Young Physicians Guide for AAP Chapters

The American Academy of Pediatrics (AAP) Section on Young Physicians is very pleased to provide you with the inaugural *Young Physicians Guide for AAP Chapters*. It is our hope and intention that this guide will assist chapters in reaching out to young physician members, help determine how they can remain active within the AAP, and address concerns, problems, and needs with regard to their membership in the AAP and their practice as young pediatricians. We as a section also would like to invite and involve young physicians in the workings of the AAP at the chapter, district, and national levels.

Within the AAP, members qualify as young physicians if they are younger than 40 years or in their first 5 years of practice. This time in a pediatrician’s life is full of change, learning, adaptation, and adjustment. New locations, jobs, relationships, family situations, and finances all present to young physicians during this time and may compete with their relationship with the AAP. We know that the transition from resident to young physician is a time of considerable loss of membership for the AAP. Therefore, our section and the AAP leadership feel that a concerted effort to focus on this population of AAP members is in order. This effort is designed not only to increase the membership within the AAP, but also to guarantee the survival of the AAP by growing and forming the next generation of pediatrician leaders and determining how the AAP can provide value to these important members.

Our section feels the best way to nurture connections to the AAP is through the chapters. Chapters have the best ability to determine the local needs of their members, connect geographically with those members, and provide a personal, local face to the AAP. Therefore, we have embarked on providing this chapter guide for your use.

Sincerely,

*Section on Young Physicians Executive Committee*

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Background

Why Is Young Physician Recruitment and Retention So Important?

Young physicians are the future of the American Academy of Pediatrics (AAP). They bring with them new and fresh ideas, enthusiasm, and a hope for the future. At the same time, they are experiencing a time of transition. Many young physicians change jobs and career tracks, move to new areas, and face financial challenges. As a result of these changes in the early years of their careers, they are in need of mentorship and leadership to help achieve their personal and career goals.

This is the time when the AAP, at the national and local levels, is in a unique position to acknowledge and administer to the needs of young physicians. Meeting their needs will not only retain their membership but may increase their participation in the organization and engender their loyalty.

So what has the Section on Young Physicians (SOYP) been doing to meet these needs? Through the strategic planning and goals and objectives of the SOYP, we have developed several programs and resources for young physicians. These include a specially designated Web page, a monthly newsletter, and an online Web forum, all with the needs of young physicians in mind. We have expanded our Executive Committee to include district representation and improve communication at the district level. We are also striving to improve communication with the similarly organized Section on Residents to ease the transition from resident to young physician by collaborating on similar issues at similar levels and connecting at the Annual Leadership Forum (ALF) for a stronger, more unified young physician voice.

Finally, the SOYP has identified AAP chapters as the best resource for young physicians — they are the best place to recruit face-to-face, show the value of membership, identify future leaders, and initiate mentoring.

The chapters themselves benefit from having active young physicians. They add diversity in age and gender to chapters, generate new ideas for and offer unique perspectives on chapter leadership, increase long-term membership dues to the chapter, and share in the responsibilities for committee activities. Chapters likewise can offer career, leadership, and advocacy mentoring, which in turn improves the value of membership and prepares the next generation of AAP leaders.
How to Use This Guide

The Young Physician Guide for American Academy of Pediatrics Chapters has been designed to assist chapters in addressing the needs of young physicians. Specific areas include:

- Challenges facing young physicians
- Conducting a local (chapter-level) needs assessment
- Setting goals and implementing programs
- Examples of existing programs
- Resources for chapter leadership and young physicians

It is hoped that chapter leadership will review this guide, conduct the suggested needs assessment, and revisit the guide once goals have been met to further advance young physician involvement. It is also hoped that chapters will strive to get young physicians involved in chapter activities and leadership positions to further enhance their chapter membership experience.

Section 1: Needs and Challenges Facing Young Physicians

After completion of residency, young physicians often find the transition to becoming an independent practitioner complex and difficult. The SOYP and a literature review have come up with the following list of young physician needs:

Career Choices

Today’s young physicians have a myriad of career choices, and figuring out which is the best fit can be challenging. Is clinical practice best? What about advanced training with a fellowship? For some, the public health sector is ideal, while others opt to work in nonclinical areas of the health care industry.

If young physicians choose practice, they are faced with more even options, such as what type of practice setting — private practice, hospitalist, locum tenens? Within each of these choices are other challenges, including contract negotiations for hours, benefits, and salary, not to mention relocation costs. Regardless of the setting, basic needs like establishing a patient population, identifying and recruiting new patients, and caring for the underinsured or uninsured are present.

Practice

Practice-related needs of young physicians, while common to most physicians, are varied and include such issues as partnership versus self-employment, malpractice and tail insurance, and technical aspects such as coding, billing, payment, and documentation. Many new graduates, particularly women, are seeking practices that are understanding of their unique needs including options for part-time employment, extended time off, and reentry to the workforce.
Financial

Understandably, substantial increases in medical student tuition and high levels of graduating student debt are matters of great concern to young physicians. Physician incomes, especially for those at the beginning of their careers, has not always kept pace with these increasing levels of debt. At the same time, many young physicians are also initially required to cover other expenses such as continuing medical education (CME), licensing, hospital privileges, board certification, and membership dues, as well as disability and life insurance premiums.

Educational

The educational needs of young physicians do not end at graduation. Requirements for maintaining licensure and regulatory compliance are ever present and seem to be continually changing. Guidance is difficult because many seasoned practitioners do not have the experience of meeting the changing requirements for keeping current in the field of pediatrics via CME or with the new additional requirements still being created.

Personal

The recognition of the importance of finding a balance between career and family is characteristic of most young physicians. Determined to do it differently than their predecessors, young physicians place a high priority on attending to those activities that give meaning to their lives and rekindling goals and outside interests that may have been on hold during residency.

Technology

Young physicians are much more technologically engaged and advanced than some other physicians; therefore, Web-based services and activities are of special interest. Young physicians are more likely to rely on electronic forms of communication. In addition, many physicians carry some sort of handheld electronic device for reference. Web forums and Internet-based education materials are coming into higher demand.

American Academy of Pediatrics Related

Young physicians know it is their organization, yet many struggle to navigate the multitude of layers, committees, sections, chapters, and activities of the AAP at the national and chapter levels. This makes it difficult to put faces to names and find mentors and leaders with whom they feel in synch. At the same time, young physicians are perfectly poised and eager for advocacy and leadership training. Many young physicians are unaware of the multitude of resources at their fingertips. Bringing the chapter and young physician together can foster an ongoing relationship that will benefit both.
Chapters become an ideal starting ground for most young physicians to become involved in the AAP. An important aspect of identifying the needs of young physicians is the realization that AAP chapters can best meet many of these needs. Section 2 describes how to use this needs list at the local level.

Section 2: Needs Assessment

A needs assessment helps in exploring the specific needs of young physicians and suggests possible solutions and interventions to obviate the needs. An exploratory needs assessment should answer the following questions:

- What are the needs of young physicians?
- What changes can the system or community make to meet these needs?
- Are these changes feasible?
- What are the expected costs and benefits of these solutions or interventions?

Why a Needs Assessment?

Given today’s busy schedules, activities and opportunities that are truly needed must be carefully planned and designed to be attractive to the young physician. The SOYP also recognizes that different chapters have different needs based on size, level of member involvement, and organization and structure of leadership. That is why it is imperative to consider whose needs must be met. Keep the following in mind:

### Existing chapter needs
- There may be variations in the retention levels of residents to young physicians in each state.
- Existing chapter activities may be attractive to young physicians.
- Chapters may need young physician involvement to maintain current activities.
- Chapters may want more young physician involvement at the local level, or they may need more representation at the district or national level.
- Chapters may have limited funds for new activities.

### Young physicians
- Many are busy and reluctant to commit to additional activities and responsibilities.
- Financial constraints also contribute to lack of young physician involvement.
- Many young physicians do want to become involved with the AAP on a local and state level and look to the AAP for career guidance and support.

Understanding and meeting the needs of young physicians while keeping in mind chapter needs allows for the planning of desirable events for which young physicians will be willing to make time in their busy schedules.
Steps to Conducting a Needs Assessment

Step 1: Assess the Current Situation

The first step is to compare the current situation of young physicians with the desired situation and understand the gap between the two. Identifying this gap will help chapters recognize needs, potential interventions, and solutions. Keep in mind that several techniques should be used to identify needs — a single method can never offer a complete picture. A combination of the following techniques can provide a comprehensive assessment:

- **Questionnaires.** Online surveys (eg, Survey Monkey, Zomerang) are a good way to reach out to many young physicians in a wide geographic area. Results are easy to compile and can answer questions such as what young physicians want to learn and when they might have time to do so. The drawback is that participation may not follow.

- **Interviews.** Personal solicitation for advice always makes the young physician feel important. Interviews allow for two-way conversation and the possible establishment of a mentor relationship, and they may inspire a young physician to become part of the planning process.

- **Focus groups.** Bringing a few young physicians and chapter leaders together helps initiate a relationship, which can then develop into a task force or young physician committee.

- **Records and report studies.** Data addressing how many young physicians are in the chapter and how many are members can be obtained from the AAP. These numbers may point to a specific population or geographic location that needs attention.

  Chapter membership data can be obtained by logging on to the AAP Web Chapter Membership System at www.aap.org/webcms.

  View the SOYP membership roster of a chapter by opening the Committee Update module. Click on the Committee Update tab, go to the SOYP page, and there will be a listing of chapter members who belong to the SOYP. Please note that this only includes the names of the members and not their entire contact information.

  To obtain a list of young physician members who are currently chapter members, go to the Create Reports module and download a chapter membership roster. Please use the Roster or Data Export report style. Reports can be sorted by age or date of birth.

  To obtain a list of young physician members who are not members of their chapter, go to the Create Reports module and download a chapter recruitment data report.

- **Direct observation.** Observation is best used when activities do not have the expected result. Modifications can be made for the next time, or another needs assessment with different questions may be necessary.
Review of relevant literature. The literature is limited but growing with regard to young physician needs. Much of the written information is anecdotal or comes in the form of an advice column in a newsletter.

Key questions for a young physician needs assessment include the following:

- What is the best way to contact you?
- Why are (or why aren’t) you a member of the AAP?
- How would you like to be involved in the AAP?
- What is the most challenging part of practicing pediatrics?
- What would you like or do you most need from the AAP? (Answers may include information on chapters, CME, advocacy guidance, leadership training, or practice management tools.)
- In what form do you want this information? (Answers may include Web based, dinner lectures, or written materials.)
- What type of event would be most attractive to you? (Answers should clarify dinner meeting vs social event vs family-friendly event.)
- When would you most likely be able to participate in an AAP event? (Answers should clarify weekdays or weekends, daytime or evening.)
- The chapter is looking for new participants in these areas (list them). Would you be interested in participating? Could a representative from that area contact you?

Step 2: Identify Priorities

Once the needs have been identified, it is important to prioritize these needs within the constraints of the chapter. The realities often are different from what one may desire, and it may be impossible to change a particular situation. Chapters may also be bound by budget constraints, making it difficult to mandate a much-desired change. Some answers one can expect from this objective are

- Potential cost of an intervention or solution. If some of the needs are of relatively low importance, it would be better to devote energies to more pressing issues.
- Potential problems and opportunities available within the system. Some needs can be met by identifying problems or existing resources in the chapter. Once specific problems are identified, organizational resources can be used to address those needs and appropriate solutions can be offered.
Step 3: Set Goals

Based on the results of the needs assessment and the prioritization of those needs, goals will need to be set. Included with those goals should be a timeline and budget. Section 3 will show in more detail how to take action on those goals.

Step 4: Reevaluate

After a designated period, goals should be revisited. Another needs assessment may be necessary as membership and activities change. Different people may be involved in the process as leaders change; they are likely to need updating on the process and accomplishments made, and they may bring more ideas to the table.

Section 3: Take Action!
Making It Happen

Once the needs assessment has been completed and the chapter has identified the needs of its young physicians, it’s time to get the ball rolling. The ultimate goal is to meet the needs of the young physician and chapter. It is imperative at this time to network and identify young physician leaders within the chapter. As stakeholders, they are the key to success in this endeavor. Keep in mind that this may require mentorship and commitment from chapter leaders.

Strategies

Start Small

Identify one or two of the most important needs as determined by the needs assessment. A simple phone call or e-mail from chapter officers to new young physicians in the area is an effective and inexpensive way to engage this group. Devote a budget to these events. Engender commitment from all levels of the chapter. Chapter leaders and resources should be accessible, available, and present.

Sell What You Already Have

Many chapters already have activities, events, and committees that may be attractive to young physicians. For example, a task force on obesity may be a great way for a young physician to become involved in already existing chapter activities. Chapter CME events may not be well known to young physicians who are used to attending their local hospital’s grand rounds. Chapter advocacy efforts can show a young physician how the chapter is committed to assisting the patient and pediatrician.
Know What Attracts

Be aware of what attracts young physicians to an event. This may include:

- CME opportunities
- Networking opportunities
- Career advice
- Advocacy updates
- Food

Convenience Is Key

Make sure the event is accessible and short. Many young physicians have young families who may prohibit regular attendance at events. Many junior partners in practices do not have control of their schedules or may have limited time available for these events. If necessary, consider conference calls or Web-based events. They can be a good way to enlist participation. Keep in mind that if your activity is a weekend event, planning something that is family friendly can increase participation. Also realize that the cost of events may be a hindrance for many young physicians.

Identify Young Physician Leaders

Personal identification is key and can be as simple as introducing oneself to a young physician. Use existing leaders such as chief residents and other active and visible pediatricians. Personal invitations to meetings and events can also be useful. Increase visibility to young physicians; help them put faces to names.

Establish a Young Physician Committee

This may not be necessary in all chapters; some chapters may want to rely on one or two people doing young physician planning. However, the group must have concrete goals that serve the chapter and young physicians such as event planning, needs assessment, or leadership training. If it is not feasible to establish a full committee, chapters may elect to convene a task force dedicated to young physician activities and interests.

Increase Young Physician Participation on Committees

Suggest current committees invite young physicians to join. Emphasize the importance of making opportunities known to young physicians — they may not know how to seek out these opportunities. This level of participation enables young physicians to become actively involved in chapter initiatives and activities. Their participation in chapter committees benefits the chapter, as vested members are more likely to remain
members, and allows for the sharing of committee responsibilities. It also benefits young physicians because it gives them the opportunity to network with senior colleagues and benefit from mentorship in key areas of career growth.

Another effective way to engage this group is to encourage young physicians to be alternative regional representatives. This will help with continuity during changes of chapter leadership.

Apply for the Section on Young Physicians Recruitment and Retention Grant

The Recruitment and Retention Grant for Young Physicians awards chapters with new activities for the recruitment and retention of young physicians. Up to $3,000 can be used based on the chapter needs assessment. Applications are usually available the first of the year and are due in mid-February. For more information or to apply, go to www.aap.org/moc/Chapters/outreachgrant/recruitmentIntro.cfm

Section 4: Examples of What Some Chapters Have Done

Various chapters have already established successful young physician activities. The following examples include various types of chapters at various stages of involvement:

California Chapter 1

California Chapter 1 encompasses a large geographic area — from Visalia in the south to the Oregon border. It includes 2 major metropolitan areas, San Francisco and Sacramento, and hundreds of young physicians. The chapter has an active Young Physicians Committee that works closely with the chapter board to maintain young physician involvement.

- **Social and planning events.** The Young Physicians Committee holds an annual meeting with a speaker and an annual Pub Night, both of which allow for socialization and AAP updates. The young physicians also present a Life After Residency program to second- and third-year residents.

- **Chapter board involvement.** The cochairs of the Young Physicians Committee are invited guests at quarterly chapter meetings. They facilitate an annual dinner with the new chief residents of the 5 residency programs and the current chapter president and vice president to foster a relationship between the programs and the chapter.

- **Getting to Know Your AAP dinner.** This dinner is the annual chapter recruiting event. All chapter members are invited to attend to hear about the successes and needs of the chapter. Chapter board members, committee chairs, and Vintage Docs (older than 55 years) are asked to bring a young physician with them. Young physician attendance is free. Committee chairs present information about their committees and provide sign-up sheets. A speaker or set of speakers are chosen to highlight physician activity within the chapter. For example, the 2007 set of
speakers focused on grassroots advocacy and included stories of a successful AAP ALF resolution, a resident who pushed for child advocacy legislation at the state level, and a young physician who started a clinic in an underserved area. The 2008 set of speakers will be successful chapter Community Access to Child Health (CATCH) grant winners.

**Written resources.** The cochairs of the Young Physicians Committee communicate with their members in two ways. They try to include a column with some advice or experience (eg, maintenance of certification, malpractice insurance) in the quarterly chapter paper newsletter. They also have an e-mail newsletter that goes to all committee members every 6 to 8 weeks and includes upcoming chapter activities, volunteer opportunities, and local job listings. All chapter members are encouraged to contact the Young Physicians Committee to have their activities or jobs listed in this e-newsletter.

**Kentucky**

Kentucky’s current chapter president is a young physician who has brought many new ideas to his chapter. Kentucky has focused on increasing young physician advocacy through its Young Physicians Committee and chapter leadership. Advice from Kentucky’s chapter president “I have realized that for people to become involved, it is most effective to give them a role so they can focus their efforts and feel they are significantly contributing in some way.”

**Recruitment and Retention Grant for Young Physicians.** Kentucky won one of the $2,500 Recruitment and Retention grants from the AAP and is currently using it to have 3 regional dinners around the state. These dinners include a discussion about the chapter and various young physician efforts as well as a presentation by the chapter legislative advisor, who will speak about legislative child advocacy. These dinners also allow time to socialize and learn about the chapter and young physician efforts.

**Pediatricians Urging Safety and Health (PUSH).** In partnership with chapter young physicians, the Kosair Children’s Hospital residency training program coordinates an advocacy effort called PUSH. There are 3 areas of focus — obesity, child abuse, and booster seat legislation — with a legislative element and an education component. A monthly noon conference is dedicated to the advocacy curriculum, allowing discussion and work on the advocacy projects. Over the last 2 years this has provided an excellent opportunity to expose the soon-to-be young physician to the AAP and advocacy. As a result, matriculating young physicians want to be involved in the chapter. In fact, a previous chief resident has become the key person on the chapter Legislative Committee for establishing key contacts regionally around the state as a tree network for communicating about critical and timely legislative issues.
WISCONSIN

Wisconsin has taken a bold step by providing the first known CME meeting geared solely toward the young physician.

- **“Not Your Dad’s CME: Young Physicians Managing Work, Family, Future, and Self.”** The Wisconsin Chapter devoted its entire 2008 annual CME meeting to topics designated as on point for young physicians. The idea came about at the 2007 AAP ALF, quickly caught fire throughout District VI, and included attendees and speakers from numerous chapters even beyond the district.

Throughout the conference, ample information and resources from the AAP were highlighted and attendees were provided with hands-on tools to take home with them. The chapter feels that the conference demonstrated the value of AAP membership to its newest members.

- **Senior Section welcomes new members.** The Wisconsin Chapter is currently fine-tuning an initiative whereby members of the chapter Senior Section personally contact and offer to mentor new chapter members and encourage them to become active. There are many very experienced and active chapter pediatricians who have expressed interest in this approach.

- **Additional Wisconsin Chapter activities.** These include pediatric interest groups for medical students, externship grants for residents, and an annual resident advocacy day. All of these programs facilitate educating physicians in training about involvement in the AAP.

MONTANA

Montana is a unique chapter in that the entire state has only 13 young physicians. The state itself does not have a medical school or many subspecialists. As a result, young physicians can often feel alone and miss their training programs. To fill that void, the president of the Montana Chapter makes an annual call to all young physicians in the chapter who are not yet involved with the AAP. Young physicians are personally invited to attend the chapter annual meeting and are solicited for any special needs with which the AAP can help.

- **Recruitment and Retention Grant for Young Physicians.** The Montana Chapter was able to pay all expenses for 5 of the 13 young physicians in the state to attend the annual meeting. They were welcomed and introduced at the meeting and given time to network with other Montana and Wyoming pediatricians. They were invited to sit on committees and get involved. By attending, they had the opportunity to meet 2 outstanding senior pediatricians in the state who continue to make a difference for the children of Montana.

- **Invitations to sit in on the executive meeting.** Young physicians were given personal invitations to sit in on an executive committee meeting. After the experience they made comments such as, “It pushed me to come to the meeting and finally get involved”;
“Great networking”; “Better speakers than some national meetings I have been to for CME”; and “It allowed me to put faces to people I’ve only talked to on the phone.” Young physicians from across the state were represented.

**Participation of young physicians on committees.** Two young physicians are now on the chapter Executive Committee as members at large; 1 is a liaison to Montana MMA; 1 is chairing the Committee on Early Education and Child Care; 2 are cochairing Pediatric Research in Office Settings (a group to which they had never been represented before); 1 is on the state council; and 1 is going to be updating the chapter Web site.

**Waiver of fees.** Because it has been so effective, the chapter will continue to waive the annual meeting registration fee for young physicians the first time they attend. Hopefully this will encourage that first step toward involvement in the organization. The chapter is also trying to get funding for local speakers at the request of young physicians.

Comments from the Montana Chapter president: “These young physicians are young, energetic, [and] interested in the future of pediatrics and in improving their patient care. They offered a whole new lifeblood to our organization at a time when we needed it. They saw, as I did, that this was a win-win situation. The young physician input already has revitalized our chapter. The old members came away energized by them and ready to continue on. I have had multiple conversations with our young physicians since then. They e-mail with questions and look to our Web page for updates. This type of activity certainly creates a good bond with new members and allows them to see their worth to the AAP both locally and nationally. They were amazed at the impact pediatricians in Montana have had with resolutions through the years and how many of them have sat on national committees, bringing the rural voice to the ivory towers.”

**Section 5: Resources**

Many resources are available to chapters to assist with young physician recruitment. Other resources may provide services to young physicians themselves. Following are brief descriptions of resources available at the national level as well as a list of useful Web sites.

**Section on Young Physicians**

The SOYP is the first resource when it comes to identifying young physician needs. The SOYP Executive Committee now consists of representatives from each district who can help identify leaders among young physicians in chapters. The SOYP goals include
Member communications including YoungPeds Network, YoungPeds Connection, the SOYP e-newsletter, and regular communications with the AAP Board of Directors and president and chapter presidents and executive directors

Leadership education including district-based Pediatric Leadership Alliance (PLA), National Conference & Exhibition (NCE) leadership training, and the inclusion of young physicians on key committees

Membership activities including retention, recruitment, monthly dues, monitoring section benefits, and relocating resources

Education opportunities that are convenient, including Web-based CME

American Academy of Pediatrics Information

Navigating the AAP is overwhelming for many young physicians. Description of the structure of the AAP can be found at www.aap.org/about.html. Remind young physicians that they can find their AAP ID number on their statement from the AAP and the mailing label on publications such as Pediatrics. This ID number allows them to log in to the recently improved Member Center on the AAP Web site (www.aap.org/moc), which includes a physician directory, description and sign-up for sections, and other information.

If young physicians have interests in specific areas of pediatrics, they can be directed to chapter committees or national sections (www.aap.org/Sections/shome.htm).

Career Support

Young physicians often find themselves changing jobs or even career paths. The PedJobs Web site (www.pedjobs.org) offers national job listings. Practice Management Online (http://practice.aap.org) offers practical advice for the pediatrician on insurance, contracts, coding and billing information, vaccine reimbursements, and other topics.

Continuing Medical Education

The AAP and American Board of Pediatrics (ABP) are streamlining maintenance of certification. Currently the PediaLink (www.pedialink.org) and ABP (www.abp.org) Web sites offer tracking of CME. PediaLink also offers lists of currently available online and in-person CME. Consider assisting young physicians with individual state licensing information as well.

Conferences

Several national AAP conferences currently include discussions on involving young physicians in AAP activities, many of which are lead by young physician leaders.

ALF; Chapter breakout sessions include topics such as involving young physicians in the 2008 agenda.
More and more young physicians are attending this conference, the 2007 edition of which included discussions on young physician involvement.

The SOYP offers CME designed for young physicians during the AAP NCE.

Chapter Outreach Grants

The SOYP offers annual chapter grants for the recruitment and retention of young physicians. Grants of up to $3,000 are awarded to chapters demonstrating new activities to get young physicians involved in the AAP. More grant information and grant applications can be found on the YoungPeds Network (www.aap.org/moc/Chapters/outreachgrant/recruitmentIntro.cfm).

Other grants may assist in educating young physicians or helping with travel expenses. The list can be found in the next section, Online Resources, under Grants.

Online Resources

American Academy of Pediatrics Web Site

www.aap.org

YoungPeds Network

www.aap.org/ypn
Young physicians (www.aap.org/ypn/yp)
Residents (www.aap.org/ypn/r)
Medical students (www.aap.org/ypn/ms)

Sections

All section home pages can be found at www.aap.org/sections/shome.htm.
Community pediatrics (www.aap.org/commpeds)
Women in pediatrics (www.aap.org/womenpeds)

Work Related

PedJobs (www.pedjobs.org)
– Search and post jobs, post curriculum vitae
– Career resources available
Practice Management Online (http://practice.aap.org)
– AAP resource for practice management, practice options, and finances

Coding Hotline: aapcodinghotline@aap.org and 800/433-9016, ext 4022
AAP Hassle Factor Form (www.aap.org/moc/reimburse/hasslefactor/hassleform.cfm)
– To report insurance administration and claim processing concerns

CME

Pedialink (www.pedialink.org)
– Lists upcoming CME; has online CME courses; keeps track of CME credits
Pediatrics Review and Education Program and Pediatrics in Review.
– AAP NCE (www.aapexperience.org)

Grants

Chapter outreach (www.aap.org/moc/Chapters/outreachgrant/recruitmentIntro.cfm)
– For recruitment and retention of young physicians, residents, and medical students
NCE Travel Grant (www.aap.org/ypn/r/funding_awards/nce.html)
– To send one resident per pediatrics program to the NCE
International Travel Grant (www.aap.org/ypn/r/funding_awards/international_travel.html)
- To assist residents with expenses attributed to completing an international elective

Resident Research Grants (www.aap.org/ypn/r/funding_awards/research_grants.html)
- To assist residents in completing a research project

Residency Scholarships (www.aap.org/ypn/r/funding_awards/res_scholarships.html)
- Hardship scholarships for residents in financial need

Resident Initiative Fund (www.aap.org/ypn/r/funding_awards/res_initiative.html)
- To allow residents to work with their chapter on a specific advocacy project related to the AAP strategic plan

CATCH (www.aap.org/catch/planninggrants.htm or www.aap.org/catch/residentgrants.htm)
- For local child health projects

Mentorship and Technical Assistance Program (www.aap.org/Sections/socp/mtap.html)
- To assist Council on Community Pediatrics members in improving their community pediatrics skills or developing innovative programs within their community

Grants database (www.aap.org/commpeds/grantsdatabase)
- Community pediatrics grant and project search engine

Conferences for Young Physicians Committees

- Chapters (www.aap.org/member/Chapters/Chapters.htm)
- Some chapters list their Young Physicians Committee chair on their Web site.

Residency Programs

- FREIDA Online (www.ama-assn.org/vapp/freida/srch)
  - Lists programs by specialty and state; includes details on the program such as contacts, number of residents, and salary.

- Accreditation Council for Graduate Medical Education (www.acgme.org/acWebsite/home/home.asp)
  - Lists accredited US residency programs by specialty and state.

- Royal College of Physicians and Surgeons of Canada (http://rcpsc.medical.org/residency/accreditation/arsps/arp_e.php)
  - Lists accredited Canadian residency programs by specialty.

American Board of Pediatrics

- www.abp.org

Federation of State Medical Boards

- Directory (www.fsmb.org/directory_smb.html)