



NEW PROGRAM PROPOSAL FORM

Sponsoring Institution(s): University of Missouri-Columbia

Program Title: Dietetics

Degree/Certificate: Masters of Science

Options: Click here to enter text.

Delivery Site(s): University of Missouri

CIP Classification: 51.3101

*CIP code can be cross-referenced with programs offered in your region on MDHE's program inventory highered.mo.gov/ProgramInventory/search.jsp

Implementation Date: Fall Semester 2016

Cooperative Partners: Christopher Hardin & Maurine Raedeke

*If this is a collaborative program, form CL must be included with this proposal

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**Master of Science
(M.S.) in
Dietetics**

University of Missouri-Columbia

EXECUTIVE SUMMARY

The new BS to MS (BS-MS) Coordinated Program in Dietetics will provide all didactic (coursework) and supervised practice (fieldwork) required for a student to take the national Registration Examination for Dietitians and thus, to become a registered dietitian (RD). By 2017, the Accreditation Council for Education in Nutrition and Dietetics (ACEND) suggests programs begin advising incoming freshman that a master's degree will be needed in order to become a registered dietitian to prepare for **2024, when the profession of dietetics will become masters entry-level.** The current undergraduate Coordinated Program at Mizzou is well-poised to make this transition because it has provided a highly effective a seamless RD training model for over 30 years.

Currently, Mizzou is the only Coordinated Program in Dietetics in the state of Missouri, and the only dietetics program in the University of Missouri system. This program provides all of the training to become an RD in a one-stop-shop. At the undergraduate level, the current program takes five years of requirements and compacts them into four years. That said, with the implementation of the new BS-MS Coordinated Program, the existing undergraduate Coordinated Program at Mizzou would be eliminated. With the new, proposed program, a student would receive a BS, MS and the required minimum of 1200 hours of supervised practice in five years. Students will take two years of prerequisite courses and then apply to the program. Successful candidates will then be retained for the additional three years to complete the program including their supervised practice requirements. Only students who complete all aspects of this 5-year sequence will meet requirements to take the RD exam. Therefore, we expect nearly 100% of students will remain for the entire five.

The job outlook for dietitians and nutritionists exceeds growth across all fields with the Bureau of Labor Statistics predicting 21% growth from 2012-2022 (1). With the rise of obesity and chronic related diseases in this country, along with the increasing cost of healthcare, there will be a need to train students who want to become nutrition experts in the area of disease prevention and medical nutrition therapy. Because Mizzou provides its supervised practice training within the state of Missouri, there is great opportunity for students and their preceptors to address these needs among Missouri citizens. Within several months of graduation, Mizzou alums have been successful in finding employment in their degree field. This program will keep Mizzou graduates competitive in the job market.

Costs for the new program will consist of full time salary and benefits for three teaching track faculty, costs associated with paying the preceptor sites, and costs for administrative support and for adjunct faculty stipends. *There will be no tuition/fee waivers as this will be 100% self pay and will result in new tuition dollars for 5 students per class undergraduate and 20 students per class at the graduate level.* The net costs for the transition to the BS/MS program would be the addition of the 0.26 FTE faculty plus the full benefits cost of that position, the payment of preceptor sites and administrative costs. The payment of the preceptor sites will be needed due to additional students and hence increased demand for, and burden on, exiting preceptor sites. Payment for the sites will secure them for Mizzou and deter "poaching" that can occur given the intense demand.

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1. Introduction

The BS-MS Coordinated Program in Dietetics comprises all components necessary for graduates to be eligible to take the RD exam. Five years are allotted for the student to complete the bachelors, masters and all supervised practice. The bachelors will be awarded after spring semester year four and the masters after spring semester year five. The one year graduate curriculum will be non-thesis. The 1200 hours of supervised practice is spread throughout years three-five. The student must complete the both the bachelors and master's degree in order to complete all of the 1200 hours necessary to take the exam. This will prevent attrition after year four.

This program prepares students to become registered dietitians (RD). This is the credential required to work in healthcare settings such as hospitals and clinics. In addition, RDs work in a variety of settings including community and public health, long-term care, grocery stores, athletic teams, food management, private practice and research.

The Coordinated Program model of training Mizzou dietetic students has been in existence on the MU campus for over 30 years. The program is proposing this new BS-MS Coordinated Program in Dietetics so that it prepares students to meet upcoming requirement for master entry-level practice in dietetics.

The BS-MS Coordinated Program in Dietetics is based upon the existing undergraduate Coordinated Program in Dietetics. This model has proven quite successful, with a 97% pass rate on the RD exam, a waiting list to get into the program and successful employment post-graduation. While the current undergraduate Coordinated Program will be eliminated in its current form, many of the courses from the current undergraduate curriculum will be retained. Some existing courses, previously offered at the undergraduate level, will be restructured and thus, offered at the graduate level. The 1200 hours of supervised practice, which are listed as supervised practice experience (SPE) courses, will be retained. A Program of Study is listed in Table 6.

The program will be housed in the Department of Nutrition and Exercise Physiology. Dr. Christopher Hardin is the Chair of this department. Dr. Raedeke has been the Director of the undergraduate Coordinated Program in Dietetics at Mizzou for over a decade. Dr. Raedeke will be the Director of the new BS-MS Coordinated Program in Dietetics. The Accreditation Council for Nutrition and Dietetics (ACEND) accredits the Coordinated Program and mandates that the program director have a minimum of a master's degree and an RD. Dr. Raedeke is an RD and has a PhD in the nutrition area program. The current undergraduate Coordinated Program in Dietetics will be eliminated and Raedeke will become the director for this new program. Therefore, a new expense for the program director position is not expected.

2. Fit with University Mission and Other Academic Programs

2.A. Alignment with Mission and Goals

The proposed program meshes with the University's mission of improving quality of life within Missouri. Student work side by side with practitioners in field sites throughout the state to deliver nutrition prevention and medical nutrition therapy. Furthermore, the program trains professionals ready for practice in numerous practice settings throughout the state. The

supervised training is provided in Missouri and therefore enhances Mizzou's presence in over 40 practice sites in Missouri. The proposed program also includes a strong research component, with a minimum of one year of research courses.

The mission statement for the current **Coordinated Program in Dietetics** at the University of Missouri states "The University of Missouri's accredited Coordinated Program in Dietetics, housed in a world-class research institution, provides academic training to prepare students for successful entry-level careers as registered dietitian nutritionists and registered dietitians. The program strives to improve health of Missourians and beyond by offering high-quality educational experiences, including a concentration area in nutrition therapy." (Adopted 10/2/13). This mission statement was created with the anticipated move to a BS-MS Coordinated Program.

The proposed program will expand opportunities for experiential learning. The program will increase the number of students admitted by 33%, as compared to the existing Coordinated Program. In other words, enrollment will go from the current 15 juniors and 15 seniors to 20 juniors, 20 seniors and 20 master's year students. The students will receive 1200 hours of hands-on training in multiple practice settings across the state of Missouri. In these settings, students will have the opportunity to work side-by-side with practitioners from multiple disciplines.

Moreover, the program will optimize faculty impact in teaching. The three core dietetics faculty (Raedeke, Hudson, Schnell) have over 30 years of combined experience working with the undergraduate Coordinated Program in Dietetics at Mizzou. Each has worked as an RD in healthcare and other practice areas prior to joining the program at Mizzou. Hudson is also a Certified Diabetes Educator. In the future, they hope to apply their practitioner skills to develop simulation lab training opportunities for students.

With this program, a new net revenue stream will be generated. The program will be a self-pay master's program. Revenue generated from this program will be used to fund a partial faculty salary and provide funds to pay supervised practice sites. Payment to supervised practice sites will help ensure sites for Mizzou students in the future.

This program is a priority because the current dietetics training at Mizzou must evolve to meet the future master's entry-level requirement for RDs. Furthermore, by 2017 the dietetics program must have a plan in place to advise students on how they can meet requirements to become an RD. The Coordinated Program model has remained a highly effective training model at the undergraduate level at Mizzou, as evidenced by the program's current 97% pass rate for first time test takers on the RD exam, as compared to a national 80% rate for Coordinated Programs for both undergraduate and graduate students. In recent years, there has been a waiting list for admittance to the undergraduate Coordinated Program in Dietetics at Mizzou. Furthermore, this program would increase the number of graduate students within the Department of Nutrition and Exercise Physiology.

2.B. Duplication and Collaboration within Campus and Across System

The current Coordinated Program in Dietetics is the only dietetics program within the UM system and the only Coordinated Program in Dietetics in the state. This means it is the only dietetics program in the state where the student can get an undergraduate degree and all required supervised practice in four years. There are other undergraduate dietetics programs

across the state (SLU, MSU, UMC, SEMO, Fontbonne, NWMSU, College of the Ozarks) but those students must first complete their undergraduate degree and then apply for a national internship match in order to receive their supervised practice. Currently, nationwide, the placement rates through the national internship match is ~50%. The cost of internships often exceeds \$10,000 (3).

Collaboration with existing institutions is limited because of competition for supervised practice sites. That said, the faculty in dietetics teach didactic courses, both in the classroom and online, and students from other disciplines and institutions can take these courses.

3. Business-Related Criteria and Justification

3.A. Market Analysis

3.A.1. Need for Program

Nationally, the Bureau of Labor Statistics projects a growth rate of 21% for dietitians and nutritionists from 2012-2022 (1). This growth rate is faster than the national average for all professions. Within Missouri, MERIC employment projections statewide 2013-2015 show a positive 1.87% change for dietitians and nutritionists. For the long term (2012-2022), the profession received a B with projected growth of 13.05% (4).

The current undergraduate Coordinated Program at Mizzou has been highly successful in preparing graduates for careers in their chosen field.

Table 1: Employment of Undergraduate Coordinated Program Alums from MU

Survey Question (s)	2004-2008	2010-2013	2012-2014
Working in field of dietetics, attending graduate school or both (n=41)	95.1%		
If looking, found job in dietetics within 3 months of program completion (n=28)		85.7%	
If looking, found job in dietetics or related fields within one year of program completion (n=15)			100%

Specific survey questions asked changed over the years depending on accreditation requirements. All data based on program alumni survey. No data is available for 2009.

The BS-MS Coordinated Program in Dietetics will provide all didactic and fieldwork required to sit for the national Registration Examination for Dietitians (RD exam). This is the only program of its kind in the state of Missouri and the only dietetics training program in the University of Missouri system. This proposed seamless model of training will allow students to take what they learn in the classroom and apply it into supervised practice setting, often within the same day.

Given the role of proper nutrition in the prevention and intervention of disease, it is imperative that the University trains credentialed experts in this discipline. According to one source, Missouri ranks 39 in overall health in the US (5). Furthermore, the cost of obesity

was estimated to be \$147 billion in 2008 (6). The job outlook, as noted above, indicates that there will be a continued need for registered dietitians in the workforce. Graduates of this program will be prepared to fill these positions.

The current undergraduate Coordinated Program at Mizzou is a highly sought-after program, with a waiting list each year for the past several years. The program attracts high achieving students with an average GPA of ~3.5-3.7. The program has a five year first time pass rate on the RD exam of 97%, as compared to ~80% national for Coordinated Programs. There are approximately 120 pre-dietetic students at Mizzou. Through careful screening and academic advising, much effort is taken to encourage and prepare only the best candidates to apply. The program receives 28-34 strong applications, from which 15 students are accepted and a waiting list created. It is noted that in 2012 the program increased the minimum GPA for applications from 2.9 to 3.2 and actually noticed an increase in applications. Therefore, with current enrollment maximum of 15 students, the program must turn away well-qualified applicants. The new program would increase yearly class size from 15 to 20 students, thus allowing more students access to the program without decreasing quality of students in the program.

Letters of support are found in appendix A. The letters address a willingness to accommodate the increase in enrollment generate by the program and also address the quality of students from MU. Because University Hospitals and Clinics and Campus Dining Services provide the greatest amount of fieldwork sites for our students, they were consulted regarding the proposed increase in program enrollment. That said, paying the preceptor sites and the pending development of a simulation lab will also help ensure adequate sites and training created by the increased slots.

3.A.2. Student Demand for Program

Current MU students in Coordinated Program in Dietetics:

In November 2012, 87.5% of current MU students in the Coordinated Program in Dietetics responded affirmatively when asked "If a master's degree is mandated for RDs to practice and you were just starting to think about dietetics as a field of study, would you apply for Mizzou's 5-year BS-MS-RD master's Coordinated Program (n=24).

Annual Alumni Survey of Mizzou graduates of the Coordinated Program in Dietetics:

Mizzou dietetics alums are surveyed approximately one-year post graduation. They were asked the following: "If it were available at Mizzou, would you have stayed an additional year in the CP [Coordinated Program in Dietetics] to complete an MS degree?" Of the nine 2010 alums who responded to the survey, 44.4% said yes and 55.6% said maybe. One year later 100% of the four 2011 alumni respondents said yes to this question.

Anecdotally, the academic advisor for the Department of Nutrition and Exercise Physiology has noted an increased frequency of students asking about if and when a MS in dietetics program would be available.

For purposes of this spreadsheet, the authors used enrollment of student accepted into the program (years 3-5). They did not include pre-dietetic students, at which there are ~100 on campus at any given time (years 1-2). Maximum enrollment is 20 student/year.

3.C. Business and Marketing Plan: Recruiting and Retaining Students

The BS-MS Coordinated Program in Dietetics will be a niche program in the realm of dietetics education. Given the accelerated nature of the curriculum, thus saving students money, and the prior success of the undergraduate Coordinated Program in Dietetics at Mizzou, students will be attracted to Mizzou and this program. In recent years in the undergraduate CP at Mizzou, ~33% of students were out-of-state or international. With the implementation of the new program, it's estimated that the number of non-resident students will increase.

Within the year, dietetics faculty travel to an estimated 40 different practice sites throughout the state of Missouri. This provides an excellent avenue for word-of-mouth marketing to other dietetics practitioners and employers throughout the state.

Individuals responsible for marketing the program are as follows: Coordinated Program in Dietetics Faculty (Raedeke, Hudson, Schnell), Academic Advisor for the Department of Nutrition and Exercise Physiology (Conrad), Support staff within the Department of Nutrition and Exercise Physiology (Garrett, Franklin), Student Services in the College of Human Environmental Sciences (Shahan, Embree, Jerome Beckmann). The program will be advertised on the Department of Nutrition and Exercise Physiology website, as well as the website for the Accreditation Council for Education in Nutrition and Dietetics (ACEND). It is noted that Raedeke receives many inquiries from prospective students through the ACEND website.

As previously noted, the job outlook for dietitians and nutritionists indicates growth in the profession. The job outlook, combined with evidence-based findings that show the importance of proper nutrition in the prevention and intervention of disease, suggests continued interest in dietetics. Therefore, it is anticipated that the number of pre-dietetic students will grow. However, because of the limited availability of supervised practice sites, the maximum number of students in the program will be 60 (maximum of 20 / year for years 3-5). If more sites become available or if the simulation lab takes the burden off sites enough that the program can accept more than 20 students/year, a request to increase would be made to ACEND. If approved, available slots in the program will be marketed on the department's website.

The design of the program plans for student retention. In order to be eligible to take the RD exam, the student must complete all components of the program. Didactic work and 1200 of supervised practice are needed to sit for the exam. The 1200 hours of supervised practice will begin in year 3 and will not be completed until the end of year five.

It is noted that at the undergraduate Coordinated Program level, the program has demonstrated a high degree of success in student retention. From 2009-2013, 94.4 % of students enrolled in the CP completed the program within the allotted time frame designated by ACEND (Table 7).

The size of the undergraduates within the Department of Nutrition and Exercise Physiology will help ensure enrollment outcomes are met. Currently, the department has ~440 undergraduates across three emphasis areas (pre-dietetics, nutrition and fitness, nutritional sciences). This provides a great pool of candidates for the program. It is noted that currently there are ~102 pre-dietetics majors at Mizzou. The department's academic advisor

works with current and prospective students and is a great resource in student recruitment. Additional marketing through Advisor's Forum and guest presentations in other disciplines are options.

4. Institutional Capacity

The existing BS program is 15 students per year (junior and senior year). We would be replacing the BS program with a BS/MS as is required by the accrediting body. We would also be increasing the total number of students to 20 per years (junior, senior and 1 year of MS). With the historically strong applicant pool for our program and with the bright job prospects for graduates, we anticipate no problems filling our 20 slots with high quality students. Our program is desirable because it guarantees the preceptor hours and because our pass rate is extraordinarily high. The additional investment (~80k/year) above what we are currently spending on our BS program is quite modest considering the new student tuition that will be generated by the program.

5. Program Characteristics

5.A. Learning Outcomes

A list of learning outcomes is provided below. These are the required learning outcomes for the proposed program based on the 2012 ACEND Core Knowledge and Competencies. These outcomes include both didactic and skill building competencies. Each competency is assigned to a specific course.

1. Scientific and Evidence Base of Practice: Integration of scientific information and research into practice.

Knowledge

KRD 1.1 The curriculum must reflect the scientific basis of the dietetics profession and must include research methodology, interpretation of research literature and integration of research principles into evidence-based practice.

Competencies

CRD 1.1 Select indicators of program quality and/or customer service and measure achievement of objectives.

CRD 1.2 Apply evidence-based guidelines, systematic reviews and scientific literature (such as the Academy's Evidence Analysis Library and Evidence-based Nutrition Practice Guidelines, the Cochrane Database of Systematic Reviews and the U.S. Department of Health and Human Services, Agency for Healthcare Research and Quality, National Guideline Clearinghouse Web sites) in the nutrition care process and model and other areas of dietetics practice.

CRD 1.3 Justify programs, products, services and care using appropriate evidence or data.

CRD 1.4 Evaluate emerging research for application in dietetics practice.

CRD 1.5 . Conduct projects using appropriate research methods, ethical procedures and data analysis.

2. Professional Practice Expectations: Beliefs, values, attitudes and behaviors for the professional dietitian level of practice.

Knowledge

KRD 2.1 The curriculum must include opportunities to develop a variety of communication skills sufficient for entry into pre-professional practice.

KRD 2.2 The curriculum must provide principles and techniques of effective counseling methods.

KRD 2.3 The curriculum must include opportunities to understand governance of dietetics practice, such as the Scope of Dietetics Practice and the Code of Ethics for the Profession of Dietetics; and interdisciplinary relationships in various practice settings.

Competencies

CRD 2.1 Practice in compliance with current federal regulations and state statutes and rules, as applicable and in accordance with accreditation standards and the Scope of Dietetics Practice and code of Ethics for the Profession of Dietetics.

CRD 2.2 Demonstrate professional writing skills in preparing professional communications.

CRD 2.3 Design, implement and evaluate presentations to a target audience.

CRD 2.4 Use effective education and counseling skills to facilitate behavior change.

CRD 2.5 Demonstrate active participation, teamwork and contributions in group meetings.

CRD 2.6 Assign patient care activities to DTRs and/or support personnel as appropriate.

CRD 2.7 Refer clients and patients to other professionals and services when needs are beyond individual scope of practice.

CRD 2.8 Apply leadership skills to achieve desired outcomes.

CRD 2.9 Participate in professional and community organizations.

CRD 2.10 Establish collaborative relationships with other health professionals and support personnel to deliver effective nutrition services.

CRD 2.11 Demonstrate professional attributes within various organizational cultures

CRD 2.12 Perform self-assessment, develop goals and objectives and prepare a draft portfolio for professional development as defined by the Commission on Dietetic Registration.

CRD 2.13 Demonstrate negotiation skills.

3. Clinical and Customer Services: Development and delivery of information, products and services to individuals, groups and populations

Knowledge

- KRD 3.1** The curriculum must reflect the principles of Medical Nutrition Therapy and the practice of the nutrition care process, including principles and methods of assessment, diagnosis, identification and implementation of interventions and strategies for monitoring and evaluation.
- KRD 3.2** The curriculum must include the role of environment, food, nutrition and lifestyle choices in health promotion and disease prevention.
- KRD 3.3** The curriculum must include education and behavior change theories and techniques.

Competencies

- CRD 3.1** Perform the Nutrition Care Process (a through e below) and use standardized nutrition language for individuals, groups and populations of differing ages and health status in a variety of settings.
- a. Assess the nutritional status of individuals, groups and populations in a variety of settings where nutrition care is or can be delivered.
 - b. Diagnose nutrition problems and create problem, etiology, signs and symptoms (PES) statements.
 - c. Plan and implement nutrition interventions to include prioritizing the nutrition diagnosis, formulating a nutrition prescription, establishing goals and selecting the managing intervention.
 - d. Monitor and evaluate problems, etiologies, signs, symptoms and the impact of interventions on the nutrition diagnosis.
 - e. Complete documentation that follows professional guidelines, guidelines required by health care systems and guidelines required by the practice setting.
- CRD 3.2** Demonstrate effective communications skills for clinical and customer services in a variety of formats.
- CRD 3.3** Develop and deliver products, programs or services that promote consumer health, wellness and lifestyle management.
- CRD 3.4** Deliver respectful, science-based answers to consumer questions concerning emerging trends.
- CRD 3.5** Coordinate procurement, production, distribution and service of goods and services.
- CRD 3.6** Develop and evaluate recipes, formulas and menus for acceptability and affordability that accommodate the cultural diversity and health needs of various populations, groups and individuals.

4. Practice Management and Use of Resources: Strategic application of principles of management and systems in the provision of services to individuals and organizations.

Knowledge

- KRD 4.1** The curriculum must include management and business theories and principles required to deliver programs and services.
- KRD 4.2** The curriculum must include content related to quality management of food and nutrition services.
- KRD 4.3** The curriculum must include the fundamentals of public policy, including the legislative and regulatory basis of dietetics practice.
- KRD 4.4** The curriculum must include content related to health care systems.
- KRD 4.5** The curriculum must include content related to coding and billing of dietetics/nutrition services to obtain reimbursement for services from public or private insurers.

Competencies

Upon completion of the program, graduates are able to:

- CRD 4.1** Participate in management of human resources.
- CRD 4.2** Perform management functions related to safety, security and sanitation that affect employees, customers, patients, facilities and food.
- CRD 4.3** Participate in public policy activities, including both legislative and regulatory initiatives.
- CRD 4.4** Conduct clinical and customer service quality management activities.
- CRD 4.5** Use current informatics technology to develop, store, retrieve and disseminate information and data.
- CRD 4.6** Analyze quality, financial or productivity data and develop a plan for intervention.
- CRD 4.7** Propose and use procedures as appropriate to the practice setting to reduce waste and protect the environment.
- CRD 4.8** Conduct feasibility studies for products, programs or services with consideration of costs and benefits.
- CRD 4.9** Analyze financial data to assess utilization of resources.
- CRD 4.10** Develop a plan to provide or develop a product, program or service that includes a budget, staffing needs, equipment and supplies.
- CRD 4.11** Code and bill for dietetic/nutrition services to obtain reimbursement from public or private insurers.

5. Support Knowledge: Knowledge underlying the requirements specified above

- KRD 5.1** The food and food systems foundation of the dietetics profession must be evident in the curriculum. Course content must include the principles of food science and food systems, techniques of food preparation and application to the development, modification and evaluation of recipes, menus and food products acceptable to diverse groups.
- KRD 5.2** The physical and biological science foundation of the dietetics profession must be evident in the curriculum. Course content must include organize chemistry, biochemistry, physiology, genetics, microbiology, pharmacology, statistics, nutrient metabolism and nutrition across the lifespan.
- KRD 5.3** The behavioral and social science foundation of the dietetics profession must be evident in the curriculum. Course content must include concepts of human behavior and diversity, such as psychology, sociology or anthropology.

Nutrition Therapy (NT). Unique to Mizzou Program

- NT 1 Provide nutrition care to patients with complex medical conditions such as renal, GI diseases, multi-system organ failure or trauma.
- NT 2 Participate in clinical activities for the pediatric population.
- NT 3 Provide appropriate care for nutrition support patients with complex medical conditions such as renal, GI diseases, multi-system organ failure or trauma.
- NT4 Counsel patients with complex medical conditions such as renal, GI diseases, Multi-system organ failure or trauma.
- NT 5 Observe clinical and diagnostic procedures (i.e. nutrition support placements, GI scopes, cardiovascular procedure, etc.).
- NT 6 Participate in basic physical assessment.
- NT 7 Demonstrate desire to gain new knowledge about practices pertaining to care for patients with complex medical conditions.
- NT 8 Perform the role of staff dietitian in clinical setting.

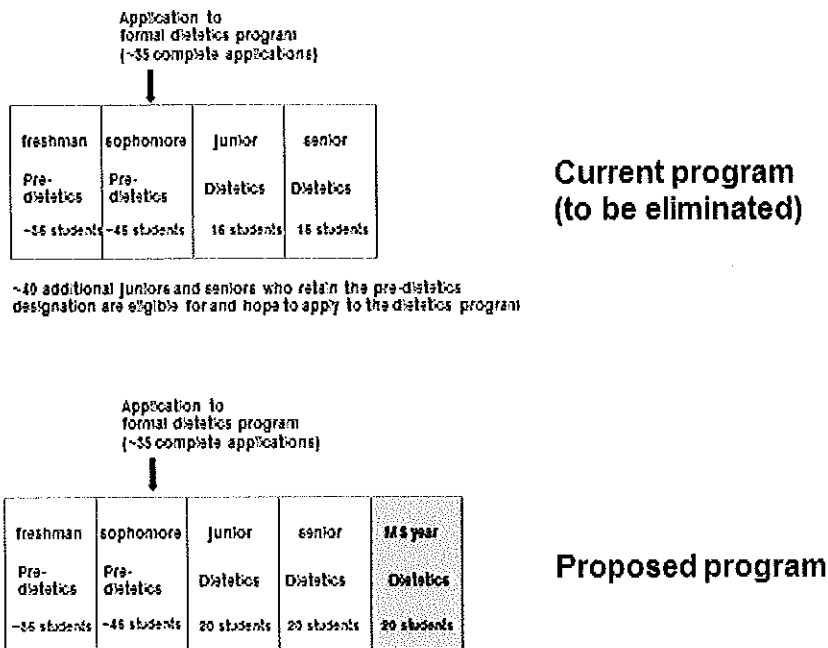
5.B. Program Structure

The program will be comprised of five years, four at the undergraduate level and one year at the graduate level (see figure 1). The program will be a non-thesis master's. A mini-comprehensive exam will be administered during year four and a comprehensive exam at the end of year five. The program currently administers both of these in the existing Coordinated Program. However, content will be adjusted to reflect the new curriculum.

Students will apply to the program during the spring semester of year two. Successful candidates will then complete years three – five. A BS will be awarded at the end of year four. Supervised practice will be spread throughout years three-five. One dual enrollment class (NS 8340) will be offered at the graduate level during the final semester of year four. Graduate work will occur in year five. As previously noted, attrition from Mizzou's current Coordinated Program is rare. That said, a student would be able to quit with a BS in this program but that student would not be eligible to sit for the RD exam. Likewise, ACEND required competencies are primarily assigned to years three-five and supervised practice occurs in years three-five. Therefore, a student would not be eligible to complete only the MS portion of this curriculum.

Students will not be required to take the GRE. However, during years three-five, each student will be required to meet minimum criteria for program continuation. Criteria include a minimum course grade of C- or better, a semester GPA of 3.0 or better, consistently scoring 70% or greater on exams and quizzes and show satisfactory program in supervised practice. The program currently utilizes these measures. As previously noted, retention rates of dietetic students in the existing program is greater than 90%. It is anticipated that number will remain with the combined BS-MS program.

Figure 1: Structure of Current Program (to be eliminated) and Proposed Program



1. Total credits required for graduation: 150 (120 BS, 30 MS)
2. Residency requirements: none
3. General education credits: 45

Courses (specific course or distribution area and credit hours):

Course	Hrs	Course	Hrs	Course	Hrs
Math 1100	3	Science:		Humanities:	
Eng 1000	3	Bio 1010/1020 of 1500	5	Comm 1200	3
Writing Intensive	3	Chem 1320	4	Phil 1150 or 2440	3
Capstone NS 4950	2	Chem 2030	3	Humanities (2000 level)	3
MRP-EscPs 4170	3	Soc/Behavioral:			
		Psych 1000	3		

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Writing Intensive (NS 4951)		Finpln 2183	3		
		Am Hist/Gov	3		

4. Major requirements

Total credits specific to degree: 106

Courses (specific course or distribution area and credit hours):

Course	Hrs	Course	Hrs	Course	Hrs
Hlth Sc 1000	3	Biochem 3630	3	NS 3360	2
NS 2380	3	Mgt 3000	3	NS 2450	3
MPP 3202	5	NS 1995	3	NS 4280	3
NS 2340	3	HP 2190	3	NS 3290	1
Chem 2130	2	NS 4590	3	Supporting Elect	3
HES 1100 (optional)	1	NS 4360	3	NS 3390	2

Course	Hrs	Course	Hrs	Course	Hrs
NS 3590	1	MPP 4204	5	EscPs 7200	3
NS 3400	1	NS 4370	3	NS 7385	1
NS 4290	2	NS 3370	3	NS 7380	3
PthAs 2201	3	NS 8340	3	NS 7381	4
FS 4310	4	HDFS 1600 or 1610 or 2400	3	HMI 7340	3

Course	Hrs
NS 8975	10
NS 8340	2
NS 7390	1

5. Free elective credits: 0

The sum of hours required for general education, major requirements and free electives should equal the total credits required for graduation.

6. Unique features such as interdepartmental cooperation:

Health Science 1000, Intro to Health Profession

December 11-12, 2014

5.C. Program Design and Content

A copy of the proposed 5-year course curriculum is listed below. It is noted that over the past several years, this curriculum format has been discussed with the graduate school, graduate faculty senate committee and provost office. The program of study included below has been reviewed within the last two months by the Coordinated Program faculty, NEP undergraduate curriculum committee, the NS graduate curriculum committee and the NEP faculty.

Table 6. Program of Study for BS-MS Coordinated Program in Dietetics

First Year-Fall Semester			First Year-Spring Semester		
	Hrs.	Contact		Hrs.	Contact
GN HES 1100	1		English 1000	3	
Bio Sci 1500 or 1010&1020	5		Chem 1320, General Chem	4	
HES Foundation [HDFS 1600 or 1610]	3		Hist or Poli Sci	3	
Math 1100, College Algebra	3		HS 1000 Intro to Health Professions	3	
Psych 1000, Gen Psych	3		Humanities Phil 1150 Intro to Bioethics or Phil 2440 Medical Ethics-suggested	3	
Total	15		Total	16	
Second Year-Fall Semester			Second Year-Spring Semester		
CHEM 2030 Survey of Organic Chem.	3		Comm 1200 or 3571	3	
CHEM 2130 Organic I Lab	2		NS 2340 Human Nutrition I	3	
NS 2380 Diet Therapy for Health Professionals	3		BIOCHEM 3630	3	
MPP 3202 Elements of Physiology	5		MGT 3000	3	
HES Foundation [Finpln 2183]	3		NS 1995 Nutritional Food Science	3	
Total	16		Total	15	
1 st Year Dietitian Education Program (Coordinated Program)					
Third Year-Fall Semester			Third Year-Spring Semester		
HP 2190 Med Terminology	3		NS 2450 Nutrition Throughout the Life Cycle	3	
NS 4590 Community Nutrition	3		NS 4280 Foodservice Lecture	3	
NS 4340 Human Nutrition II	3		NS 3290 Foodservice I SPE	1	4
NS 4360 Nutritional Assessment	3		Supporting Elective ²	3	

NS 3360 Nutritional Assessment SPE	2	8	NS 3390 Teach and Counsel	2	
			Humanities (WI)	3	
Total	14	8	Total	15	4
Third Year-Summer Semester					
NS 3590 Comm NSPE				1	4
NS 3400 Teaching and Counseling SPE				1	4
ESC PS 4170 Applied Stat				3	
Total				5	8
2nd Year Dietitian Education Program (Coordinated Program)					
Fourth Year-Fall Semester			Fourth Year-Spring Semester		
NS 4950 Capstone Research Nut Sci	2		NS 4951 Nutr Research Comm (WI)	1	
NS 4290 Foodservice II SPE [business plans]	2	8	MPP 4204 Medical Pharmacology	5	
Supporting Elective ²	3		NS 4370 MNT I	3	
PthAS 2201 Anatomy (lecture only)	3		NS 3370 MNT 1 SPE	3	12
FS 4310 Food Chemistry	4		NS 8340 Nutrition in Human Health ³	3	
Total	14	8	Total	15*	12

3rd Year Dietitian Education Program-Graduate-(Coordinated Program)					
Fifth Year-Fall Semester			Fifth Year-Spring Semester		
	Hrs.	Contact		Hrs.	Contact
ESCP 7200 Intro to Positive Psychology	3		NS 8975 Practice of Dietetics SPE	10	40
NS 7385 Prof Develop I	1		NS 8380 MNT III	2	
NS 7380 MNT II	3		NS 7390 Prof Development II	1	
NS 7381 MNT II SPE	4	16			
HMI 7340 Intro to Health Informatics	3				
Total	14	16	Total	13	40

¹ one credit hour counts as SPE so 1:4 equivalent

²Supporting Electives: Health Psych 3830, Soc of Aging 4210, Healthcare in the US HRP 4300, Food Micro 4370, Marketing 3000, NS 4970, 3000-4000 statistics course, Study Abroad, Bio 2200 (Genetics), NS 2460 EDO, Bio 3750 Microbiology, FS 4370 Food Microbiology, SOC 3440 Sociology of Health, SOC 4340 Sociology of Sport, other pending. Study Abroad will not count as both elective and humanities.

³NS 8340- dual enrollment: count toward grad

1. Descriptions: New Courses

NS 4280: Foodservice Management (Lecture) (3 cr)

Organizational structure and relationships; policy making and implementation; budgeting and cost control; menu as a management tool; sanitation and safety; food preparation; and food delivery systems; issues related to marketing and financial control in the foodservice sector. Lecture course/discussion course. Prerequisites: MGT 3000.

NS 7380: Medical Nutrition Therapy II (3 cr)

Evaluation, design and monitoring of the nutrition care of complex health disorders such as renal disease, trauma, and multi-system organ failure; emphasis on nutrition support (enteral and parenteral nutrition). Lecture course. Prerequisites: NS 4370.

NS 7381: Medical Nutrition Therapy II Supervised Practice Experience (4 cr)

Practice in nutrition care of complex health disorders with emphasis on nutrition support. Prerequisite: NS 3360, NS 3370, NS 4370, concurrent enrollment in NS 7381. Open to students enrolled in CP only.

NS 7385: Professional Development I (1cr)

Lecture/discussion course designed to provide career exploration and assessment and prepare students for final semester rotations in the Coordinated Program. Prerequisites: Concurrent enrollment in NS 7380, 7381. Open to students enrolled in CP only.

NS 7390: Professional Development II (1 cr)

Lectures and discussions focus on issues and trends in dietetics. Discussions are used to encourage the development of skills and attitudes which foster life-long professional learning. Lecture/discussion course. Prerequisites: NS 4950 and NS 7380. Open to CP students only.

NS 8380: Medical Nutrition Therapy III (2 cr)

Supervised discussion and evaluation of case studies to enhance developmental understanding and nutritional assessment skills. Prerequisites: NS 7390

NS 8975: Practice of Dietetics Supervised Practice Experience (10 cr)

Supervised practice in providing quality nutrition services in clinical, community, management and specialty settings. Prerequisites: NS 3590, NS 4280, NS 4290, NS 4380, NS 4381, and NS 4590; Open to students enrolled in CP only.

2. Descriptions: Supervised Practice Courses (Unique to Dietetics)

NS 3290: Foodservice I Supervised Practice Experience (1 cr)

A practicum designed to expose the student to concepts of quantity food production, evaluation of products and resources, personnel administration and application of food microbiological principles. Concurrent enrollment NS 4280. Open to CP students only.

NS 3360: Nutritional Assessment Supervised Practice Experience (2 cr)

Supervised practice to develop skills in screening individuals for nutrition risk; use of dietary, anthropometric, laboratory, clinical and sociocultural criteria to assess nutritional status of individuals. Prerequisites: concurrently enrolled in NS 4360; Open to students in CP only.

NS 3370: Medical Nutrition Therapy I Supervised Practice Experience (3 cr)

Practice and application of principles of nutrition care for selected disease states.
Prerequisites: Concurrently enrolled in NS 4370; Open to students in CP only.

NS 3400: Teaching and Counseling Supervised Practice Experience (1 cr)

Skill development and practice in counseling individuals for health promotion and disease prevention and the teaching of food and nutrition topics to groups. 4 hours of supervised practice per week. Prerequisites: NS 3900, concurrent enrollment in NS 3590; Open to students in CP only.

NS 3590: Community Nutrition Supervised Practice Experience (1 cr)

A practicum which explores and applies the concepts and techniques of nutrition programming in a community setting. Prerequisites: NS 4590; Open to students in CP only.

NS 4290: Foodservice II Supervised Practice Experience (2 cr)

A practicum tailored to apply marketing and budgetary principles in the foodservice industry. Prerequisites: NS 3290, NS 4280; Open to students in CP only.

5.D. Program Goals and Assessment

Each learning outcome is attached to a particular course. Each faculty track performance in their assigned course. The outcome data is entered in a matrix on blackboard. In addition, the program will administer a mini-comprehensive exam at the end of year four, pre-rotation pre-tests and a comprehensive exam during year five. Students need to achieve a minimum of 70% on all exams and quizzes administered in the program.

We expect that 100% of graduates of the program will take the national Registration Examination for Dietitians (RD exam). In the current undergraduate Coordinated Program, over the most recent five years, the program has a pass rate of 97% for first time test takers. This is compared to a national pass rate for Coordinated Programs of 80% and that national rate includes Coordinated Program students from undergraduate and graduate programs. Data from 2008-2012 (more recent data not available yet) show that 100% pass the exam within a year of their first attempt.

Over the past five years (2010-2014), 94.5% of students who were admitted to the undergraduate Coordinated Program completed the program within the accredited allowed 150% or less time. Occasionally, a student chooses to change majors, has health issues or another reason for leaving the program but shown by the data above, that is rare and it is anticipated that the program will exceed its goal of 80%. The current program does an excellent job of retaining its students. It is anticipated that this will remain, as the program moves to the combined BS-MS Coordinated Program in Dietetics.

It is anticipated that all 20 slots in the program will be filled each year. By year three 20 BS and 20 MS degrees will be awarded. Because of the program maximum, that number will be the same for year five as well.

Because employers will require registered dietitians to have a master's degree, the new program will enhance employment opportunities for Mizzou graduates. From 2010-2013,

85.7% of alumni respondents reported successful employment in dietetics or related field within 3 months of graduation.

5.D.1 Goals and Outcomes for Proposed BS-MS Coordinated Program:

Goal 1: The CP will prepare competent registered dietitian nutritionists or registered dietitians for careers in a variety of practice settings throughout Missouri and the nation.

Objectives:

- 1.a First time test –takers will achieve a five-year average pass rate on the RD exam of 80% or better.
- 1.b 80% or more of the students enrolled in the CP will complete the program within 4 years of planned completion.
- 1.c 70% of CP alumni respondents who sought employment in dietetics or related fields will be employed in dietetics or related fields within 12 months.
- 1.d 80% of NS 8975 preceptors will rank the quality of MU students as above average (score 4-5).
- 1.e Alumni respondents working in the field of dietetics or related field will collectively identify 3 different practice areas as primary job settings.
- 1.f 50% of alumni respondents will be working dietetics or related fields in Missouri or adjoining states.

Goal 2: CP graduates will recognize the importance of professional development.

Objectives:

- 2.a 50% of alumni respondents will report being a member of a professional organization.
- 2.b 50% of alumni respondents will have sought information about obtaining a specialty certification.
- 2.c 50% of alumni respondents practicing In dietetics or related field, will regularly (at least monthly) seek out current research findings for application in their practice.

Note: A five-year period will be used to measure each objective.

Table 7. Goal 1, Objectives and Results for Current Program

Goal 1: The CP will prepare students to become competent entry-level dietitians ready for practice in nutrition therapy, foodservice management and community nutrition.

Objective	Result
First time test takers will achieve a five-year average pass rate on the RD exam of 80% or better.	2008: 10/12
	2009:13/13
	2010:13/13

	<p>2011:11/13 2012:15/15</p> <p>Met. First-time test takers achieved a five-year pass rate on the RD Exam of 94%.</p>
Over a five-year period, 70% or more of CP graduates who sought employment in dietetics will be employed within three months or program completion.	<p>2009: NA. Question not asked. 2010: 9/10 2011:8/9 2012:2/3 2013:5/6</p> <p>Met. Over a four-year period, 85.7% of alumni respondents were successful in their job search.</p>
Over a five-year period, 70% or more of CP graduates who sought employment in dietetics will be employed within 12 months of program completion.	<p>2009-2011: Question not asked. 2012: 3/3 2013: 6/6</p> <p>Met. Over a two-year period, 100% of alumni respondents who sought employment in dietetics were employed in dietetics within a year.</p>
80% or more of students enrolled in the CP will complete the program within 3 years (150%) of the time planned for completion.	<p>2009:13/13 2010:15/15 2011:11/13 2012:15/15 2013:13/15</p> <p>Met. Over a five-year period, 94.4 % of students enrolled in the CP completed the CP in three years (150%) or less time.</p>
80% or more of employers will rank professional ability and potential, as compared to other beginning dietitians, as above average.	<p>2010-2012: NA. No surveys returned by employers. 2013: 5/5</p> <p>Met. In 2013, 100% of employer respondents ranked professional ability and potential of MU graduates, as compared to other beginning dietitians, as above average.</p>
80% of NS 4975 preceptors will rank the quality of students from MU as above average (score 4 or better)	<p>2009:25/26 2010:27/29 2011:29/29 2012:30/32 2013:19/19</p>

	Met. 96.3% of NS 4975 preceptors ranked the quality of students from MU as above average (score 4 or better).
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5.E. Student Preparation

Students must be successfully admitted to the University and have completed three semesters of prerequisite courses. The fourth semester of prerequisite courses is in progress at the time in which the student applies to the program. The prerequisite courses contain a strong emphasis on chemistry, biology, organic chemistry, physiology, biochemistry and human nutrition. Students must meet a minimum GPA of 3.2 to apply to the program. Both the Mizzou GPA and from transfer institutions is used to calculate that GPA to determine eligibility.

In addition to meeting minimum GPA requirements and submitting application materials such as reference, job shadowing forms, etc., selected students will have a personal interview with members of the selection committee. Post interview, applicants complete an impromptu writing assignment. No specific population will be targeted with this new program.

5.F. Faculty and Administration

Nikki Raedeke, PhD, RD, LD will be the program director. Approximately 20-30% of her time will be devoted to program administration. This includes maintaining compliance with accreditation standards and requirements.

The core of the dietetics instructional needs will be met with two current assistant teaching professors. They are LeGreta Hudson, MS, RD, LD, CDE and Jennifer Schnell, MS, RD. For both ~90-100% of time will be dedicated to instruction.

The three core faculty of Raedeke, Hudson and Schnell are registered dietitians. This credential is required for all three positions.

Hudson and Schnell will be assigned to 9-12 credit hours for both fall and spring. This number takes into account that for supervised practice courses the time four hours of instruction for one hour of course credit (similar to a lab class). That time has to be taken into account when looking at instructional needs. Both Hudson and Schnell will be on an 11-month appointment so will be teaching summer classes for the dietetics program as well. The summer classes are supervised practice courses. Hudson and Schnell will be assigned 1-2 credit hours for the summer but will be in the classroom a maximum of 4- 8 hours/day.

Raedeke is a 100% teaching assistant professor on an 11-month appointment. However, Raedeke does not teach during the summer, which allows for time for program administration. Raedeke will teach 17 credit hours over fall and spring semester.

Faculty will be involved in dietetics organizations from the local to the national level. Faculty will also travel to supervised practice sites to meet with the students and preceptors. This allows faculty to assess student progress but also to assess the learning environment. At the time of writing of this proposal, the faculty are in the process of creating a simulation lab in McKee. This site will allow for initial training in the clinical curriculum.

December 11-12, 2014

5.G. Alumni and Employer Survey

The program will continue its current plan of assessment of alumni. The program administers a one-year alumni post-graduation survey in June-July. The survey has been administered electronically using Survey Monkey. Expected satisfaction rates would be 80% to start.

The program will continue its current plan of assessment of employer feedback. This survey is administered one-year post graduation in June-July. It is administered electronically using Survey Monkey. Because of confidentiality, the program sends the survey to the alum and asks the alum to forward the survey link to their employer. While the program has found this to be the best method for soliciting feedback, response rates have been lower than that for the alumni data. That said, the program requests feedback from preceptors who have worked with students just prior to the graduation. That survey is administered electronically via survey monkey in May, just after the student graduates. From 2009-2013, 96.3% of NS 4975 preceptors ranked the quality of students from MU as above average (score 4-5/5, n=135) (Table 7). Between these two measures, an 80% satisfaction rate is realistic.

5.H. Program Accreditation

The current program is accredited by the Accreditation Council for Education in Nutrition and Dietetics (ACEND). The program recently went through successful reaccreditation, including a site visit in April 2014. The program is reaccredited through June 2024. The new program will require submission for program change to ACEND but no site visit is required.

6. References

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4. Missouri Economic Research and Information Center. www.missourieconomy.org. Accessed 9/12/14.
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Appendix A – Letters of Support

UNIVERSITY *of* MISSOURI

CAMPUS DINING SERVICES

DIVISION OF STUDENT AFFAIRS

September 19, 2014

Dr. Christopher Hardin
Dr. Nikki Raedeke
Nutritional Sciences
204 Gwynn Hall
University of Missouri
Columbia, MO 65211

Letter of Support for Master's Degree in Dietetics

Dr. Hardin and Dr. Raedeke:

This is a letter of support from Campus Dining Services related to the proposed Master's Degree in Dietetics. The Master's Degree is becoming a requirement for this area of study and will also qualify the student to sit for the Registered Dietitian exam.

Campus Dining Services currently supports the Coordinated Undergraduate Program in Dietetics by serving as a supervised practice site during the students' junior and senior years. At the present time, we host up to 15 students. With the move to the Master's Program, Campus Dining Services will host up to 20 students for the supervised practice during their junior and senior years.

Campus Dining Services is pleased and proud to be a part of the dietetics program. The program has an excellent passing rate for those who sit for the Registered Dietitian exam. Thank you for including us in the education process.

Sincerely,



JULAINER. KIEHN, R.D.
Director, Campus Dining Services

jrk
c: Nancy Monteer



900 Virginia Avenue Columbia, MO 65211-5030 Phone: 573-882-3663 Fax: 573-882-9100

Enhancing the Mizzou Student Experience

December 11-12, 2014

OPEN – AS&EA 2-29



Janet Savesky, Karen Derrick
University of Missouri Health Care
Dining and Nutrition Services
Clinical Nutrition
Columbia MO 65212

September 25, 2014

Dr. Nikki Raedeke
Director-Coordinated Program in Dietetics

Dr. Christopher Hardin
Professor and Chair of Nutritional Sciences
University of Missouri
204b Gwynn
Columbia MO 65212

Dear Dr.'s Raedeke and Hardin:

On behalf of University of Missouri Health Care, we wish to express our enthusiastic support for the conversion of the University of Missouri's Coordinated Program in Dietetics to a master's degree program.

University of Missouri Health Care currently employs 19 Registered Dietitian Nutritionists and out of those 10 are graduates of the University of Missouri's Coordinated Program in Dietetics, 8 hold master's degrees and 8 have additional specialty certifications. We operate in three separate hospitals and in over 40 outpatient clinics. Last year alone our patient numbers grew over 7%. With our increased growth, there will be many opportunities to expand and support the extra dietetic practicum rotations needed for the additional students.

In addition the Academy of Nutrition and Dietetics will be requiring a graduate-level degree to enter the profession as a Registered Dietitian Nutritionist by 2021.

University of Missouri Health Care looks forward to collaborating with the Coordinated Dietetics Program in educating our future dietitians in the years to come.

Sincerely,

Handwritten signature of Janet Savesky in black ink.

Janet Savesky, MS, RDN, LD
University of Missouri Health Care
Manager, Dining and Nutrition Services

Handwritten signature of Karen Derrick in black ink.

Karen Derrick, MA, RDN, LD, CDE
University of Missouri Health Care
Manager, Clinical Nutrition

December 11-12, 2014

SSM St. Joseph Health Center

300 First Capitol Dr.
St. Charles, MO 63301

October 31, 2014

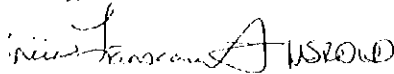
Nikki Raedeke PhD, RD, LD
University of Missouri
Food and Nutrition Department
204 Gwynn Hall
Columbia, MO 65211

Dear Nikki:

I just wanted to notify you that St. Joseph Health Center and St. Joseph Health Center Wentzville will continue accepting dietetic interns from Mizzou. For the upcoming semester we would be happy to accept 2-3 clinical rotations and 1 community rotation. As always, please spread them out utilizing both sites.

The dietitians enjoy being preceptors to your students as they are always "ready to go" when they arrive and eager to gain a wealth of knowledge from their experience here. The preceptors also enjoy watching the students grow and develop their skills to complete the 2 week staff rotations. As the manager, I enjoy being able to hire the students as positions become available. I believe we are up to 5 or 6 now that we have hired over the past 22 years and all have been exceptional!

It's always a pleasure working with you.
Sincerely,



Tricia Franscavitch MS, RD, LD
Clinical Nutrition Manager

December 11-12, 2014

**BOARD RECOMMENDATION
ACADEMIC, STUDENT AND EXTERNAL AFFAIRS COMMITTEE**

December 1, 2014

TO: Hank C. Foley, Ph.D., Executive Vice President

SUBJECT: The University of Missouri-Columbia Proposes a New Master's Program in Dietetics, to Begin in the Fall Semester of 2016, for Approval at the December 11-12, 2014, **Board of Curators Meeting**

I recommend that the item listed below be submitted to the Academic Affairs Committee for consideration, and to the Board of Curators for approval at the December 11-12, 2014, Board of Curators Meeting:

- 1) The new BS to MS (BS-MS) Coordinated Program in Dietetics will provide all didactic (coursework) and supervised practice (fieldwork) required for a student to take the national Registration Examination for Dietitians and thus, to become a registered dietitian (RD). By 2017, the Accreditation Council for Education in Nutrition and Dietetics (ACEND) suggests programs begin advising incoming freshman that a master's degree will be needed in order to become a registered dietitian to prepare for **2024, when the profession of dietetics will become masters entry-level**. The current undergraduate Coordinated Program at Mizzou is well-poised to make this transition because it has provided a highly effective a seamless RD training model for over 30 years.

The faculty of the University of Missouri-Columbia, therefore, recommends to the President and to the Board of Curators of the University of Missouri that a new BS to MS Coordinated Program in Dietetics be established to begin in the fall semester of 2016.

Approved:

December 1, 2014

R. Bowen Loftin, Chancellor