



Council of Pediatric Subspecialties Fall Newsletter 2023

Mission: The Council of Pediatric Subspecialties advances child health through communication and collaboration within its network of pediatric subspecialties and liaison organizations.

The Council of Pediatric Subspecialties (CoPS) includes representatives from all pediatric subspecialty societies/subspecialties as well as Association of Medical School Pediatric Department Chairs (AMSPDC), Association of Pediatric Program Directors (APPD), American Board of Pediatrics (ABP), Council on Medical Student Education in Pediatrics (COMSEP), Academic Pediatric Association (APA) and the American Academy of Pediatrics (AAP).

The CoPS Fall Meeting was held in Chicago, October 16 and 17, 2023. Representatives from most of the pediatric subspecialty societies and all the allied organizations attended. Highlights from the meeting are included in this CoPS newsletter. Slides (pdf format) from the fall meeting are available from your subspecialty representative(s) to CoPS. Updates and announcements from each of the allied organizations can also be found in the slides.

This summer the CoPS Executive Committee participated in strategic planning informed by the history of CoPS' achievements and by survey responses from each of the CoPS representatives and allied organizations regarding the priority foci for CoPS work over the next 6 years. There emerged 3 strategic planning priorities: 1) Future Pediatric Subspecialist, 2) Practice, and 3) Leadership/Wellbeing. CoPS, either alone, or in collaboration with allied organizations, will now focus on these 3 areas identified as priorities with goals in each domain, enabling CoPS to partner in the building of a sustainable pediatric subspecialty workforce. In addition, CoPS is focused on improving bidirectional communication, plus collaboration, with subspecialty society members.

Given the strategic plan priorities, a new mission statement was proposed for CoPS Council Representatives' consideration and future voting: **CoPS unifies the pediatric subspecialist voice and advances the development, wellbeing, and practice of pediatrics subspecialists to improve child health.**

CoPS strategic plan (2024-2030) focuses on 3 primary issues spanning all pediatric subspecialties:

1. **Future Pediatric Subspecialists** – This Action Team focuses on recruiting trainees to pediatrics/pediatric subspecialties, graduate medical education/training, and certification of trainees.
 - a. **PROJECTS**
 - i. Recruitment Programs to Subspecialties – i.e., travel grants, reduced meeting, or membership costs, etc.
 - ii. Survey created to understand what subspecialties are doing to increase participation in research and with societies among future fellows

1. Info we expect to get from the survey from Future Subs Action Team: understand the strategies being used to increase early exposure and engagement of trainees, and/or funding for research at the medical student and resident levels, in each pediatric subspecialty
- b. FALL MEETING UPDATES
 - i. ABP SITE Exam – Internet based testing (IBT), now via computer and proctored at/by individual training institutions
 - ii. ABP Competency Based Medical Education (CBME) – ABP subspecialty specific and common to all fellowship Entrustable Professional Activities (EPAs) mapping to subspecialty specific Milestones 2.0 is in its final stages and the ABP will publish the mapped EPAs to Milestones 2.0 soon for use by faculty, program directors and fellows for curriculum design and assessment. In 2021, the ABP announced its decision to incorporate EPA assessments into initial certification decision making starting in 2028 as a key step in the ongoing transition to CBME.
 - iii. Early Exposure – High School/College, COMSEP (medical students); Residents (webinars and activities by APPD/CoPS/others aimed to increase awareness of careers in pediatrics)
 - iv. Match and Application Data
 1. Pediatric Residency Applications rose 5%, overall applications to ERAS for residency up 16%
 2. Pediatric Fellowship Applications down 8.3%, despite fellowship applications rising in other specialties
 - v. Fellowship Recruitment Action Team (APPD, AMSPDC, CoPS) Webinars for fellowship applicants will continue – improvements this year with more fellows attending sessions
 - vi. Virtual Interviews (APPD) – recommended continued virtual interviews (improves equity, decreases burden) – discussions ongoing about visits to city/institution after match rank list finalized, 2nd look study in progress evaluating practice for Pediatrics residency/fellowship interviews
 - vii. Pediatric Medical Education Conference organized by APPD for faculty will take place 9/18/2024 – 9/20/2024
 - viii. Subspecialty Loan Repayment Programs
 1. HRSA's program funded ~ \$30M of which only a small amount was allocated given the requirement for 40h/week at a minimum of 45 weeks per year, of which 36h per week must be engaged in direct patient care, leaving many subspecialists NOT eligible due to actual average hours involved in direct patient care; AAP taking the lead on response
 2. A 2nd program is the NIH loan repayment for fellows' program with a pediatrics specific track: have to be US citizen, research at least 20h/week, 2-year term with up to 50K/yr, 50% funding success BUT stringent criteria and demanding application process with the mentor's chance of success considered as well
2. **Subspecialty Practice** – This Action Team focuses on pediatric subspecialty practice issues including clinical FTE (cFTE), workforce, salary equity, reimbursement, and practice measurements/metrics.
 - a. PROJECTS
 - i. Define cFTE – understand current FTE standards at a variety of institutions and develop a task force to identify common standards
 - ii. Financial Transparency – improve understanding and transparency around RVU metrics for providers, RVU values set by AMA's Relative Value Scale Update

- Committee (RUC), reimbursement to hospitals vs physicians, and salary equity for subspecialties
- b. FALL MEETING UPDATES
 - i. AMSPDC/AAAP cFTE Project Ongoing – survey of Department of Pediatrics administrators/division chiefs on defining cFTE – including clinical hours, clinical sessions, and metrics
 - ii. ABP/Shep’s Center Pediatric Workforce Data Modeling Project –upcoming publication of manuscripts in *Pediatrics* February 2024 – this large project developed workforce modelling 2020 to 2040 for all subspecialties based on US Census data and different scenarios
 - iii. Advanced Practice Provider (APP) Discussion – APPs are vital to the workforce and will become increasingly vital when new ACGME Pediatric Residency guidelines go into effect. Incorporating APPs into training and practice will be a major initiative
 - iv. Salary Disparity Discussion – the Lifetime Earnings Paper identifies significant disparities between pediatric subspecialty salaries, and fellowship applications per position are highest for subspecialties with higher salary
 - 3. **Wellbeing and Leadership** – This Action Team focuses on combining efforts across subspecialties to improve the wellbeing of pediatric subspecialists and provide leadership training and resources to faculty.
 - a. PROJECTS
 - i. Define Educational FTE (eFTE)- defining the 0.1 that the ACGME designates for core faculty to complete educational work. Working to create a survey to understand what how institutions define and use this time currently
 - ii. Defining a wellbeing leadership role
 - b. FALL MEETING UPDATES
 - i. NASEM Report – CoPS co-sponsored the National Academies of Science, Engineering and Medicine (NASEM) Consensus Report on The Future Pediatric Subspecialty Physician Workforce, published in September 2023. The recommendations from this report will also be informative to CoPS’ strategic plan priorities. The report identified 4 primary briefs:
 - 1. Promoting Collaboration between PCP and Subspecialists
 - 2. Reducing Financial and Payment Disincentives
 - 3. Enhancing Education, Training, Recruitment and Retention
 - 4. Supporting the Physician-Scientist Pathway
 - 4. **Upcoming CoPS Events:**
 - i. CoPS Initiatives: Crosscutting Core Issues – webinar with participating Societies’ Presidents and AAP Section Chairs as well as CoPS Council Representatives discussing initiatives and future plans 1/17/24, 2 to 3 pm EST
 - ii. CoPS Spring Meeting (virtual) 4/26/24, 12 to 4pm EST

Please reach out to your subspecialty society representative(s) or CoPS Executive Committee directly for questions or suggestions.

Happy Holidays!

Thank you,
CoPS Executive Committee