

# 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**



# Miriam Troutner

Iowa representative for the Academy 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

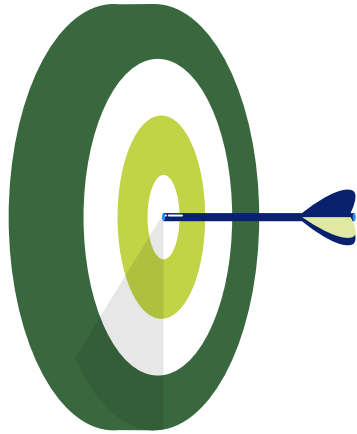


# History: House of Delegates “Critical Issue”



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

### All Member Burnout Survey

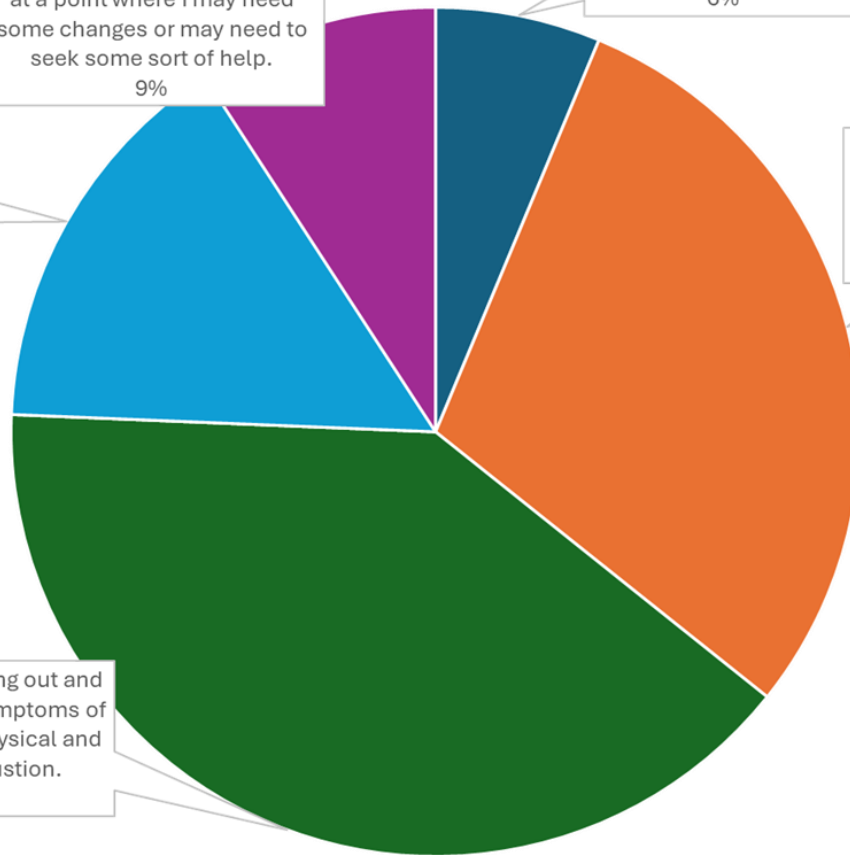
The symptoms of burnout that I am experiencing won't go away. I think about frustration at work a lot.  
15%

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%





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:

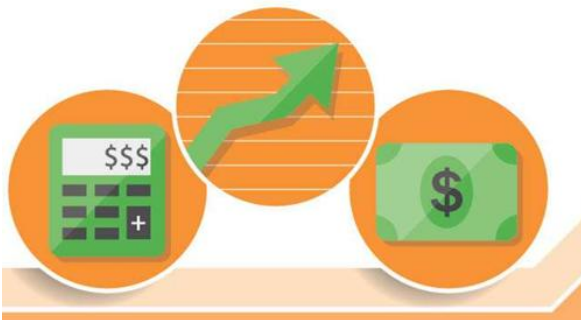


# Advocacy, Value, and Payment

**eat right.** Academy of Nutrition  
and Dietetics

## 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.

”

“

At the NDEP educators meeting last week, my statement about the negativity of preceptors was confirmed by many faculty who said their practitioners are constantly asking students why are they in this profession (negatively telling them they will be better off somewhere else).

”



# 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
- Organize “show and tell” days
- Create mentorship and/or advisory programs

# 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 Create or join a mentorship circle
- 2 Share positive experiences on social media
- 3 Organize 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?







# Questions? Comments?

Please reach out to me at  
[delegateeatrightiowa@gmail.com](mailto:delegateeatrightiowa@gmail.com)

**.eat<sup>®</sup>  
right.** Academy of  
Nutrition  
and Dietetics