Vision of the Academy: What’s Now and What’s Next?
“Moving Forward with Fresh Ideas”
2014 Wisconsin Academy of Nutrition and Dietetic Conference, Wisconsin Dells, WI
Friday April 11, 2014
Karen Lacey, MS, RDN, CD

Objectives
- Discuss the roles and responsibilities of CFP, ACEND and CDR
- Identify how recommendations of the Visioning Report are being implemented
- Identify CDR’s new initiatives: Advanced Clinical Nutrition Practice Credential and Board Certified Specialist in Obesity and Weight Management
- Recognize the impact of Practice Competencies to future CDR credentialing

Council on Future Practice
- What is the Council on Future Practice?
- HOD Unit that collaborates with ACEND, CDR and NDEP to project future needs of the profession

Council on Future Practice
- Chair: Dr. Jana R Kicklighter PhD RD LD
- Vice-chair: Anne Marie B Hunter PhD RD LD FADA
- Members:
  - Becky Dorner RDN LD FAND
  - Mary Kay Meyer PhD
  - Melissa Pflugh Prescott MS RD
  - Bonnie A Spear PhD
  - Dr. Jamie S Stang PhD MPH RD LN
  - Ms. Merievelyn Stuber
  - Ms. Tracy L Wilczek MS RDN LD
- Headquarters Partners:
  - Anna E Murphy MPH RD LDN
  - Harold J Holler LDN

Why Was the Council Created?

Council on Future Practice (CFP)
- Formalize ongoing visioning process to identify future practice roles and related knowledge and skills
- Identify and monitor emerging practice roles, opportunities and educational needs
- Collaborate with CADE (now ACEND), CDR, DPGs and other organizational units
What are the Council’s Functions?

Vision  Identify
Solicit  Collaborate
Monitor

Dietetics Career Development Guide

- Videos of RDNs and DTRs
- Journal article
- Scenarios
- Focus area of practice resources
- Career resources
- Practitioner resources
- Educator resources

www.eatright.org/futurepractice

FNCE 2013 Sessions

- Innovations in Dietetics Practice and Education
- Innovation = Original, New, Different
- http://www.eatright.org/futurepractice/

Accreditation Council for Education in Nutrition and Dietetics (ACEND)

- Chair, Dr. Anne Kendall PhD LDN
- Vice-chair, Ms. Meriwehn Stuber
- HOD Representative, Dr. Elaine F Molaison PhD RD
- Program Representative–DT, Dr. Lauri Y Wright PhD RDN
- Program Representative–DOP, Dr. Jamie M Erskine PhD RD
- Program Representative–DOP, Dr. Betty J Larson PhD RDN RDN LD LRD FADA
- Program Representative–D, Sharon K Schwartz MS RD LDN
- Program Representative–DI, Dr. Wanda A Eastman PhD RD DI CDE
- Program Representative–CP-D, Kay N Wolf PhD RD DI CDE
- Program Representative–CP-Ms, Doris J Wang MPH RD LD
- Program Representative at Large, Maxine C MEEligott MA RD CDE LMNT
- Program Representative at Large, Ms. Shyamala Canesh MS RD LD
- Practitioner Representative, Registered Dietitian, Pascale C Jean MPH LD
- Practitioner Representative, Dietetic Technician, Amelia F Larkin MS DTR
- Dietetics Student, Megan B Barnes RD
- Dietetics Student, Emily Palczewski
- Program Administrator, Dr. Hugh W Bonner PhD
- Public Member, Dr. Joan Straumanis

Council Update

- Board Certified Specialist Application and Petition
Commission on Dietetic Registration (CDR)

- Chair: Nancy H Wooldridge MS RDN LD
- Vice-chair: Dr. Annalynn Skipper PhD RD FADA
- Public Representative: Greg J. Rathjen
- Members:
  - Molly Gee RD LD
  - Kathryn K Hamilton MA RD CDN
  - Dr. Kendra K Kattelmann PhD RDN LN
  - Paula K Leibovitz MS RD CDE CDN
  - Karen P Lacey MS RD CD
  - Laura E Matarrese PhD RD LDN CN FADA
  - Stefanie A Mittelbuscher DTR
  - Megan M Sexton MS RD LD
- Headquarters Partner: Christine M Reidy RD

Roles of ACEND & CDR

- Responsible for governing the educational preparation of students and sets the standards for educational preparation
- Responsible for governing the credentialing process for dietetics and sets the standards for credentialing practitioners

ACEND

- DPD will now be required to set maximum enrollment based on available resources
- Set accreditation terms; change from 10 years to 7 years; option for 10 years
- Revised exam pass rate monitoring

Registry Growth Statistics

- Registered Dietitian Nutritionists (RDN)
- Dietetic Technicians, Registered (DTR)

New Registrants per Year

- Registered Dietitian Nutritionists

Registry Growth Statistics

- New Registrants per Year

- Registered Dietitian Nutritionists
Visioning Process

- July, 2008: Phase 2 Future Practice and Education Task Force
- March, 2011: Future Connections Summit on Practice, Credentialing and Education
- October, 2012: HOD Dialogue
- January, 2013: Joint Meeting of ACEND, CDR, CFP, Education Committee and NDEP DPG

Joint Leaders Meeting
January 17-19, 2013

Meeting Focus:
To come to consensus on how to address the recommendations in the Visioning Report in light of feedback from members and the HOD dialogue session (fall 2012)

Recent Publications

- “A Future-Focused Vision for a New Model of Differentiated Entry-Level Nutrition and Dietetics Practice” (roles for associate, baccalaureate and graduate degrees)

New Model of Differentiated Entry Level Practice

- Skills delineated for each level based on 5 major dimensions:
  - Professional practice (core)
  - Client care
  - Public/population health and community nutrition
  - Organizational leadership/management
  - Food and food systems
Summary of Initial Future Practice Recommendations

1. Elevate future entry-level educational requirements to an MS
2. ACEND require a seamless education and practice program in the future
3. Develop and implement a new credential for BS graduate
4. Phase out the DTR
5. Include diverse learning experiences outside of the classroom
6. Support development of board certified specialist and advanced practice credentials
7. Comprehensive marketing campaign
8. Support an RD credential name change

Where are we now?

DTR will continue to be supported by the Academy, (#4)
- Option of professional designation: Registered Dietitian Nutritionist (RDN),(#8)
- Support development of advanced practice and specialty credentials, (#6)

Advanced Clinical Nutrition Practice Credential

- Clinical nutrition practice is the provision of direct nutrition care to individuals and/or groups.

New Specialist Credential

- Board Certified Specialist in Obesity & Weight Management (CSOWM)

New professional designation: Nutrition & Dietetics Associate (NDA), (#3)

- Results of Practice audit conducted by CDR, 2013 did not differentiate practice differences between DPD program graduates and entry-level DTR’s
- Task Force did not support the development of a distinct baccalaureate/DPD graduate examination credential
- Academy, BOD announcement, FNCE 2013
**Background and Timeline**

- 2010
  - Academy hosts Summit with CDR, ACEND and Education Committee to discuss need for DPD Program graduate credential
  - CFP develops Career Development Guide
  - CDR Workforce Demand Study recommends building capacity for delivery of nutrition services
  - Internship Preceptor crisis and plan for DPD Program graduate certification addressed at FNCE
- 2011
  - Alternative Pathways Task Force Report recommends credential for DPD Program graduates
  - CFP surveys 1,655 DEP DPG members
  - CFP Visioning Report provides recommendation for DPD Program graduate credential
  - HOD dialogue on Visioning Report recommendations
  - Updates posted to www.eatright.org
- 2012
  - CDR conducts practice audit of DPD Program graduates
  - NDA certification announced at FNCE
  - CFP publishes Visioning Report recommendations and rationales in Academy’s Journal
- 2013
  - Academy ADN Times article on DPD Program graduate crisis

**Why the Nutrition and Dietetics Associate?**

**Recognition for DPD Graduates**

- Obligation to baccalaureate DPD program graduates
  - Annually approximately 2,000 DPD graduates cannot obtain supervised practice required for registration eligibility
  - A shortage of preceptors and supervised practice positions to support the ISP option remains a barrier to full implementation
  - Graduates’ goal is to become RDNs, not DTRs

**Capacity and Access Issues**

- The ratio of RDNs to the US population is less than 1:8000
- Viability in the marketplace is a challenge with a workforce capacity estimated at only 56,472 full–time practitioners (Compensation and Benefits Survey 2013, J Acad Nutr Diet, January 2014, 17–33)
- Proliferation of nutrition and dietetics related credentials at the baccalaureate level continues
- NDA expands consumer access to credible food and nutrition information and services and narrows capacity gaps

**Competitive Employment Advantage**

- Results of Academy survey of almost 19,000 students show 81% of respondents believe they would gain competitive market advantage if curriculum–based assessment was required
- Cultivating multiple levels of practice meets marketplace demands and builds capacity for delivery of nutrition services (2011 Dietetics Workforce Demand Study)
Consequence of No Action

- Over 2,000 disenfranchised graduates annually
- Ongoing trend as reported by ACEND in 2010 Academy Times article
- 2013 Compensation and Benefits survey reports low FTE workforce
- Graying of RDN registry supports need for dietetics and nutrition professionals across career continuum

Next Steps

Nutrition and Dietetics Associate Program

- Educators and preceptors will be requested to input content outline
- Item writing workshops to train educators will be scheduled

Entry-Level Graduate RDN

- Visioning Report Recommendations:
  - Minimum of Graduate Degree
  - Integration of Coursework and Supervised Practice
  - Greater depth of Knowledge and Skills and an Emphasis Area

What’s Next?

- Graduate degree required January 1, 2024 to take the RD exam
- ACEND: develop new educational standards
- CDR: develop practice competencies for continuing education

Entry-Level Graduate RDN

Council’s Vision:

- Evidence-based practice
- Critical thinking skills
- Analysis, synthesis, and evaluation
Entry-Level Graduate RDN

Goals for the Graduate-Prepared RDN:
- Increased autonomy
- Greater expertise
- More focused area of practice

Outcome of Joint Meeting
January 2013

Consensus Agreement #1:
Move Entry-level Degree Requirement to Graduate Level for RD/RDN Eligibility

March/April 2013 CDR Meetings

CDR considered:
- Review of Joint leaders Meeting Summary
- Input from ACEND Representatives
- ACEND Timeline for New Standards Development
- Stakeholder notice of change in entry-level registration eligibility requirements

CFP Visioning Report

CFP Recommendation #1
Elevate the preparation for the future entry-level RDN to a minimum of a Graduate degree from an ACEND-accredited program.

CDR Motion – April 2013
Move to change the entry-level registration eligibility education requirements for dietitians beginning in 2024 from a baccalaureate degree to a minimum of a graduate degree. All other entry-level dietitian registration eligibility requirements remain the same.

CDR’s Motion does NOT require that the graduate degree be granted by an ACEND accredited program.

Eligibility Criteria for RD/RDN

Current
- Baccalaureate degree from a US accredited college or university or foreign equivalent
- ACEND-accredited DPD program
- ACEND-accredited supervised practice (coordinated program, dietetic internship, or ISPP)

2024
- Graduate degree from a US accredited college or university or foreign equivalent
- ACEND-accredited DPD program
- ACEND-accredited supervised practice (coordinated program, dietetic internship, or ISPP)

Eligibility Criteria Exception

Current RDNs Not Required to Obtain Graduate Degree
Modified Implementation Request

Require Graduate Degree at the end of the first five year recertification cycle.

Legal Review Conclusion

New RDNs Cannot Be Required to Obtain a Graduate Degree as a **Recertification** Requirement When All Current RDNs Are Not Required to Obtain a Graduate Degree for Recertification.

Next Steps

- On-going communications to stakeholders
- Review and update of registration eligibility systems and information

ACEND Standards Development for New Practitioners

- **Draft Standards & Knowledge/ Skills (Role Delineation & Expert Input)**
- **Review by Stakeholders for Input & Revision**

Project Goals

1. **Education Benchmarking:** Define the education level and course requirements to meet the current and future needs of nutrition and dietetics practice
2. **Entry-Level Competencies:** Develop and validate entry-level competencies for the baccalaureate and graduate degree prepared practitioner
3. **Accreditation Standards:** Develop accreditation standards for a baccalaureate degree program and a graduate degree program designed to prepare practitioners in the profession of nutrition and dietetics

Applications

- Standards development is not a long, but it must be a thorough process
- Knowledge and skills must meet entry level, but must also be aspirational
- Graduate level standards should produce a higher level practitioner, not just a practitioner with a graduate degree
- Input must be gathered throughout the process
- Evidence to support the continuation and/or redesign of the standards must be available
Practice-based Competencies

- CDR: Practice Competency-based Professional Development Initiative (over two years)
- Develop and validate national practice competencies for integration into the PDP - Professional Development Portfolio, as a component of the recertification process for RDs or RDNs and DTRs.
- Synthesis of knowledge, skill, abilities, behaviors that must have in order to perform work roles

Sphere: Communications
1.0 Communicates and interacts effectively with individuals and groups in the provision of professional services
1.1 Utilizes effective information gathering skills
1.1.1 Determines the purpose and objectives of information gathering activities
1.1.2 Develops, plans and gathers accurate, comprehensive, relevant information
1.2.3 Builds trust and rapport with others to facilitate the information gathering process

Competency Assurance Panel (CAP) and Quality Management (QM) Workgroup
- Barbara L. Grant, MS, RDN, CSO
- Steven E. Black, PhD, RD, CSSD
- Terri J. Raymond, MA, RD, CD
- Darrin W. Schmidt, DTR
- Kathleen Niedert, PhD, MBA, RD, CSG, FADA
- Erskine R. Smith, PhD, RD
- Kendra Kattelmann, PhD, RD, LN
- Karen Lacey, MS, RD, CD
- Doris V. Derelian, JD, PhD, RD, FADA
- Gretchen Y. Robinson, MS, RD, LD, FADA

Core Spheres
- Professionalism
- Communications and Collaboration
- Leadership and Advocacy
- Critical Thinking and Decision-making
- Informatics
- Research and Performance Improvement
- Safety and Public Protection
- Food, Nutrition, Dietetics and Physical Activity
- Education and Counseling

Focus Areas
- Clinical Care
- Community/Population Health
- Business and Industry
- Foodservice Management
- Management of Organizations

Implementation Plan
- CDR anticipates incorporation into the PDP process beginning with practitioners completing their 2016–2021 recertification cycle
- Currently conducting a National Validation Survey through April 30
- Review the competencies and to rank the frequency with which you perform them. You will be able to provide comments and suggest changes. It will take you approximately 2-3 hours to complete the survey. Please note that you will not be required to complete this survey in a single sitting. You will be able to exit the survey and return to complete it at a later time.