

**BOARD OF GOVERNORS
STATE UNIVERSITY SYSTEM OF FLORIDA
NEW DOCTORAL DEGREE PROPOSAL STAFF ANALYSIS**

Program: Doctorate in Clinical Nutrition **CIP Code:** 51.3102
Institution: University of North Florida **Proposed Implementation Date:** Fall 2016
Staffed By: A. Beaven, A. Morse, Ph.D. **Initial Review Date:** 4/4/14 **Last Update:** 2/27/15

Projected program costs:

	Total	% & \$ Current Reallocated	% & \$ New Recurring	% & \$ New Non- Recurring	% & \$ C&G	Auxiliary Funds	Cost per FTE	SUS 13-14 Average Cost per FTE
Year 1	\$310,825	84% \$260,825	0% \$0	0% \$0	16% \$50,000	\$0	\$77,167	\$10,816 51 CIP
Year 5	\$327,975	100% \$327,975	0% \$0	0% \$0	0% \$0	\$0	\$16,196	

Projected FTE and Headcount are:

	Student Headcount	Student FTE
First Year	9	3.38
Second Year	21	7.88
Third Year	33	13.22
Fourth Year	45	18.84
Fifth Year	48	20.25

On March 29, 2007, the Florida Board of Governors approved Board Regulation 8.011, which sets forth criteria for implementation and authorization of new doctorates by the Board of Governors, as well as criteria for implementation and authorization of Bachelor's, Master's and Specialist degrees by Boards of Trustees. The following staff analysis is an assessment of how well the university meets Board Accountability and Readiness criteria for implementation of this degree program.

Proposal Page Numbers:

INTRODUCTION		ACCOUNTABILITY		READINESS				
Program Description	BOG Goals	Overall	Budget	Mission and Strength	Program Quality	Curriculum	Faculty	Resources
2	3	5	10	14	17	17	26	29

A. Program Description:

According to the proposal, the Doctorate in Clinical Nutrition (DCN) is designed for students with a Master's degree in the field who currently practice as registered dietitians and hold a minimum of three year's related work experience. The program is designed to prepare graduates for leadership roles in public health organizations, health care provider organizations, government agencies, international health organizations, universities, or the private sector. In addition, the proposal notes that graduates from this program will be able to assume faculty positions in colleges and universities.

As described in the proposal, the Doctorate in Clinical Nutrition program is a 54 credit hour advanced practice doctoral program with core requirements in advanced nutrition practice, research, a supervised advanced practice residency, program electives, and a research or clinical outcomes study. Students will be able to select an emphasis in one of the following areas: evidence-based practice, chronic disease prevention, treatment of underserved populations, and outcomes research. In addition, the proposal notes that students will be able to work with program faculty to coordinate electives that lead to a secondary credential or certification that further supports career goals.

B. System-Level Analysis and Evaluation in accordance with BOG Regulation 8.011:

Summary Observations:

- The proposed program will be relatively low cost to implement for the university.
- The proposal provides evidence that the university has the necessary resources to implement the proposed program.
- The proposal states on page 12 that UNF will seek a special tuition rate of \$750 per credit hour (in-state and out-of-state) for the program and that students will also pay a distance learning fee of \$35 per credit hour (current in-state for the MS is \$435.82).
- The proposal notes in several places that the program will be online and target working professionals who are unable to come to campus. However on page 12 the proposal also states that "The presence of doctoral level students will enable the department to enhance teaching at the lower divisions."
- National labor market statistics indicate an increasing demand for dietitians and nutritionists at the bachelor's degree level. The long-term projection by the Florida Department of Economic Opportunity for dietitians is for moderate growth statewide. The state-level demand currently appears to be met by the supply of graduates from bachelor's and master's level programs.
- Labor market statistics cannot be used to verify workforce demand for the program at the doctorate level because the pertinent occupational codes are

associated with lower degree levels.

- The proposal notes that UNF surveyed current registered dietitians, but it does not report if, or how many, respondents expressed interest in enrolling in UNF's proposed program.
- 17 letters of support are provided from universities and non-academic institutions, some stating that DCN graduates would receive hiring and promotion advantages, but none of the respondents quantify the number of openings that may be available.
- The proposal makes an argument for the DCN as an emerging credential.

At the request of the Chair for the Academic and Student affairs Committee, the proposed program was reviewed during the Health Initiatives Committee Workshop on January 21, 2015. The Committee and its industry advisory group discussed workforce demand for clinical nutritionists holding a practice doctorate. The following questions were used to guide the discussion.

- For the professional practice doctorates, is there evidence that graduates of these programs will benefit from a hiring preference, potential for promotion, or higher earnings?
- Are changes in the practice environment driving the transition to a higher credential? What are other drivers of credential change?
- Are the proposed programs likely to enroll students and be sustainable? If the market demand remains small, will the market become quickly saturated even in the presence of high student demand?

When considering these questions the Health Initiatives Committee and advisory group members acknowledged that demand for faculty and clinical supervisors could increase if the entry-level credential for registered dietitians shifts from the bachelor's degree to the master's degree as expected. A question was raised about whether DCN graduates would be qualified for teaching positions and university staff confirmed they would be qualified, especially for clinical courses and residency supervision.

Some Health Initiatives Committee members expressed concern that movement to a higher credential for clinical nutrition was being driven in part by the profession seeking to increase the recognition and income of its members, and that documentation of workforce demand for the DCN should be addressed. One member emphasized the need to demonstrate the marginal utility to experienced registered dietitians in gaining the additional degree. Another member responded that there is evidence of improved patient outcomes associated with advanced training and clinical doctorates. An advisory group member representing the Florida Department of Health said the skills of the DCN graduates would be of benefit to the agency and she could envision hiring them to lead nutrition-related programs.

The group's consideration of the proposed DCN as the second program of its kind in the U.S. led some to ask whether the program would be on the "leading edge or bleeding edge" once implemented. The sustainability of the program, through adequate student enrollment and continued market demand for graduates, was brought into question. A university representative commented that the program required only one additional faculty member to begin and would be terminated if it had low enrollments. The university representative added that local market support for the clinical nutrition doctorate was one reason for proposing the program.

A brief background on changes in the field and an analysis of the market need and student demand by Board staff are provided in the next sections.

In 2012, the Academy of Nutrition and Dietetics (AND) recommended through its *Visioning Report* that the minimum educational credential required for entry-level practice in nutrition and dietetics should transition to the Master's of Science. AND's *Visioning Report* articulated that this recommendation was based on the need to keep pace with increasingly specialized knowledge in allied health disciplines and the upward credentialing of other allied health professions (i.e., nursing, physical therapy, and occupational therapy). According to the proposal, UNF's Doctorate in Clinical Nutrition (DCN) would respond to this expected shift by further educating experienced, registered dietitians who will assume leadership roles in health organizations and who will educate a potentially increasing number of master's level students. However, it is important to note that credentialing changes by the Commission on Dietetic Registration to elevate the degree requirement are not expected until 2024. Further, there is no indication that the State of Florida will be moving to formally establish the Master of Science as the minimum credential for licensure in the near future.

As described in the proposal, the Doctorate in Clinical Nutrition is also designed to train advanced practitioners to conduct outcomes-based research that can be applied within a variety of clinical, healthcare provider, and policy settings. Further, the proposal states that skills reinforced through the proposed program are intended to add to the knowledge base of current practitioners who can explore innovative interventions to solve persistent health problems at both the individual and population levels.

Analysis of Market Need

The university hired an external consultant, Eduventures, Inc., to conduct a needs assessment for the online Doctorate in Clinical Nutrition. The Eduventures report cited that "currently only 5% of practicing Registered Dietitians have a doctoral degree and the demand will increase due to the 'shortfall of professionals qualified to fill future faculty positions and other leadership positions that require or prefer a doctorate, given the small number who possess a doctorate.'"

To provide narrative on current and anticipated future employment trends in academic and applied settings, the university cited a 2010-2020 supply-demand analysis of full-time dietitians and nutritionists across the United States. In the study, it was noted that 75% of the demand for the dietetics workforce will be met by the projected 2020 supply of certified practitioners. However, gaps within dietetics occupations were also reported. For example, the study suggests a shortfall of more than 10,000 inpatient/outpatient clinical nutritionists (42% growth during the time period) and a shortfall of 1,900 long-term care clinical nutritionists (36% growth). In the education and research sector of nutrition and dietetics, a shortfall of 400 eligible employees is anticipated by 2020.

According to the Bureau of Labor Statistics, the occupational outlook for dietitians and nutritionists is expected to grow 21% (from 67,400 to 81,600 jobs) between 2012 and 2022, which is a higher growth rate than the national average for all occupations. In Florida, the Department of Economic Opportunity (DEO) projects employment for dietitians and nutritionists to grow 12.2% (from 3,807 to 4,271 jobs) from 2013 to 2021, with an average of 170 job openings annually. Currently, the baccalaureate degree, a supervised residency, and licensure are the minimum credentials to practice as a dietitian/nutritionist in Florida and many other states. The potential supply of roughly 300 dietitians and nutritionists from relevant SUS bachelor's and master's programs (Nutrition Sciences, Dietetics, and Clinical Nutrition) in 2013 is greater than the DEO's estimate of 170 annual openings. A separate demand estimate for nutritionists holding a doctorate degree is not available.

Through a search of the Florida Research and Economic Information Database Application (FREIDA), 101 job openings were available for dietitians and nutritionists in Florida as of September 10, 2014. Although a vast majority did not require an advanced degree, it was noted on the FREIDA site that 'applicants with specialized training, an advanced degree, or certification beyond the State's minimum requirements should enjoy the best job opportunities.' A nationwide search for faculty positions in nutrition and dietetics through a national job listings database, www.higheredjobs.com, indicated a need for the doctorate to be competitive. Based on the search, 67 full- and part-time faculty listings were identified between 9/4/13 and 9/4/14. Although clinical nutrition was listed as a desired area of expertise in many listings, a Ph.D. in Nutritional Sciences was also cited as an appropriate credential to qualify for consideration.

According to the most recent data from the Integrated Postsecondary Education Data System (IPEDS), an average of 126 research doctoral degrees are awarded in nutritional science each year in the U.S. In the SUS, the University of Florida produced 7 doctoral graduates in nutritional science in 2013. On average, IPEDS data indicate that 6 doctorates in clinical nutrition are produced each year from the only Doctorate in Clinical Nutrition program in the U.S., at Rutgers, the State University of New Jersey.

Though the proposal states that the Doctorate in Clinical Nutrition offers a focus on advanced practice, it is unclear how this program differs from a research-focused Ph.D. program in Nutritional Sciences. For example, a substantial number of research credits in the proposed Doctorate in Clinical Nutrition curriculum (18/54 credits, or 1/3 of the program, plus an outcomes-based or research study) are required to graduate from the program. It is also unclear whether graduates with a Doctorate in Clinical Nutrition would be competitive for faculty or research positions with the Ph.D. in Nutrition as an already established credential, which, as UNF notes in its proposal, is the type of educational background they will be seeking to fill anticipated faculty openings to teach in the practice-based Doctorate in Clinical Nutrition program.

The University of North Florida solicited letters of support for the proposed DCN program from local, state, regional, and national leaders in the field of nutrition and dietetics, receiving 17 in support and one email expressing interest in the program. Although the letters do contain a statement about giving hiring and promotion preferences to graduates with a DCN, they do not quantify how many such positions might be open. Included in the proposal was a letter of support from the Academy of Nutrition and Dietetics, the discipline's national organization, which included the following statement: "The Academy wholeheartedly supports a practice doctorate providing research opportunities in practice sites where results can be applied immediately, rather than the traditional PhD, which often focuses on bench or laboratory research, which may take years to reach practice."

Analysis of Demand

The University of North Florida conducted a survey of 75 Registered Dietitians in Florida. The proposal notes that fifty-seven of the 75 respondents (76%) reported that graduates will benefit from enhanced leadership skills, and 32 respondents (43%) reported that employers will benefit from quality care outcomes measurements. A substantial limitation of this survey on demand was that the number of respondents who would be interested in a Doctorate in Clinical Nutrition was not reported in the proposal. Another limitation of this survey was that employers of nutrition and dietetic practitioners were not included to indicate whether the DCN would be an appropriate credential for advanced-practice in clinical settings or teaching/research in educational or laboratory settings. As a supplement to the proposal, the university provides written statements to show anecdotal support from employers of clinical nutrition graduates. For example, Dr. William Rupp, CEO of Mayo Clinic Florida, writes, "We believe this degree will be important to ensure that future dietetics practitioners are equipped to meet the challenges of future advanced practice models."

In terms of enrollment projections of the proposed program, nine (9) students are expected to enroll in the first year, increasing to 48 by the fifth year of the program. According to Table 1-B of the proposal, the program intends to enroll its inaugural class

from the immediate service area or from elsewhere across the state. By Year 5, the majority of headcount enrollment (33 out of the 48) is expected to come from the immediate service area or across the state while fifteen (15) students are anticipated to enroll from out-of-state.

As mentioned above, entering students must already possess a Master’s degree in an appropriate discipline and have at least three years of related work experience to be considered for admission. Tables A and B below show that Master’s-level programs in the State University System and across the United States are providing sufficient graduates to produce a student pool for the proposed Doctorate in Clinical Nutrition.

Table A. Master's Degree Awards in Dietetics/Nutritional Services (51.3101) in the State University System of Florida										
	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13
FIU	12	12	11	8	9	10	26	24	32	40
FSU	12	16	13	17	20	27	25	19	33	17
UNF	0	0	0	0	0	0	0	0	14	12
Total	24	28	24	25	29	37	51	43	79	69

Source: State University System of Florida. (2014). Interactive University Database, degrees.

Table B. Master's Degree Completions in Dietetics/Nutritional Sciences (CIP 51.3101) and Clinical Nutrition/Nutritionist (CIP 51.3102) in the United States			
	2010-11	2011-12	2012-13
Dietetics/Nutritional Sciences (CIP 51.3101)	300	349	399
Clinical Nutrition/Nutritionist (CIP 51.3102)	128	145	134
Total	428	494	533

Source: National Center for Education Statistics. (2014). Integrated Postsecondary Education Data System, Degree Completions by CIP.

The proposal notes that a prevalence of dietary-related chronic diseases indicates a need for advanced practitioners who can design effective interventions and conduct outcomes research to provide leadership in the dietary prevention, intervention, and treatment of these diseases. The Doctorate in Clinical Nutrition program is designed to prepare graduates with expertise in the prevention and treatment of chronic disease and outcomes research.

A cross-section of national experts assisted with the development of the proposed program. Those involved were: 1) Dr. Deborah Canter, Professor of Dietetics at Kansas State University, who is a nationally recognized expert in nutrition and dietetics education; 2) Dr. Linda Lafferty, who has chaired a national advanced practice

education committee that developed the framework for advanced practice for the profession; and 3) Dr. Julie O'Sullivan Maillet, who served as the interim dean at the University of Medicine and Dentistry of New Jersey and was instrumental in developing the first Doctorate in Clinical Nutrition in the United States.

The consultants supported the proposed Doctorate in Clinical Nutrition program at UNF. For example, Dr. Canter stated "there is a distinct need for Registered Dietitians to earn doctoral degrees...with such a small number of terminally-prepared individuals, the dietetics profession is 'short staffed' both in college and university settings to fill future faculty vacancies as well as in clinical/community based-nutrition settings where individuals need appropriate academic credentials to be competitive for leadership positions and provide guidance for practice innovations." However, the proposal did not provide clear evidence to indicate the extent to which such a need exists for DCN graduates and whether experienced Master's-level practitioners might be interested in such a program.

C. Assessment of the University Review Process in accordance with BOG Regulation 8.011:

Due to the system of stair step accountability set in place by the Board of Governors in Regulation 8.011, it is now incumbent upon University Board of Trustees to verify that all doctoral programs coming before the Board of Governors have met the requirements of the regulation. The following is an assessment of the university review process to ensure that all criteria set forth have been considered by the university prior to submission to the Board of Governors office.

ACCOUNTABILITY

Check 'yes' or 'no' box, and make comments beneath criterion as appropriate.

1. Overall - *The proposal is in the correct format, includes all necessary signatures, and contains complete and accurate tables for enrollment projections, faculty effort, and the proposed budget.*

YES NO

The proposal has been approved by the university board of trustees and includes all required signatures.

The proposed program was approved by the University of North Florida Board of Trustees on January 7, 2014.

The university has provided a proposal written in the standard SUS format which addresses new academic program approval criteria outlined in BOG Regulation 8.011.

The new academic program proposal was written in the standard SUS

format and in accordance with the criteria set forth in Board Regulation 8.011.

- The university has provided data that supports the need for an additional program in the State University System as well as letters of support or concern from the provosts of other state universities with substantially similar programs.**

Though no Doctorate in Clinical Nutrition programs are offered at another public or private institution in the State of Florida, the University of Florida offers a Doctor of Philosophy degree in Nutrition Science (CIP 30.1901). As of Fall 2013, 25 total students were enrolled and, in 2012-13, seven (7) degrees were granted in the UF doctoral program. No letters of support or concern were included from the University of Florida with the proposal, but the program pre-proposal was reviewed by the Council of Academic Vice Presidents, Academic Coordination Workgroup.

- The university has provided complete and accurate projected enrollment, faculty effort, and budget tables that are in alignment with each other.**

The university provides sufficient information on enrollment (Table 1-B), faculty effort (Table 4), and budget (Table 2 & 3) and they are in alignment with one another.

- The university has included a statement in the proposal signed by the equity officer as to how this proposal will meet the goals of the university's equity accountability plan.**

The University of North Florida provided a statement as to how the program will achieve a diverse student body in the program. The statement was reviewed and signed by the UNF Equity Office on April 24th, 2013.

- The program does not substantially duplicate programs at FAMU or FIU or, if it does, evidence was provided that consultations have occurred with the affected university on the impact of the new program on existing programs.**

The Doctorate in Clinical Nutrition program does not substantially duplicate a program at FIU or FAMU.

2. Budget - The proposal presents a complete and realistic budget for the program consistent with university and BOG policy, and shows that any redirection of funding will not have an unjustified negative impact on other needed programs.

YES NO

- The University Board of Trustees has approved the most recent budget for this proposal.**

The UNF Board of Trustees approved the budget on January 7, 2014.

- The university has reviewed the budget for the program to ensure that it is complete and reasonable, and the budget appears in alignment with expenditures by similar programs at other SUS institutions.**

The average 2013-14 SUS direct E&G expenditure per student credit hour for doctoral level CIP 51 is \$338.03 for a total of \$10,816 per full-time equivalent student. The University of North Florida is proposing that in the first year of operation the cost per full-time equivalent student will be \$77,167 and by the fifth year of operation will be \$16,196. After the initial expense to implement the program, the DCN appears to be in alignment with average cost per credit hour calculations for the 51 CIP in the State University System.

According to Table 2 of the proposal, \$259,825 of the \$310,825 budget for Year 1 will be tied to faculty salaries and benefits for two new full-time faculty hires and one faculty member from other units who will contribute part-time to the program. In addition, \$50,000 in non-recurring grant support will be available for student financial support for Year 1.

The proposal states on page 12 that UNF will seek a special tuition rate of \$750 per credit hour (in-state and out-of-state) for the program and that students will also pay a distance learning fee of \$35 per credit hour (current in-state for the MS is \$435.82). This will equate approximately to:

$$\begin{aligned} & \mathbf{6-9 \text{ credit hours per year} \times 20.25 \text{ FTE} = 121.5 - 182.25 \text{ credit hours} \times [\$750 + \$35]} \\ & \mathbf{= \$95,377.50 \text{ to } \$143,066.25 \text{ tuition and fee revenue in year five and beyond.}} \end{aligned}$$

By Year 5 of the program, tuition is anticipated to cover the costs of the program that were previously covered by Flagship Grant Award monies. However, the evidence to indicate demand for this program from practicing, Master's-level nutritionists is insufficient as noted in the Demand section above. If enrollment targets are not met, it is unclear whether the program will be financially viable.

- In the event that resources within the institution are redirected to support the new program, the university has identified this redirection and determined that it will not have a negative impact on undergraduate education, or the university has provided a reasonable explanation for any**

impact of this redirection.

The university has indicated that the undergraduate and graduate programs in the Department of Nutrition and Dietetics have been designated as among the university's Flagship Programs, which are recognized for excellence in scholarly accomplishments of the faculty, exceptional educational outcomes for students, and for the linkage between UNF's educational mission to a range of civic needs in the region. The university awards significant E&G support to Flagship Programs to further enhance the capability of these programs to meet economic needs and to further position for regional and national recognition. As such, Flagship Program award money has been directed to fill two new faculty lines for the creation and implementation of the DCN program from Years 1 to 5. Thus, E&G dollars will be re-directed from the university's base to support the program, but this reallocation does not appear to impact the E&G budget of academic programs in the College.

The proposal states on page 12 that "The presence of doctoral level students will enable the department to enhance teaching at the lower divisions." However it is also noted in several places that the program will be online and target working professionals who are unable to come to campus. If they never or rarely come to campus it is not likely the online doctoral students can do much to enhance teaching of undergraduate and master's students on campus.

READINESS

Check 'yes' or 'no' box, and make comments beneath criterion as appropriate.

3. Program Quality – *The proposal provides evidence that the university planning activities have been sufficient and responses to any recommendations to program reviews or accreditation activities in the discipline pertinent to the proposed program have been addressed.*

YES NO

- The university has followed a collaborative planning process for the proposed program in accordance with policies and procedures adopted by the University Board of Trustees.**
- An external consultant has reviewed the proposal and supports the department's capability of successfully implementing this new program.**

A cross-section of national experts contributed to the development of the proposed program. The experts involved in the development of the

proposal were Dr. Deborah Canter, Professor of Dietetics at Kansas State University, is an established expert in nutrition and dietetics education. She has received the Award for Excellence in the Practice of Dietetics Education from the American Dietetic Association. Dr. Linda Lafferty has been actively involved with the Academy of Nutrition and Dietetics' development of a dietetics career path and advanced practice guidelines. Dr. Julie O'Sullivan Maillet led in the development of the only doctorate in clinical nutrition in the U.S., which is presently located at Rutgers, the State University of New Jersey. Dr. Canter reviewed and endorsed the program curriculum.

All three consultants state that an online advanced practice clinical doctorate in nutrition will meet the need for more registered dietitians to earn doctoral degrees as the field of nutrition and dietetics is expected to increase the minimum credential to practice to a Master's with experience. The consultants state that the proposed DCN program would support this trend by providing additional candidates to fill faculty positions and to enhance the knowledge and expertise of leaders.

- The university has found the level of progress that the department has made in implementing the recommendations from program reviews or accreditation activities in the discipline pertinent to the proposed program to be satisfactory.**

The Department of Nutrition and Dietetics reviewed its academic programs in 2009.

- The university has analyzed the feasibility of providing all or a portion of the proposed program through distance learning.**

The Doctorate in Clinical Nutrition (DCN) program is proposed as a fully online program and will charge a distance education fee of \$35 per credit hour. The distance learning fee will total \$1,890 per student over the course of the program.

- If necessary, the university has made allowances for licensure and legislative approval to be obtained in a timely manner.**

Not applicable.

4. Curriculum - *The proposal provides evidence that the university has evaluated the proposed curriculum and found that it describes an appropriate and sequenced course of study, and that the university has evaluated the appropriateness of specialized accreditation for the program.*

YES NO

- The university has reviewed the curriculum and found that the course of study presented is appropriate to meet specific learning outcomes and industry driven competencies discussed in the proposal.**

As presented in the proposal, the Doctorate in Clinical Nutrition (DCN) program is designed to prepare experienced, working professionals for leadership roles in public health and healthcare provider organizations in the public and private sector as well as for faculty positions in colleges and universities. The curriculum includes 54 semester credit hours (21 core credit hours, 18 research credit hours, 9 credit hour clinical residency, and 6 credit hours of electives). In addition to university support, Dr. Deborah Canter, who served as an external consultant to the DCN proposal and is a nationally-recognized expert in the field, reviewed and endorsed the proposed curriculum.

- The university anticipates seeking accreditation for the proposed doctoral program, or provides a reasonable explanation as to why accreditation is not being sought.**

The Accreditation Council for Education in Nutrition and Dietetics (ACEND) does not accredit advanced degree programs.

5. Faculty – The proposal provides evidence that the university is prepared to ensure a critical mass of faculty will be available to initiate the program based on estimated enrollments, and that faculty in the aggregate have the necessary experience and research activity to sustain a doctoral program.

YES NO

- The university has reviewed the evidence provided and found that there is a critical mass of faculty available to initiate the program based on estimated enrollments.**

In the proposal, it is noted that two full-time faculty will be hired to contribute to the program in Year 1. In addition, one faculty member from another unit at the institution will provide part-time support in the first year. By Year 5, two additional part-time faculty from other units will support the program. By year 5, a total of two faculty will provide full-time person year contributions and three faculty will provide part-time contributions to the DCN program.

- The university has reviewed the evidence provided and found that the faculty in aggregate has the necessary experience and research activity to sustain the program.**

Table 4 of the proposal notes that two anticipated hires will hold Ph.D. degrees in Nutrition, which is an appropriate credential to teach within the proposed program. In addition, the anticipated faculty will be hired under tenure-earning faculty contracts. It is also noted in Table 4 that existing faculty who will provide additional support for Years 1 through 5 of the program also hold terminal degrees in Nutritional Science.

- The university has reviewed the evidence provided and found the academic unit(s) associated with this new degree to be productive in teaching, research, and service.**

Evidence of existing faculty productivity is provided in the proposal. From 2008-2012, full-time equivalent enrollment in upper-division coursework increased from approximately 70 to 110 FTE. Baccalaureate degree awards also increased during that timeframe from 35 to 65 annually. At the graduate level, annual full-time equivalent enrollment increased from 17 to 19 and degree awards increased from 13 to 16 from 2008 to 2012.

The faculty has also been productive in research. In 2008-2009, four out of 10 applications for extramural funding were funded. In addition, faculty produced 29 presentations or posters at national or international conferences, Twelve peer-reviewed journal articles and nine books, book chapters, or parts of books were published in '08-'09 as well. In 2009, several faculty served as national officers on the Academy of Nutrition and Dietetics. In 2011, seven out of ten extramural grant applications were funded. It is important to note that this information for all faculty in the Department of Nutrition and Dietetics and therefore includes the contributions of those who are not expected to teach within the proposed program.

- If appropriate, the university has committed to hiring additional faculty in later years, based on estimated enrollments.**

The institution has committed to hiring two full-time faculty members to contribute to the program in Year 1.

6. Resources – The proposal provides evidence that the university has ensured the available library volumes and serials; classroom, teaching laboratory, research laboratory, office space, equipment, clinical and internship sites, fellowships, scholarships, and graduate assistantships

will be sufficient to initiate the program, and that if applicable, funding has been secured to make more resources available as students proceed through the program..

YES NO

- The university has provided a signed statement from the Library Director verifying that the library volumes and serials available are sufficient to initiate the program.**

In the proposal, the university notes that \$1,000 in recurring funds will be needed through Year 5 to provide additional library resources for the program. These funds will come through awards money made available through the Flagship Grant in Year 1 and in additional tuition revenue from increased enrollment in the program for Year 5. The UNF Library Director signed the proposal on April 24, 2013.

- The university has ensured that the physical space necessary for the proposed program, including classrooms, laboratories and office space, is sufficient to initiate the program.**

According to the proposal, instructional space is sufficient for the proposed program.

- The university has ensured that necessary equipment is available to initiate the program.**

According to the proposal, all the necessary equipment is available for the proposed program.

- The university has ensured that fellowships, scholarships, and graduate assistantships are sufficient to initiate the program.**

As part of its Flagship status at UNF, the Department of Nutrition and Dietetics will receive \$50,000 in non-recurring grant funds to support doctoral students in Year 1 of the program. In addition, the College offers one partial tuition waiver and one graduate assistantship each year for which students can compete. The students enrolled in the Doctorate in Clinical Nutrition program will be eligible to compete for these awards, but there is no guarantee that the award will be given to a student in this program each year.

- If applicable, the university has ensured that the department has arranged a suitable number of clinical and internship sites.**

The University of North Florida has an existing Memorandum of

Understanding (MOU) with many local and regional hospitals, the Florida Department of Public Health, and other settings that will be helpful for faculty to help students obtain residencies. Because many students will be located at a distance from the UNF regional service area, the faculty will work with students to coordinate residency placements.