

# Leadership Trends at Hand Surgery Fellowships

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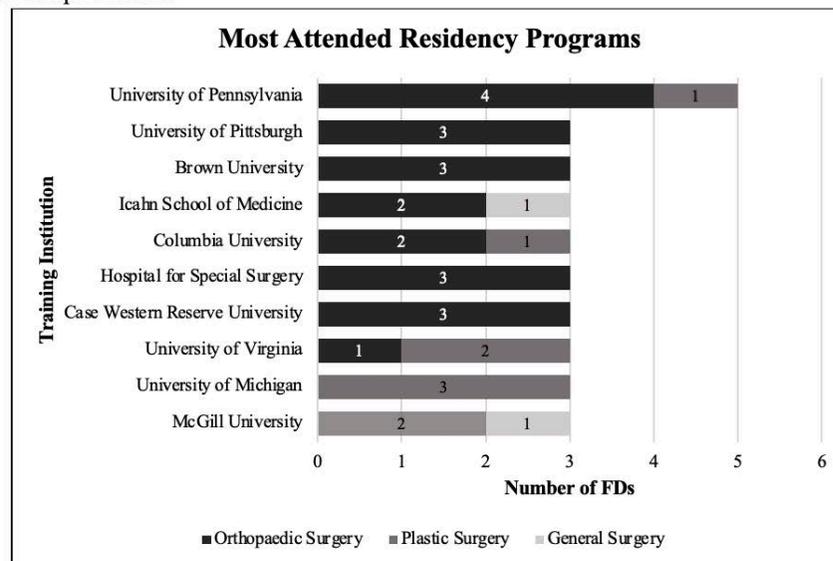
## Introduction

- To illustrate demographic trends among Hand Surgery fellowship directors (FDs)
- To highlight the institutions that have produced the majority of the current leadership in Hand surgery
- Identify opportunities to improve the position with the potential to diversify leaders' racial, gender, training, and research backgrounds.

## Methods

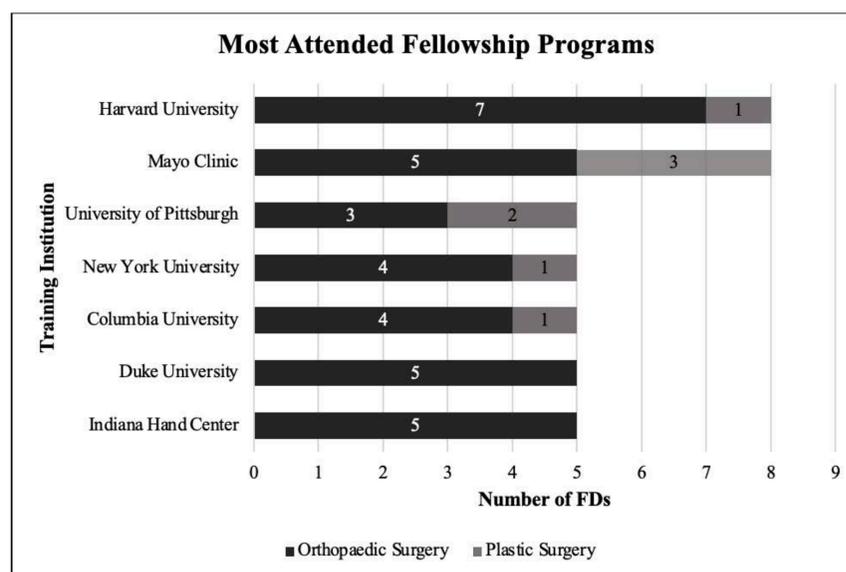
- All hand surgery fellowship programs in the United States were classified as either orthopaedic surgery or plastic surgery programs based on their ASSH Hand Fellowship listing.
- Demographic and educational background data was collected via email, phone call, and review of curricula vitae (CVs)
- Parameters of interest: age, gender, residency and fellowship training institution and graduation years, time since residency and fellowship completion until FD appointment, length in FD role, and personal research H-index [H-Index gathered using the Scopus database (Elsevier BV, Waltham, MA, USA)]

**Figure 1:** A Summary of the Most Attended Residency Training Programs Among Current Hand Fellowship Directors.



Note: Residency programs at which at least 3 fellowship directors trained were included. (FD): Fellowship Director.

**Figure 2:** A Summary of the Most Attended Fellowship Training Programs Among Current Hand Fellowship Directors.



Note: Fellowship programs at which at least 5 fellowship directors trained were included. (FD): Fellowship Director.

**TABLE 1.** Demographics

	All (n=90)	Orthopaedic Surgery (n=72)	Plastic Surgery (n=18)
Male	78 (86.7%)	63 (87.5%)	15 (83.3%)
Female	12 (13.3%)	9 (12.5%)	3 (16.7%)
Age	55.2 ± 9.9 (n=85)	55.4 ± 9.9 (n=69)	53.9 ± 9.2 (n=17)
Race/Ethnicity			
Caucasian	40 (71.4%)	28 (66.8%)	12 (85.7%)
Asian-Americans	12 (21.4%)	11 (26.2%)	1 (7.1%)
Hispanic/Latinos	2 (3.6%)	2 (4.8%)	-
Middle Eastern	2 (3.6%)	1 (2.4%)	1 (7.1%)

**Table 1:** FD data is reported to include all program types, only orthopaedic surgery programs and only plastic surgery programs. FD age is reported as an average with standard deviation. FD race and/or ethnicity values are self-reported. Accompanying percentages are based off of the number of responses received. (Note: FD = Fellowship Director)

**TABLE 2.** Training Backgrounds and Research Productivity

Training Background:	All (n=90)	Orthopaedic Surgery (n=72)	Plastic Surgery (n=18)
Orthopaedic Surgery	64 (71.1 %)	62 (86.1 %)	2 (11.1 %)
Plastic Surgery	13 (14.4 %)	2 (2.8 %)	11 (61.1 %)
General Surgery	2 (2.2 %)	2 (2.8 %)	-
General Surgery to Orthopaedic Surgery	2 (2.2 %)	2 (2.8 %)	-
General Surgery to Plastic Surgery	9 (10.0 %)	4 (5.6 %)	5 (27.8 %)

### Research Productivity:

### Mean Score ±SD

Mean FD Scopus h-index	13.98 ± 8.61	13.97 ± 8.53	14.00 ± 9.19
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### Research Correlation Across All Programs:

	r	p
Years as FD vs. Scopus h-index	0.57**	(<0.0001)
Age vs. Scopus h-index	0.45**	(<0.0001)

**Table 2:** FD data is reported to include all programs, only orthopaedic surgery programs and only plastic surgery programs. Research correlations were based of Pearson's correlation coefficients (\*\* means that correlation is significant for value r). (Note: FD = Fellowship Director)

## Results

- Of the 90 programs included, 72 were designated as orthopaedic surgery programs while 18 were listed as plastic surgery programs.
- 50% of current Hand Surgery FDs are employed at institutions where they completed their residency training, fellowship training or both.
- 22 FDs (24.4%) completed two fellowships and 4 FDs (4.4%) completed three fellowships.

## Conclusions

- This study provides an overview of current FDs within Hand Surgery in the United States
- This study can be used as a guide for individuals who strive to become academic leaders in Hand surgery
- This study demonstrates that current Hand surgery FDs are more likely to have graduated from certain residency and fellowship programs.
- This study can be used to direct initiatives to promote more diversity and equality in Hand Surgery leadership