What don’t they teach you in medical school?

While you learn how to be a doctor, you may not necessarily learn the business of being a doctor.

Medical school does not teach students about the nuances of the various practice settings from which pediatricians can choose, nor the business implications of each.

According to chapter officers, young physicians need “real-world” assistance as they begin their careers. One of the most valuable benefits the national AAP and chapters can provide to young physicians is guidance in this regard.

The purpose of this guide is not to provide an exhaustive list of all member benefits available to young physicians. Rather, it is intended to increase awareness of and compile many of the key practical resources useful to young physicians in one place and conveniently accessible via Web links.

Chapter leaders readily cite the vast array of resources they believe are very helpful once pediatricians start in practice, which also correspond to what they regard as young physicians’ most pressing needs and challenges:

- Finding a job
- Practice management guidance
- Debt management advice
- Coding books
- Policy statements to aid in patient diagnosis and treatment
- The Redbook and Bright Futures
- MOC and quality improvement

Inside this slim volume, you will find links to info on all of the above, so consider the AAP your practical guide to the “real world.”

© 2012 American Academy of Pediatrics
Joining or starting a practice is an exciting and challenging career step for pediatricians. The Launching Your Career in Pediatrics Handbook is a practical, innovative, and evolving resource developed by a working group consisting of American Academy of Pediatrics (AAP) Practice Management Online (PMO) editorial advisory board members and representatives of the AAP Section on Residents and Section on Young Physicians. A brief overview of the contents included in the handbook follows on the next page.

**OTHER PMO RESOURCES FOR YOUNG PHYSICIANS**

In addition to the Launching Your Career in Pediatrics Handbook, the PMO website includes an abundance of resources in the following topic areas:

- Practice Basics
- Payment and Finance
- Office Operations
- Quality Improvement and Safety
- Patient Management
- Sample Office Documents and Forms
- Implementing an Electronic Health Record
- Periodicity Schedule
- Vaccine Cost Calculators

Find it all here: [http://practice.aap.org/](http://practice.aap.org/)

DEMO THE SITE HERE!

[http://practice.aap.org/siteDemo.aspx](http://practice.aap.org/siteDemo.aspx)
## Launching Your Career in Pediatrics Handbook Contents:

http://practice.aap.org/startinginpractice.aspx

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## THE SOAPM LISTSERV®

The Section on Administration and Practice Management (SOAPM) has a very active e-mail list. A digest function was developed to allow the members to receive one e-mail message, which includes all the postings, at the end of the day.

SOAPM members use the LISTSERV® to share important practice management and administrative ideas and advise. The AAP has used the LISTSERV to provide up-to-date practice management information, announcements, and to field short surveys. The AAP has then used this information to keep informed about member concerns related to practice management.

To learn more about SOAPM's e-mail list contact Sunnah Kim, MPH, at skim@aap.org. Those who are interested in joining SOAPM, please complete an [application](http://practice.aap.org/startinginpractice.aspx).
State medical associations are useful resources for information on licensure, CME, practice management, and more.

Many state medical associations also have specific sections or committees dedicated to the issues that face young physicians.

Search online for your state’s medical society for a wealth of helpful information. Just type in the name of your state, region, or county with “medical association” in the search engine box to locate the appropriate website.

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**State Requirements for Licensure**

State medical associations are useful resources for information on licensure, CME, practice management, and more.

Many state medical associations also have specific sections or committees dedicated to the issues that face young physicians.

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**Board Certification Requirements**

The American Board of Pediatrics (ABP) offers certification in general pediatrics as well as a number of pediatric subspecialties.

The general pediatrics certifying examination is administered once a year, usually in the fall.

The ABP website offers a wide variety of important information on the various training pathways, requirements, and policies that lead to certification in general pediatrics.

Visit: [www.abp.org](http://www.abp.org)

**Coding and Billing Resources**

**AAP Pediatric Coding Newsletter™**

Developed by the AAP with review by the AAP Committee on Coding and Nomenclature, this monthly newsletter provides broad coverage of coding for pediatric primary care and subspecialty services. Includes peer-reviewed, AAP-endorsed coding solutions, alerts on upcoming coding developments, and exclusive insights from experienced practitioners.

**Coding for Pediatrics**

A comprehensive guidebook focused exclusively on pediatric coding, this includes pediatric-specific, AAP endorsed, peer-reviewed coding solutions; convenient access to all new and updated Current Procedural Terminology (CPT®) and International Classification of Diseases, Ninth Revision, Clinical Modification (ICD-9-CM) pediatric codes; and much more.

**Quick Reference Card for Pediatric Coding and Documentation**

Laminated for durability, this tool puts the most common pediatric CPT codes right at your fingertips.

**AAP Pediatric Coding Webinars**

The AAP Coding Webinar series feature pediatric-specific insights, tips, and strategies from today’s leading coding experts. These timely and practical sessions will provide answers to some of your most complex coding and billing challenges. Each 1-hour webinar will include time for questions and answers.

All of these resources are available through the [AAP Bookstore](http://practice.aap.org/).

Additional coding resources available on Practice Management Online: [http://practice.aap.org/](http://practice.aap.org/)

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**Find More Info on Coding Here:**

[http://coding.aap.org/](http://coding.aap.org/)
Contracts

Contract negotiation is a challenge all pediatricians face. The AAP has gathered several articles that discuss contract negotiation on the PMO website.

Go to the PMO website at http://practice.aap.org/ and type “contracts” in the search box.

You will find information on the following topics and more:
- Defining a Contract Strategy
- Managed Care Contract Issues
- Vaccine Addendum to Payer Contracts
- Evaluating Payer Contracts

See also “The Interview and Negotiating an Agreement” in the “Finding the Job” section of the Launching Your Career in Pediatrics Handbook.

Insurance

The AAP Committee on Medical Liability and Risk Management (COMLRM) provides guidance to young physicians on medical liability insurance in several ways. The primary vehicle is the manual Medicolegal Issues in Pediatrics. It is in its 7th edition and can be purchased from the AAP online Bookstore.

The manual contains a comprehensive explanation of medical liability insurance, how it works, the difference between claims-made and occurrence policies, and how that affects nose and tail coverage. It also provides practical information on how to evaluate a policy, evaluate a carrier (insurer), and detect potential gaps in coverage. Pediatricians seeking employment in large practices are given tips on slot coverage in group medical liability policies and things to think about when negotiating employment contracts (eg, who will pay for tail coverage when you part ways with the practice). It discusses state requirements for medical liability insurance coverage and patient compensation funds.

An in-a-nutshell version of what to consider when buying medical liability insurance is available on PMO. This also comes from the COMLRM. Find it here: http://practice.aap.org/content.aspx?aid=1636&nodeID=1130

Members of the COMLRM have contributed articles to the SOYP newsletter annually. These articles often address questions about medical liability insurance.

The “Pediatricians and the Law” column in AAP News is a monthly source of information on medical liability insurance, malpractice claims, and risk management. It is one of the most widely read features in AAP News. These articles are archived on the AAP News website and by topic on the PMO website.
## Women in Pediatrics

The AAP Committee on Pediatric Workforce (COPW) addresses issues and activities that pertain to the influence of gender on the pediatric workforce. The COPW examines existing data and generates new data on gender-specific workforce issues on topics ranging from career choices of third-year pediatric residents to practice patterns of women physicians. It ensures that the prominent and dynamic role of women in pediatrics is reflected in AAP physician workforce policies.

Included in this area on the AAP website are articles and resources on:
- Women in Pediatrics Reading List
- Power Point presentations on:
  - Women Leaders in Pediatrics
  - Flexible Careers for Pediatricians

- Physician Workforce: Part-Time Employment
- Pediatric Residents’ Attitudes about Part-time or Reduced-Hours Positions

Visit the Women In Pediatrics Web page to find these and other resources for female pediatricians: [http://www.aap.org/womenpeds/](http://www.aap.org/womenpeds/)

## AAP Policy, Guidelines & Clinical Reports

Get the answers to your questions about the latest approved AAP policy statements, clinical practice guidelines, and technical and clinical reports to assist with diagnosis and treatment.

Find them here: [http://aappolicy.aappublications.org/](http://aappolicy.aappublications.org/)


## The Section on Young Physicians (SOYP)

Young physicians are encouraged to join the Section on Young Physicians. The section seeks to accomplish the following objectives (which include helping to shape many of the practical resources available to YPs):

- Young physicians build leadership skills through training and experience.
- Young physicians are involved in healthy mentoring relationships.
- Young physicians are involved at the Board, chapter, and section level.
- Young physicians are knowledgeable of MOC requirements.
- Young physicians are presenting at AAP national and regional meetings.
- The section offers and influences CME addressing the needs of young physicians.
- SOYP members are receiving information from the SOYP in their preferred method.
- AAP membership and leadership are aware of section activities and accomplishments.
- Young physicians are involved in state and federal advocacy.
- Young physicians members utilize SOYP benefits.

[Click here](#) to join the section.
Life-Long Learning—Continuing Medical Education

The AAP Department of Education produces a wide range of professional and educational products and publications to support you throughout your lifelong learning. More information about lifelong learning opportunities can be found at www.pedialink.org/cmefinder or www.aap.org (click on Professional Education & Resources).

Division of Continuing Medical Education

Your practice is hands-on, which is why live AAP educational activities are a great choice for direct, interactive learning and building connections.

• NCE
• Practical Pediatrics CME Courses
• PREP The Course
• Future of Pediatrics Conference
• Section/subspecialty courses
• Local CME conferences sponsored in conjunction with the AAP

Division of E-Learning

PediaLink provides busy pediatric professionals with key resources right at your fingertips. PREP Self-Assessment, Education in Quality Improvement for Pediatric Practice (eQIPP), hot topics, discussion boards, and more are available. You can track your learning, access CME activity information, and print your transcript. New courses are available now at www.pedialink.org.

The online AAP CME activity for quality improvement, eQIPP modules provide participants with the opportunity to learn about the management of clinical topic areas (eg, attention deficit hyperactivity disorder, asthma, nutrition), identify areas for improvement, access practice tools and strategies for improvements, and learn from colleagues. For more information, call 800/433-9016, extension 7919; e-mail eqippadministrator@aap.org; or visit http://www.eqipp.org.

NeoReviews—online journal featuring the latest and best in neonatology.

NeoReviewsPlus—neonatology-specific self-assessment plus access to NeoReviews.

PREP The Curriculum—comprehensive review and education program including an annual subscription to Pediatrics in Review and the PREP Self-Assessment

PREP Self-Assessment—peer-reviewed questions and critiques distributed in print, online, and on CDROM.

PREP Audio—expert panel discussions on critical pediatric topics.

PREP Reference—interactive library of self-assessment content, articles, and media covering 10 years of past Pediatrics in Review articles and 5 years of PREP Self-Assessment questions and critiques.

PREP ICU—new critical-care-specific online self-assessment answers to your questions about the latest approved AAP policy statements, clinical practice guidelines, and technical and clinical reports.
Maintenance of Certification and Quality Improvement

Maintenance of Certification is a process that ensures physicians’ engagement with their profession by lifelong learning, applying what is learned in practice, improving the quality of health care, and ensuring that pediatricians have a useful bank of medical knowledge. The Accreditation Council for the Graduate Medical Education (ACGME) and the 24 American Board of Medical Specialties (ABMS) certifying Boards agree that a physician must demonstrate six core competencies. These core competencies are the foundation of MOC and are addressed during medical training and throughout a physician’s career. MOC consists of four separate parts:

1) Professional Standing
2) Knowledge Assessment
3) Cognitive Expertise
4) Performance in Practice

Each part is explained in further detail, below. Click here to access the Academy’s MOC Guide (PDF).

What is QUALITY IMPROVEMENT and what does it have to do with Maintenance of Certification? As defined by the Institute of Medicine: Quality Improvement — The degree to which health services for individuals and populations increase the likelihood of desired health outcomes and are consistent with current professional knowledge. Participation in quality improvement activities is (as of January 2010) required by all pediatricians to maintain their certification by the American Board of Pediatrics. Quality improvement activities include the systematic collection of data over time. However, it is important to note that not all QI initiatives fulfill MOC requirements. Also, keep in mind that chapters are eligible to apply for approval from the American Board of Pediatrics for a qualifying MOC activity to offer as a member benefit. For more information on applying, chapters should contact moc@abpeds.org.

THE FOUR PARTS OF MAINTENANCE OF CERTIFICATION (MOC)

1) Professional Standing — holding a valid, unrestricted medical license. (Direct members to www.abp.org, click on “Maintain Certification” tab, and then “Professional Standing and Licensure (Part 1)” link on left-hand side.)

2) Knowledge Assessment — Lifelong Learning and Self-Assessment (AAP resources available to assist pediatricians in meeting Part 2 requirements—more information on flipside of this page).

3) Cognitive Expertise — Passing a secure examination administered at testing centers worldwide. Under new MOC requirements beginning in 2010, the exam is required once every 10 years. Click here for information on dates, fees, and locations.

4) Performance in Practice — Participation in web-based quality improvement activities or in an ongoing ABP-approved collaborative QI project. (AAP resources available to assist pediatricians in meeting Part 4 requirements—more information follows on the next page).
## Maintenance of Certification and Quality Improvement continued...

### AAP Resources That Meet PART 2 & 4 Requirements

PREP (Pediatrics Review and Education Program) courses are approved by the American Board of Pediatrics for MOC Part 2: Lifelong Learning and Self-Assessment. PREP offers numerous general and subspecialty knowledge self-assessment courses.

www.aap.org/profed/prep.htm

Quality Improvement is encompassed in MOC Part 4. To meet Part 4 requirements, pediatricians can do one of two things:

1) Complete an online QI module

2) Participate in a QI project

*It is the physician's choice whether he or she conducts a QI project or completes a QI module.*

### Academy resources/areas that can assist in meeting Part 4 via modules:

EQIPP (Education in Quality Improvement in Pediatric Practice) courses. Currently available:

- Nutritional Assessment
- Diagnosing and Managing Asthma in Pediatrics
- Give Your Immunization Rates a Shot in the Arm

CME credit is also available for EQIPP courses. For more info, members should visit: [www.eqipp.org](http://www.eqipp.org).

### Academy resources/areas that can assist in meeting Part 4 via projects:

- Practicing Safety Project within QuINN (Quality Improvement Innovation Network)
  
  [http://www2.aap.org/qualityimprovement/quiin/](http://www2.aap.org/qualityimprovement/quiin/)

  Click on “Part 4 Maintenance of Certification.”

- Chapter Quality Network (CQN) within CAQI (Chapter Alliance for Quality Improvement)

  For more information on the CQN, contact: [CAQI@aap.org](mailto:CAQI@aap.org).
More Practical Resources for Young Physicians

**Online Private Networking Site for Young Physicians**

http://www2.aap.org/sections/ypn/ypconnectionhome.html

**Online Portal for Young Physicians**

http://www2.aap.org/sections/ypn/

**Red Book Online**

The Report of the Committee on Infectious Diseases

http://aapredbook.aappublications.org/

**Pediatrics**

http://pediatrics.aappublications.org/

**Bright Futures**

Prevention and health promotion for infants, children, adolescents, and their families

http://brightfutures.aap.org/

**Pediatric care online**

Prepared for Your Next Patient

http://

www.pediatriccareonline.org

/pc0/ub

**Your Local AAP Chapter**

The national AAP strongly encourages young physicians to join and become involved in their local chapter. Many chapters have chapter-level YP committees, where you can network and interact with other young physicians in your local area. A number of chapters also sponsor advocacy trainings. The chapter executive director is the lead staff at each of the chapters and the best person to contact for more information. Find a listing of all chapter executive directors here:

http://www2.aap.org/member/chapters/chaplist.cfm

Any questions? Contact:

Betsey Siska – Manager, Chapter Relations (bsiska@aap.org)

Julie Raymond – Manager, Young Physician Initiatives (jraymond@aap.org)