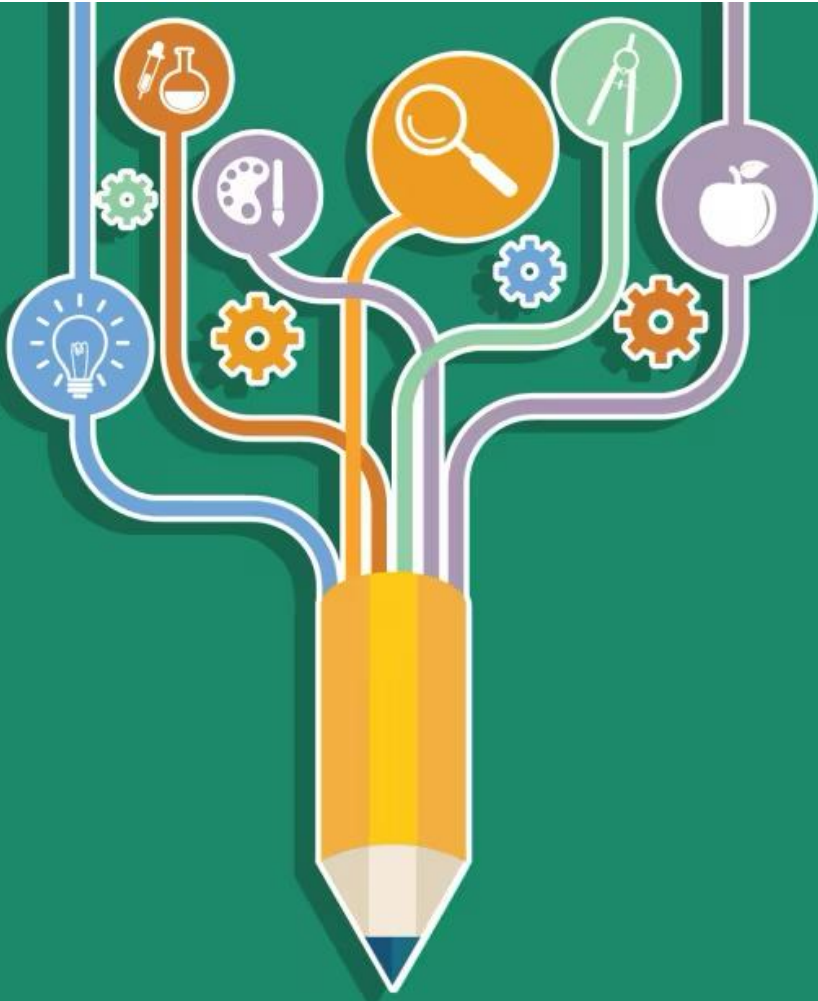
CREATING THE CURRICULUM

- ❖ Identify objectives of fellowship.
- ❖ Create a list of didactic topics to be presented and who to present.
- ❖ Weekly readings?
- ❖ Electives?
- ❖ Pre/post test/Quizzes.



CREATING THE CURRICULUM

- ❖ Benchmarks at each stage of fellowship.
- ❖ Certifications to be obtained.
- ❖ Frequency of evals? What program will you be using. Med hub, Qualtrics etc.
- ❖ Length of fellowship?
- ❖ Outside lectures from other fellowships?



QI project?

Journal club?

APP fellowship info

CANDIDATE SELECTION



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CANDIDATE SELECTION

- ❖ What type of candidates are you looking for?
- ❖ Number of candidates to be selected for each year or cohort.
- ❖ Create screening interview questions.
- ❖ Create second round interview questions-more extensive and specific.
- ❖ Develop a rubric that encompasses all aspects of the candidates: diversity, application presentation, strength of letters of recommendation

SCREENING INTERVIEW EXAMPLE

- **IR Fellowship Screening questions:**

- **1. Interest & Motivation**

"What drew you to apply for an Interventional Radiology APP fellowship, and what are you hoping to gain from this experience?"

- **2. Foundational Knowledge**

"Can you briefly describe what you understand about the role of an APP in Interventional Radiology?"

- **3. Adaptability & Learning Style**

"Tell us about a time you had to learn a new clinical skill or concept quickly. How did you approach it?"

- Scoring rubric:

- • **1 - Poor:** No clear answer, lacks insight, concerning response
- • **2 - Below Average:** Minimal detail, weak connection, limited understanding
- • **3 - Acceptable:** Adequate, basic understanding, meets minimum expectations
- • **4 - Strong:** Clear, thoughtful, relevant examples, good insight
- • **5 - Exceptional:** Highly articulate, insightful, demonstrates strong alignment and initiative
-

100%

MARKETING AND WEBSITE CREATION



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MARKETING

- ❖ Create job description.
- ❖ Inquire about marketing team, what resources do you have. Budget may be restrictive.
- ❖ Sites to consider posting fellowship: AAPA, AANP, specialty organizations (SIR), Local NP and PA schools, LinkedIn, Indeed.
- ❖ Create a website with marketing team with link to application and application requirements and deadline.
- ❖ <https://medschool.cuanschutz.edu/radiology/education/fellowships/ir-app-fellowship>
- ❖ Offer to speak to schools in the area.
- ❖ Word of mouth.

CHALLENGES



Obtaining resources needed for fellowship.

Time/compensation for fellowship.
Marketing funds.
Admin support staff.



Capturing billing- Fluoroscopy requirement.



Candidate recruitment.



Evaluation system-cumbersome, not user friendly.



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OUTCOMES

- ❖ Fellow satisfaction and lower complication rate.
- ❖ Independently performing procedures and continuing to get numbers for variety of procedures. Performing consults and rounding independently.
- ❖ Faculty participation and satisfaction improved.
- ❖ Scores on evals improving month to month.
- ❖ Currently studying for fluoroscopy boards, expected to take them in August.
- ❖ Universities have reached out to receive helping starting and IR fellowship.



TAKEAWAYS

- ❖ Give yourself adequate time for proposal, planning and approval. Create a written timeline.
- ❖ Identify your support system- Medical director, fellow APP's, do you need an assistant fellowship director?
- ❖ Identify your resources- Administrative assistant, marketing team, budget.
- ❖ Have fun!

Thank you! Questions?

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