

Activities and Accomplishments of the last year

The committee met at the ASN and ASPN and had interim phone conferences

Efforts to encourage engagement of young trainees

We continued efforts to engage medical students and pediatric residents through attendance at ASN and ASPN. Activities at the meetings included casual interaction with fellows and attending nephrologists at breakfast meetings, poster walks with attending nephrologists and inclusion in pFena dinners. Attendance was excellent with 20-30 trainees at each meeting. Through email ASPN members were reminded to take trainees from their institution under their wing to be sure they would have a worthwhile and enjoyable experience.

Emails were sent twice a year for distribution to pediatric interns to encourage participation in Nephrology electives.

Various members of the Workforce Committee made contributions to Kidney Notes to highlight or augment aspects of the Toolboxes (for engagement of residents and medical students).

Assessment of reasons for attrition

Kevin Meyers, chair of the Workforce committee, was actively involved along with William Primack and Laurence Greenbaum in review of the recently distributed AAP workforce survey. Committee members also provided feedback and tested the survey. The purpose of the survey was to determine current practice activities of nephrologists and assess the workforce for the coming decade. The committee also added a few quality of life questions as a prelude to the planned QOL survey.

Elaine Kamil has prepared a manuscript reporting the results of the Workforce survey completed in 2010.

A subcommittee (Patty Seo-Mayer, Sevgi Gurkan, Elaine Kamil, and Coral Hanevold) on Quality of Life prepared a survey for distribution to ASPN members in 2014. The survey will be submitted for approval by council in the fall of 2013. This survey will augment the recent AAP survey and the 2010 Workforce ASPN survey and assess factors impacting QOL.

Minimize attrition

Subcommittees appointed to develop guidelines for survival (intended for nephrologists in small programs – Adam Weinstein, Meredith Atkinson, Kevin Meyers, Ann Solerno, and Elaine Kamil) and a comprehensive description of career opportunities in Pediatric Nephrology (Sharon Bartosh and Patty Seo-Mayer).

Goals for 2013-2014

- Estimate pediatric nephrology workforce needs and anticipate how best to meet future needs maintaining the current workforce while fostering its future shape.
- Finalize and implement a quality of life survey to improve understanding of factors contributing to attrition of pediatric nephrologists
- Utilize data from QOL survey to develop recommendations to improve job/life satisfaction for pediatric nephrologists and share these ideas with program directors and Pediatric chairs
- Continue efforts to educate pediatric nephrologists on strategies to increase resident/student exposure to pediatric nephrology and interest in pediatric nephrology career

- Analyze reasons for fellow drop out. Develop survey that can be sent to fellows leaving nephrology addressing reason(s) for career change. Provide feedback to pediatric nephrology fellowship directors and suggest improvements (not program specific).
- Continue to encourage resident/student attendance at national meetings and provide mentoring and educational experiences to attendees.