

## Questions fellow applicants should ask

### Program

#### Curriculum

- How long is the program? (There are quality 2 year programs out there, but many programs demand 3 years).
- How many in-patient weeks?
- How many out-patient weeks?
- How often is out-patient clinic?
- How much time spend in out-patient dialysis?

#### Director

- How long in her/his position?
- Any plans for leaving/retirement?
  - Who will replace PD in the event of departure?
- Do fellows feel that program leadership hears their concerns?
  - Do these concerns result in change?

#### Teaching

- What teaching activities does the program provide?
  - Lectures?
  - Symposia?
  - Workshops?
- Is the fellow's time sufficiently protected to attend teaching activities?
- How much of the faculty do fellows see while on service?
- Procedures
  - How many lines / biopsies to fellows perform?
  - Do fellows learn other skills? (renal ultrasound, thrombectomies, PD catheter de-clotting)
- Do fellows feel comfortable with out-patient HD and PD following fellowship?
- Does the program provide review for boards?
- How does the program handle fellows who are struggling?
- Is there financial support for additional training (e.g. masters programs, PhD)
- Are fellows expected to participate in teaching?
- Do fellows attend ASN? NKF? Other conferences?
  - What topics have they presented recently?
  - Is there financial support to attend these conferences?

#### Research

- Is there financial support for research (e.g. training grant)?
- How many papers have fellows published?
- How many abstracts?
- Do graduates of the fellowship acquire faculty positions or are they "terminal instructors"?

#### Recruitment

- Has the program ever not filled?
- What is the contingency plan should the program not fill?
  - If the program does not fill, will the call demands of the other fellows increase?

#### Personal support

- How has the fellowship responded to former fellows with unforeseen personal or health crises?

#### Financial

- What fringe benefits does the program subsidize?
  - Parking?
  - Book fund?
  - Meals?
- Moonlighting opportunities?

### Clinical Duties

- Call schedule – how often?
- Primary svc or solely consulting?
- How many patients covered?
- Computerized health record
  - Modern?

Easy to use or cumbersome?

Plan for back-up if fellows drop out or fall ill?

Physician extenders?

What happens when PA is not there?

#### Former fellows

How many went into private practice? Research? Clinician educator?

How many felt they needed additional fellowship training?

How many fellows have failed to complete the program (What is the attrition)?

Why?

Any former fellows who did not pass boards?

#### Division/Department

How supportive of the fellowship program?

Does the division protect fellow/faculty time so that they may attend academic events (Visiting speakers? Grand rounds?)

How many faculty and other division members come to grand rounds, journal clubs, biopsy conferences, symposia?

How many different faculty attend on wards?

#### Location

Cost of living?

Is the city safe?

How many different hospitals do the fellows cover? How far apart are they? How do they get there?

Average commute times?

Do fellows have safe/convenient parking?

Quality of public schools?

Day-care

Supported financially by hospital system?

Hours sufficient for fellows who are parents?

Care for sick kids when they cannot attend school/day-care?