

## PEDIATRICIAN LIFE AND CAREER EXPERIENCE STUDY

### MESSAGE FROM THE PLACES ADVISORY COMMITTEE CHAIR



Dear participants,

From the PLACES Advisory Committee and AAP PLACES staff, a very heartfelt thank you for your commitment to PLACES!

We will be disseminating the valuable information we have gained from you in the following upcoming venues:

- New information about early to mid-career pediatricians will be presented at the Pediatric Academic Societies 2018 meeting in Toronto.

*Check out page 4 for details on the abstracts!*

- Other organizations are interested in PLACES and how the information you provide directly informs AAP strategic thinking and planning for the future. We will be presenting PLACES to the American Association of Medical Society Executives Annual Meeting in July.

The 7<sup>th</sup> annual spring survey is now underway – thank you in advance for taking time from your busy schedule to complete the survey!

You may wonder...some of these questions are familiar. Am I being asked the same questions as last year?

- The answer is yes. The unique feature of PLACES is the longitudinal design, and each year the accumulated data become more valuable for tracking trends in careers, job satisfaction, and work-life balance.

I look forward to hearing what we learn from you in 2018!

Bobbi J Byrne, MD, FAAP  
PLACES Chair



A program of the American Academy of Pediatrics

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- Recent conference abstracts
- Fall survey and winners of 2018 amazon.com gift cards

## ABOUT PLACES

PLACES is a longitudinal study that tracks the experiences and opinions of 1,800 pediatricians over time

- There are 2 important cohorts
  - 1) 2002-2004 Residency Graduates Cohort, n=899  
Most graduated in 2002-2004
  - 2) 2009-2011 Residency Graduates Cohort, n=901  
Most graduated in 2009-2011
- Eight in 10 PLACES participants responded to the 6<sup>th</sup> annual survey (2017); the 7<sup>th</sup> annual survey is currently being conducted
- Strengths of PLACES
  - ✓ Longitudinal design
  - ✓ Inclusion of both AAP members and non-members
  - ✓ Range of content (work, satisfaction, personal dimension)
  - ✓ **Commitment of participants, like you!**

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# STRESS AND SATISFACTION AT WORK

APRIL/2018

## What we heard from you in the spring, 2017

**Burnout at work is a high priority!**

## What we learned from you in the fall, 2017

The top job stressors for PLACES participants include (Figure 1):

- Finishing or catching up on work at home,
- Documenting patient information in the EHR, and
- Completing nonclinical tasks and regulatory requirements such as CME and MOC.

Few (20%) are stressed by providing clinical care to children and adolescents and working with families.

Generalists and subspecialists report very similar job stressors, including the top stressors, with few differences.

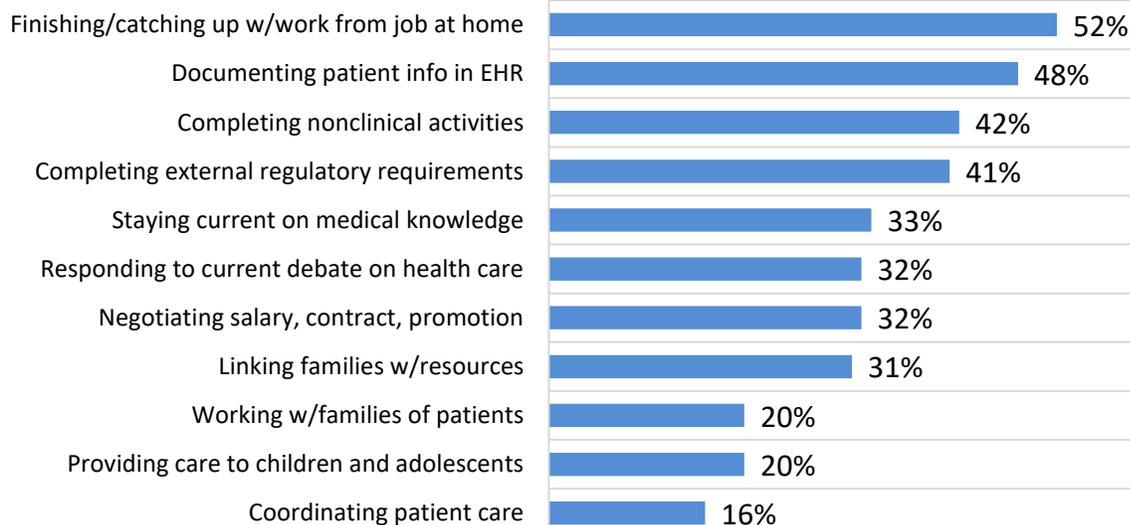
- 36% of generalists and 23% of subspecialists are stressed linking families with community resources.
- Among participants with scholarly duties such as grant writing and research, 60% of subspecialists and 47% of generalists are stressed completing such activities.

## Satisfaction with work

PLACES pediatricians face many pressures at work but at the same time, they feel satisfied with their jobs.

- **Overall, nearly 9 in 10 generalists (89%) and subspecialists (86%) are pleased with their work.**
- **92% of generalists and 94% of subspecialists agree their work provides intellectual stimulation.**
- **96% of generalists and 93% of subspecialists agree their work contributes to the health of families in their community.**
- **94% of generalists and 87% of subspecialists agree their relationships with families are rewarding.**

**Figure 1. Percentage of PLACES pediatricians very or moderately stressed by job factor (n=1,237)**



# STRATEGIES TO ADDRESS BURNOUT

APRIL/2018

## Organizational strategies to reduce burnout and enhance wellness

Two-thirds of PLACES participants strongly agree that processes that reduce administrative tasks for physicians, such as clerical or documentation burdens would help reduce burnout (Figure 2).

Generalists and subspecialists report very similar strategies. Top strategies for both include processes that:

- Reduce administration tasks for physicians
- Improve workflow efficiency
- Reduce work hours or provide flexible hours
- Give physicians a great voice in decisions

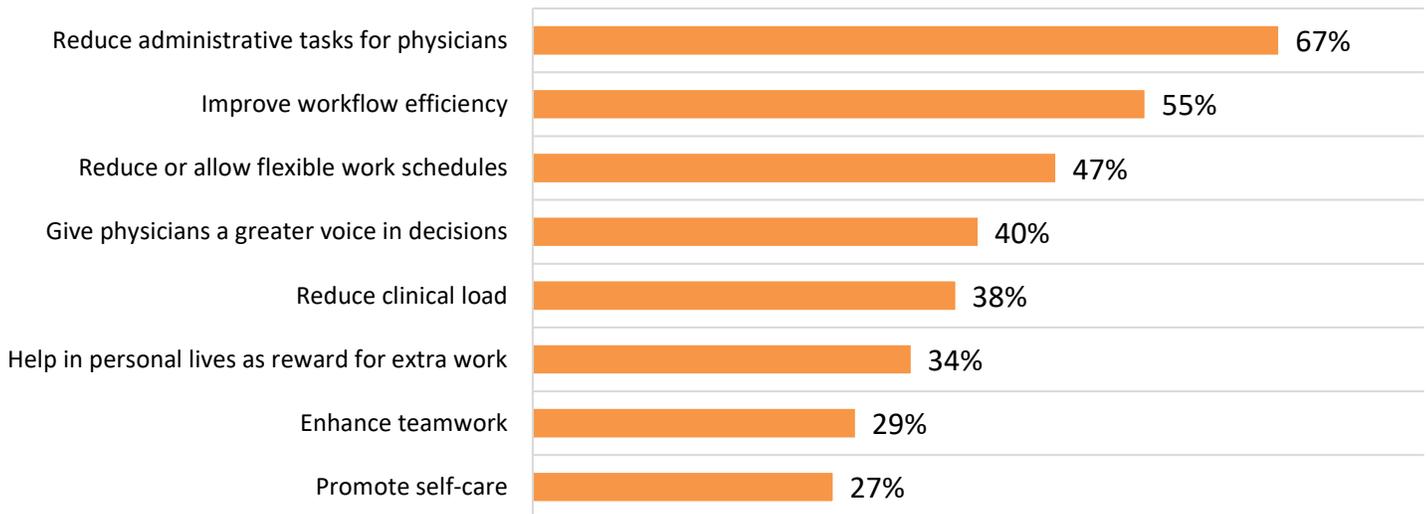
Generalists are more likely than subspecialists to strongly agree that reducing their clinical load would help reduce burnout and enhance wellness at their work place (43% vs 32%).

PLACES participants provided many thoughtful comments about how work places can support physicians to enhance wellness and reduce burnout.

### Example quotes related to reducing administrative tasks for physicians:

- *“Better support for all of the administrative tasks physicians are asked to do, or better recognition for the folks who do them.”*
- *“Stop focusing on “fixing” physicians with burnout/wellness programs and make system changes to support physician autonomy and patient care.”*
- *“More autonomy over decisions that are made and more say in the organization.”*
- *“Improved support with administrative roles in patient care... filling out forms, screening forms at beginning of appointment, prescreening appointments.”*
- *“It would be best if we removed some of the administrative burden of physicians by not requiring so much time using the EMR.”*
- *“Our group offers Wellness events and free meditation apps which are simply window dressing. True support means decreasing clinical and administrative burdens, and re-introducing meaningful professional non-patient time for education, reflection, and planning.”*
- *“Have more time for documenting or have a better EMR (or dictation abilities, scribes) that enhances workflow, not one that takes more time to use than a paper chart!”*
- *“Give autonomy back to the physicians! Eliminate quality measures and EHR minutia. I spend so much time documenting things that are dictated by insurance companies and quality programs, that I have less time to spend with patients.”*

**Figure 2. Percentage of PLACES pediatricians who strongly agree that organizational strategy would help reduce burnout and enhance wellness at their work place (n=1,235)**



Thanks to you, we are able to disseminate new information about early to mid-career pediatricians.

- PLACES results are being used by Academy leadership and disseminated widely in the *AAP News* magazine, at conferences, and in peer-reviewed journals.

## Upcoming Presentations

Pediatric Academic Societies (PAS) Annual Meeting, May 2018

- “Personal and Work Experiences of U.S. Pediatric Hospital-based Subspecialists, Outpatient-based Subspecialists and Generalists”
- “Pediatricians Working in Academic Faculty Positions”
- “Factors Influencing Career Longevity in Pediatric Hospital Medicine”

American Association of Medical Society Executives Annual Meeting, July 2018

- “AAP Longitudinal Study of Young Physicians Generates Valuable Data for Leaders”

For a list of other PLACES publications and presentations, visit <http://www2.aap.org/research/places.htm> or email [places@aap.org](mailto:places@aap.org).

## Fall Survey and Congratulations to Dr. Cohen and Dr. Castro

Seven in 10 participants completed the 6<sup>th</sup> fall survey – thank you!

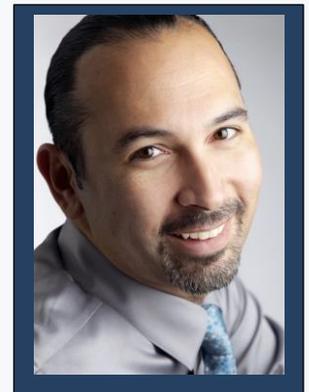
Two winners were randomly selected for a \$250 Amazon gift card from the pool of responding participants.

- Dr. Jennifer Cohen is a pediatrician practicing primary care at Huntington Plaza Pediatric Group in Pasadena, California.
- Dr. Adrian Castro is a pediatrician practicing primary care at Descanso Pediatrics as part of Huntington Health Physicians in La Canada-Flintridge, California.

## PLACES 2017 WINNERS



Jennifer Cohen, MD, FAAP



Adrian Castro, MD, FAAP

*A Special Thanks to the PLACES Project Advisory Committee: Bobbi Byrne, MD; Gary Freed, MD, MPH; Shesha Kalyan Katakam, MD, MPH; Laurel Leslie, MD, MPH; Ashley Miller, MD; Amy Starmer, MD, MPH*