

Reimagining the Power of Our Profession

How **YOU** can have an impact on
student enrollment, retention, and
practitioner burnout

From the Academy's **House of
Delegates**



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SCAND Delegate 2022-2025

The Academy's House of Delegates serves as the voice of members



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and Dietetics

**House of
Delegates**

Introduction

- Importance of optimism and a forward-thinking mindset in the dietetics profession
- Impact on job satisfaction, burnout prevention, and student recruitment



History: House of Delegates “Critical Issue”

April 2023

Low Student Enrollment selected as Critical Issue

May 2023

Meeting with ACEND on topic

July 2023

Meeting with the Board of Directors on topic

Aug/Sept 2023

All-member survey released

Sept 2023

Delegate meeting to review quantitative results

Jan 2024

Delegates review qualitative results

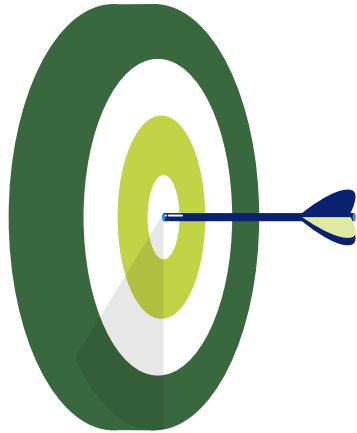
Feb/March 2024

Meeting with ACEND on results and next steps

April 2024

Delegate meeting on importance of positivity

HOD Survey - Key Findings



73% of practitioners have friends who left the profession

55% of practitioners have considered leaving the profession

22% of practitioners say they are burnt out and dissatisfied by their jobs

All-Member “Burnout” Survey

Major themes include:

- Staffing shortages and increased workload
- Compensation and recognition
- Administrative burden
- Work-life balance
- Lack of support from leadership
- Education and training demands
- Healthcare system pressures
- Emotional toll
- COVID-19 impact

All-Member “Burnout” Survey

1 = I enjoy my work, I have no symptoms of burnout.

2 = Occasionally I am under stress and I don't always have as much energy as I once did, but I don't feel burnt out.

3 = I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion.

4 = The symptoms of burnout that I am experiencing won't go away. I think about frustration at work a lot.

5 = I feel completely burnt out and often wonder if I can go on. I am at a point where I may need some changes or may need to seek some sort of help.

24.4% are experiencing burnout

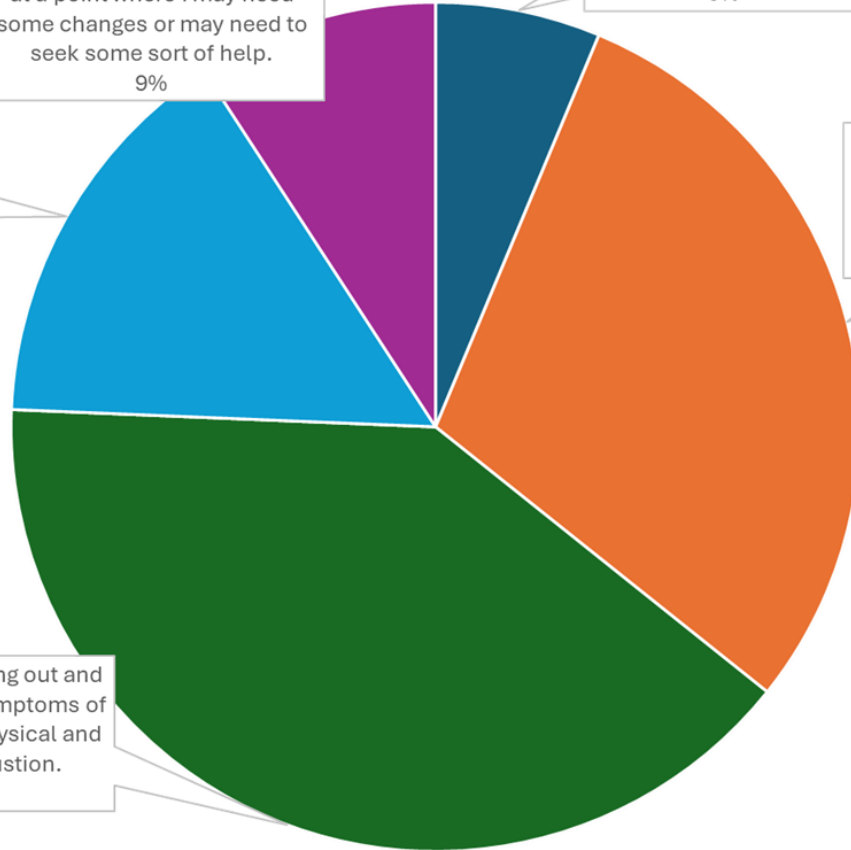
The symptoms of burnout that I am experiencing won't go away. I think about frustration at work a lot.
15%

I feel completely burnt out and often wonder if I can go on. I am at a point where I may need some changes or may need to seek some sort of help.
9%

I enjoy my work, I have no symptoms of burnout.
6%

Occasionally I am under stress and I don't always have as much energy as I once did, but I don't feel burnt out.
30%

I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion.
40%



All Member Burnout Survey

What can **one**
person do?

Academy's Change Journey

Four Key Objectives for our future state vision:

- We are an advocacy and public policy **POWERHOUSE**.
- We are recognized as a STEM profession.
- We are perceived by the public and other health care professionals as the **NUMBER ONE** food and nutrition experts.
- We demonstrate **OPERATIONAL EXCELLENCE**.



For more on the Change Journey and Strategic Priorities:

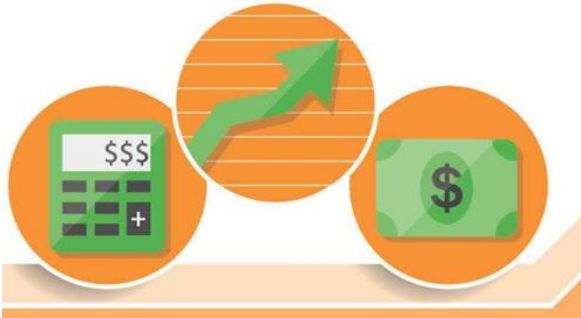


Advocacy, Value, and Payment

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Compensation & Benefits Survey

OF THE DIETETICS PROFESSION



Dietitian Licensure Compact

ACT now for MNT

- A** – complete the Academy's **Action** Alert
- C** – **Contribute** \$5 to become an ANDPAC Member
- T** – **Tell** 5 people (family members, clients, and colleagues) to take action

#ACTnowforMNT



Nothing will improve if you aren't part of the solution

1 Start asking questions at work - how was my salary calculated?

2 Complete Academy Action Alerts

3 Take ownership over your understanding of payment

4 Join the Academy's Affinity Groups

5 Support ANDPAC and spread the word about their work

From the HOD Survey: What were the positives of being a preceptor?

“

I also always learn something from my interns as they are learning and reading the newest research.

”

“

Keeps me aware of WHY I do what I do... I enjoy student engagement and "paying it forward."

”

“

It's excellent networking! I have so many local contacts in a variety of settings locally because they are all former students...

”

“

Practitioners are speaking terribly of dietetics and as they are precepting students they are actively pushing them out of the profession. That is one of the major factors that is causing great harm to enrollments.

”

What makes dietetics fulfilling?

- Helping patients improve their health
- Continuous learning opportunities
- Diverse work settings and career paths
- Interdisciplinary teamwork
- Teaching and mentoring
- Work-life balance
- Making an impact on sustainability and food security

Strategies for Reimagining the Power of the Profession

- Personal Actions
- Workplace Initiatives
- Engagement with students and early professionals

Personal Actions

- Speak highly of the fulfilling aspects of the profession
- Seek mentoring opportunities
- Model work-life balance
- Get involved in professional organizations
- Advocate for the profession



Workplace Initiatives

- Maintain a positive workplace culture
- Implement ambassador programs
- Highlight diverse career opportunities

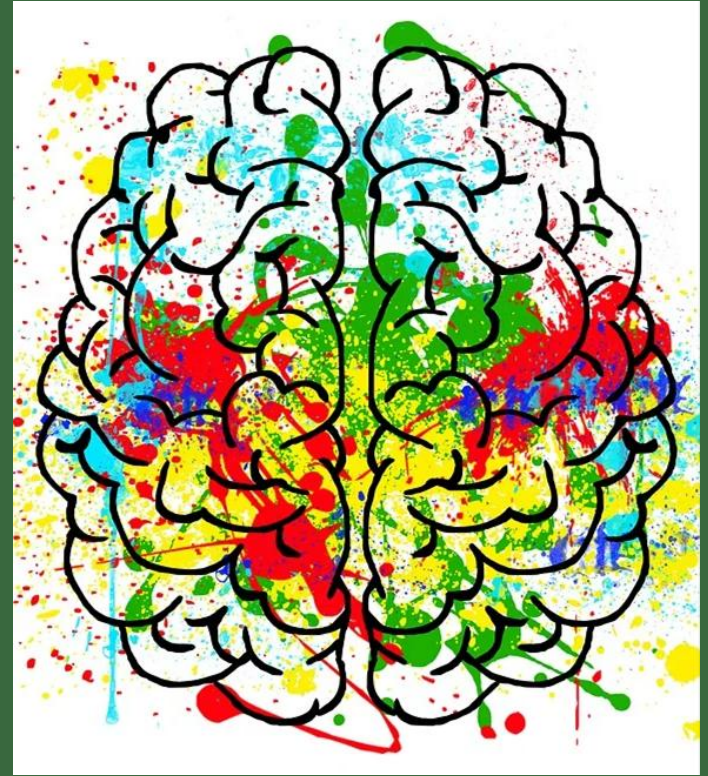
Engagement with students and early professionals

- Connect to individual passions
- Share impactful experiences
- Present a balanced view of the profession
- Communicate in generationally-appropriate ways
- Incorporate students into your activities



Responding to Negativity and Cynicism

- Acknowledge concerns without amplifying negativity
- Redirect conversations to constructive solutions
- Provide context for challenges (e.g. scope of practice limitations)
- Share success stories and positive experiences
- Encourage open discussions about career feelings



Actionable Steps for RDNs and NDTRs

- 1 Join SCAND mentorship program
- 2 Share positive experiences on social media
- 3 Participate in networking events
- 4 Participate in student showcases
- 5 Share the latest updates on Academy efforts

Conclusion

- The importance of optimism, resiliency, and hope within our mindsets
- What strategy can you implement right now with your colleagues and friends?



Resources

- [Social Media Toolkit](#)
- [Academy Action Alerts and Grassroots Efforts](#)
- [Academy's Public Policy Initiatives](#)
- [Academy's Work on Licensure](#)
- [Payment Section of the Academy's Website](#)
- [Power of Payment Video Series](#)
- [Academy Affinity groups](#)
- [MNT Provider Newsletter](#)
- [Compensation and Benefits Survey Results](#)
- [Academy's Mentorship Program](#)
- [SCAND's Mentorship Program](#)



Questions? Comments?

Please email me at

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Or use QR code below to submit
your question



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