

**STATE UNIVERSITIES OF FLORIDA**

**Limited Access Program Request**

Reference: 6C-6.001 Admissions, FAC

<b>University:</b>	The Florida State University	<b>Degree(s) offered:</b>	Dietetics
<b>Program:</b>	Dietetics	<b>Six digit CIP code:</b>	51.3102

**1. Will the entire program be limited access or only a specific track?**

Entire program in dietetics

**2. If only a track is limited access, please specify the name of the track**

Not applicable

**3. How many students will the program plan to accommodate?**

	Program Year 1	Program Year 2	Program Year 3	Program Year 4	Program Year 5
Fall	35	35	40	40	45
Spring	0	0	0	0	0
Total	35	70	75	80	85

Limited access will facilitate compliance with Commission on Accreditation of Dietetics Education (CADE) accreditation standards. The program will admit 35 students per year for the first two years. Admission of 35 students per year for the first two years was determined after taking into consideration CADE standards and the current student population. Accreditation requirements state that 60% of DPD graduates will apply to an internship and 80% of those who apply will be accepted. With a graduating class of 35, 21 students will need to apply to an internship and 17 will need to be accepted. These numbers are attainable given that the current rolling 5-year average for FSU DPD students who applied to an internship is 21 students, and approximately 15 of those 21 students were accepted. With current faculty, 35 per year is the maximum number of students that can be supported. However, with the addition of a non-tenured track faculty member, it is expected that the program will be able to support enrollment of 40 students in the third year, and up to 45 students once the new faculty member and program has been established.

**4. When do you propose to initiate limited access?**

Fall 2012

**5. What is the justification for limiting access?**

The current dietetics major (under the BS in nutrition and food sciences, CIP 51:3101) at The Florida State University (FSU) meets DPD requirements which are accredited by the Commission on Accreditation for Dietetics Education (CADE) of The American Dietetic Association (ADA). The purpose of this program is to prepare students academically to become credentialed as Registered Dietitians (RD). To become an RD one must complete an academic component (Didactic Program in Dietetics, DPD) followed by a post-degree experiential component (dietetic internship) to be eligible to take the national examination for RD's (RD exam).

Currently, students completing the dietetics major with a 3.0 FSU overall GPA who meet grade requirements for specific courses will be verified as having met the DPD requirements. Students not meeting these requirements may earn a degree but will not be verified as completing the DPD requirements. This DPD verification is required to apply for an internship. The internship is required to be eligible to take the national examination for RD's. Students earning the degree only may apply to graduate school and entry level positions, but will not be eligible to become an RD.

This open enrollment major is one of the five (biology, chemistry, exercise science, and food and nutrition science) that meets pre-requisites for several graduate programs in the health care field. Enrollment has grown from 133 students in 2004 to 332 in spring 2010, an increase of nearly 150%.

In order to maintain accreditation by CADE; the program must meet both program and curricular outcomes. Three of these program outcomes are set by CADE, the remaining five are determined by the DPD director, nutrition faculty and local advisory board. All 17 curricular outcomes are set by CADE. As an open enrollment major, two of the three CADE determined program outcomes are not being met and the curricular goals are becoming increasingly difficult to meet, thus jeopardizing accreditation. Developing a new degree to replace an existing major will facilitate meeting CADE accreditation requirements at both the programmatic and curricular level.

Standard One: Program Planning and Outcomes Assessment

1.3.2 Graduate performance supervised practice application rate:

**Over a five year period, 60% of DPD graduates will apply to supervised practice programs the academic year they complete the program**

Over a rolling five year period, only 45% of FSU DPD graduates have applied to a supervised practice program the academic year they completed the program. An increased interest in the health sciences has led to an increased enrollment in the dietetics major. Students with no interest in becoming registered dietitians will not apply to a supervised practice program but are still DPD graduates and must be included in the data for the program outcomes. A survey of 44 students enrolled in Introduction to Dietetics (DIE3005) showed that 22 (50%) had no intention of becoming a registered dietitian. Responses for those not desiring to become an RD included: Physician Assistant (9), Dental Hygienist (1), Nurse (3), Medical Doctor (2), Pharm. D (1), and three responses not related to health care. It is believed that students in this DIE3005 course are representative of the overall student dietetic population. As evidenced by this data, it will be impossible to meet the standard that 60% of DPD students will apply to a supervised practice. Admission requirements to the limited access dietetics degree will include an essay to screen for students who have an interest in becoming a dietitian.

Standard one: Program Planning and Outcomes Assessment

1.3.2 Graduate performance supervised practice acceptance rate:

**Over a five year period, 80% of those applying to supervised practice programs the academic year they complete the program will be accepted**

Over a five year program, only 73% of those who applied to a supervised practice program were accepted. The CADE 2009 annual report shows that nationally acceptance rates to a supervised practice program are approximately 50%. This is well below the rate required of 80% for individual programs. Nationally the number of DPD graduates has increased by approximately 60% since 2004, while the number of DPD programs has remained relatively steady and the number of supervised practice program slots has decreased from 2501 to 2476. This means that DPD programs are graduating significantly more students with fewer supervised practice openings. The shortage of supervised practice opportunities at a national level has led to a growing number of qualified students who are

unable to complete the experiential piece of their education and become registered dietitians. To combat this problem CADE has encouraged supervised practice programs to take more students, placed a moratorium on new DPD programs, and is asking current DPD programs to “voluntarily review their practices for accepting students into their programs and requirements for successful completion” (“Actions to Address the Availability of Dietetic Internship Positions” from CADE, June 1, 2009).

Standard One: Program Planning and Outcomes Assessment

1.3.3 Pass rate of first-time test takers on the registration examination

**Over a five year period, the pass rate for DPD graduates taking the registration examination for the first time will be at least 80%**

CADE requires that over a rolling five-year period, the pass rate for DPD graduates taking the RD examination for the first time will be at least 80%. The FSU DPD program currently holds an 81% five-year pass rate for first-time test-takers. With limited access, the program will accept and graduate fewer, but higher quality students, who would be expected to have a greater likelihood of passing the RD exam.

The large number of students currently enrolled in the dietetics major also makes it difficult to meet curricular outcomes, but nearly impossible to meet the following three:

Standard Two: Curriculum and Student Learning Outcomes

2.2.3 A variety of education approaches (such as field trips, role playing, simulations, problem based learning, classroom instruction, laboratory and other practice related experiences) necessary for delivering of curriculum content to meet learner need and to facilitate expected learning outcomes

2.5.1 Data on actual learning outcomes are collected, aggregated, and analyzed by comparing to expected outcomes according to the timeline and assessment plan.

*(There are 17 learning outcomes required by CADE)*

2.5.2 Analysis of aggregate data is used to evaluate the extent that expected learning outcomes are being achieved.

Because RD’s are health professionals who need practice-based assignments, the curriculum must include a variety of educational approaches such as field trips, role playing, simulations, problem-based learning, classroom instruction, and laboratories. Data on actual learning outcomes must be collected, aggregated, and analyzed and the analysis of aggregate data must be used to evaluate the extent to which expected learning outcomes are being achieved. Due to the limited number of faculty and the associated time constraints, exams and quizzes are predominantly multiple choice format. Projects, papers, case studies and essay exams, which are laborious and time consuming to grade are rare. Courses are taught as large lectures with little time for class discussion, and no time or facilities to accommodate such large numbers for field trips or simulations. Core courses, which meet the 17 CADE-required learning outcomes, consistently enroll 70 students or more and foundation courses such as anatomy and physiology, over 100. A class of 50 is considered small. Even labs have upwards of 17 students. Limited access will allow for smaller classes, the utilization of more creative teaching techniques and learning activities, which are required to maintain CADE accreditation.

The DPD program is scheduled to submit a self-study to CADE by January 2011 and is planning a combined site visit with the department’s dietetic internship in March 2011. **Continued accreditation of the DPD program is heavily dependent upon securing limited-access status.** It is essential to meet the previously outlined program and curricular goals for maintaining accreditation. Limited access status is in accordance with CADE’s “Actions to Address the Availability of Dietetic Internship Positions” sent to programs in June 2009. In a telephone conversation with Dr. Ulrich Chung, Executive Director of CADE, he acknowledged that given accreditation requirements and the growing interest in the field of dietetics,

he expects more DPD programs will be exploring limited access status. As limited access, the program would produce graduates of a higher quality and more competitive for internships, which would benefit the program and FSU in attaining continued accreditation by CADE and preparing students to become highly qualified professionals. It will also enhance FSU's reputation in the dietetics and healthcare field. FSU has always been a leader in dietetics education and was the first of such programs in Florida. If approved, FSU will have the first limited access DPD program in the state.

**6. By what means will access be limited? Please provide a description of the program's admissions requirements and procedures, and indicate how these requirements and procedures ensure equal access for Florida community college Associate of Arts degree graduates in the competition for available space in the program.**

Proposed application requirements to the limited access program:

1. Admission to The Florida State University
2. 2.75 overall undergraduate GPA\*

A GPA of 2.75 was set after taking into consideration the GPA necessary to be competitive for an internship. If students enter the limited access program with 60 hours and a 2.75 GPA, then they will need to earn at least B's in the last 60 hours to bring their GPA up to 3.0 by graduation. The CADE 2009 annual report provided information on GPA as a factor affecting acceptance to an internship. Nationally only 16.67% of students with an overall GPA of 2.99 or lower were matched to an internship. That percentage rose to 27.23% for students with a 3.0-3.59 GPA. Students with a 3.6-4.0 GPA were the most successful, with 66.13% matched to an internship.

\*Students with exceptional circumstances who have not met the minimum 2.75 overall undergraduate GPA may enter an appeal to be considered for admission

3. A grade of B or better in HUN1201, Science of Nutrition
4. A grade of "satisfactory (S)" in DIE3005, Introduction to Dietetics  
DIE3005 will be offered in summer session B. Transfer students will have the opportunity to complete this course in the first six weeks of summer at FSU, before admission decisions are made.
5. Resume and personal statements

Proposed admission criterion:

Qualitative indicators will be assessed by faculty.

1. Indicators of aptitude in the sciences, preferably B or better in the following:

- CHM1045 and lab, General Chemistry I
- CHM1046 and lab, General Chemistry II
- CHM2200\* and lab (or CHM2210, 2211 and labs), Organic Chemistry
- MCB2004 and lab, Microbiology for Health Sciences

Given the intensity of the curriculum, it would be very difficult to earn a B or better in courses where pre-requisite knowledge is not strong. To ensure adequate pre-requisite knowledge to facilitate learning, grades in the above courses will be taken into consideration.

\* CHM2200 is not offered at many institutions; therefore, transfer students may take CHM2210, 2211 and labs or take CHM2200 and lab over the summer at FSU.

2. Commitment to become an RD
3. Experience in or understanding of the field of dietetics

Timeline for application and admission:

March	Application materials are made available
May	Transfer students take pre-requisite courses not available at previous institutions (DIE3005 and CHM2200 and Lab)
June	Summer session B ends mid June and grades posted. All students applying to program will have grades posted for DIE3005
July	Admission decisions are made. Transfer students currently enrolled in CHM2200 and lab will be admitted contingent upon a passing grade in the course and lab.

**7. Present the current race and gender profiles of the students in the program. Discuss the impact of the proposed action on the race and gender profiles. Cite sources used for discussion. What strategies, should they be necessary, will be used to promote diversity in the program?**

Currently, diversity within the dietetics major (28.6%) is congruent with the overall FSU student population (28%). When compared to diversity of dietetics programs nationally (23.4%), the FSU dietetics program is more diverse. A change in this program to limited access with a minimum 2.75 grade point average required for acceptance, may affect diversity. Based on the GPA's of students currently in the dietetics major, applying a 2.75 minimum GPA requirement would decrease diversity to 24%, which is lower than the University's overall average but still in keeping with national statistics on diversity within dietetics programs. The minimum application GPA will not guarantee admission to the dietetics major; all admissions will be competitive. Grades in common prerequisites, a personal statement and resume will also be evaluated by a committee of three dietetics faculty. This program will continue to maintain and increase diversity, by leveraging existing University recruitment initiatives. For example, NFES benefits from the Mentoring Multicultural Students in the Food and Nutrition Sciences (MEMS) program overseen by former dean, Dr. Penny Ralston. The MEMS mentoring program is designed to increase the number of multicultural professionals in the fields of nutrition, food and exercise science. In addition, a minority faculty member in the department, Dr. Jenice Rankins, became credentialed as an RD this past year and can now more readily mentor current and potential minority DPD students. Speakers from diverse backgrounds will continue to be invited to classes where applicable, particularly in the Introduction to Dietetics class, DIE 3005, which is a course for potential new dietetics majors.

The profession of dietetics values diversity and maintaining diversity is thus another requirement for CADE accreditation. While CADE mandates that programs maintain diversity, the program is charged with setting the goal and outcome. It is a current goal of the FSU DPD program to retain, and graduate a highly motivated and diverse population of undergraduate dietetics students. This goal is measured by an outcome which states that of the ethnically and gender diverse students in the DPD program, 60% will graduate and complete DPD verification. This information is reported to CADE every 5 years. If this goal is not met, procedures will be evaluated to determine where improvements can be made and an action plan will be implemented. A resource that could be used for such an action plan is ADA's "Toolkit for Mentoring Diverse Students for Dietetic Careers".

### **FSU diversity**

Diversity of the undergraduate FSU student population in the fall of 2009 as reported by the Office of Institutional Research is shown below. The total number of students enrolled in the university was 30,457. Students who did not report ethnicity totaled 485; percentages are based on students whose ethnicity is known.

	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaskan	Non-resident alien	Total
number	3105	3900	1066	199	161	8431
percentage	10.4%	13%	3.6%	0.7%	0.5%	<b>28%</b>

### **Diversity in the major**

Diversity within the dietetics major for fall 2009 as reported by Office of Institutional Research; is shown below. The total number of students enrolled in the dietetics major was 318. Two students did not report ethnicity; percentages are based on students whose ethnicity is known.

	Black	Hispanic	Asian/Pacific Islander	American Indian/Alaskan	Non-resident alien	Total
number	24	48	13	3	3	91
percentage	7.5%	15%	4%	1%	1%	<b>28.6%</b>

**National diversity trends in dietetics** in 2008 as reported in the 2009 CADE Annual Report. A total of 15,624 students were enrolled in DPD programs.

	Black	Hispanic	Asian/ Pacific Islander	American Indian/Alaskan	Total ethnic minority students enrolled in DPD programs
number	971	1284	1295	99	3649
percentage	6.2%	8.2%	8.3%	0.6%	<b>23.4%</b>

### **Limited Access Projections:**

In an effort to project the effect of implementing limited access with a minimum 2.75 grade point average for acceptance, a sample of dietetics students enrolled in the fall of 2009 with 60-90 credit hours was examined.

**Fall 2009 students with 60-90 hours.** A total of 85 students were enrolled, one did not report ethnicity; percentages are based on students whose ethnicity is known.

	Black	Hispanic	Asian/ Pacific Islander	Native Hawaiian/ other Pacific	Total ethnic minority students
number	9	14	2	1	26
percentage	10.6%	16.5%	2.4%	1.2%	<b>31%</b>

**Fall 2009 students with 60-90 hours and  $\geq 2.75$  GPA.** A total of 66 students who met the GPA criterion were enrolled.

	Black	Hispanic	Asian/ Pacific Islander	Native Hawaiian/ other Pacific	Total
number	6	8	2	0	16
percentage	9.1%	12.1%	3%	0	<b>24%</b>

**8. Are the graduates of the program in high demand? If so, and if the program is to be limited due to lack of adequate resources, provide a justification for limiting access to the program rather than reallocating resources from programs with low market demand.**

As of 2006, approximately 57,000 dietitians and nutritionists were employed nationwide, and 62,000 are projected to be employed in 2016 according to the United States Bureau of Labor Statistics. Further comments about job prospects for RDs from the Bureau of Labor Statistics include:

(<http://www.bls.gov/oco/ocos077.htm>):

**“Employment of dietitians and nutritionists is expected to increase 9% during the 2006-16 projection decade**, about as fast as the average for all occupations. Job growth will result from an increasing emphasis on disease prevention through improved dietary habits. **A growing and aging population will boost demand for nutritional counseling and treatment** in hospitals, residential care facilities, schools, prisons, community health programs, and home health care agencies. Public interest in nutrition and **increased emphasis on health education and prudent lifestyles also will spur demand, especially in food service management**. Employment growth, however, may be constrained if some employers substitute other workers, such as health educators, food service managers, and dietetic technicians, to do work related to nutrition. Also, demand for nutritional therapy services is related to the ability of patients to pay, either out-of-pocket or through health insurance, and although **more insurance plans now cover nutritional therapy services**, the extent of such coverage varies among plans. Growth may be curbed by limitations on insurance reimbursement for dietetic services. **Hospitals will continue to employ a large number of dietitians and nutritionists to provide medical nutritional therapy and plan meals**. But hospitals also will continue to contract with outside agencies for food service and move medical nutritional therapy to outpatient care facilities, slowing job growth in hospitals relative to food service, outpatient facilities, and other employers. The number of dietitian positions in nursing care facilities is expected to decline, as these establishments continue to contract with outside agencies for food services. However, employment is expected to grow rapidly in contract providers of food services, in outpatient care centers, and in offices of physicians and other health practitioners. Finally, with increased public awareness of obesity and diabetes, **Medicare coverage may be expanded to include medical nutrition therapy for renal and diabetic patients, creating job growth for dietitians and nutritionists specializing in those diseases**. In addition to employment growth, job openings will result from the need to replace experienced workers who retire or leave the occupation for other reasons. **Overall, job opportunities will be good for dietitians and nutritionists, particularly for licensed and registered dietitians**. Job opportunities should be particularly good in outpatient care facilities, offices of physicians, and food service management. Dietitians and nutritionists without a bachelor’s degree will face keen competition for jobs. Dietitians with specialized training, an advanced degree, or certifications beyond the particular State’s minimum requirement will experience the best job opportunities. Those specializing in renal and diabetic nutrition or gerontological nutrition will benefit from the growing number of diabetics and the aging of the population.”

In recent years there has been a decline in the economy. However the dietetics profession has remained strong. Between June 2008 and July 2009, 12% of those responding to the survey, Compensation & Benefits Survey of the Dietetics Profession 2009 in the nutrition field had lost their jobs, but by July of 2009 only 8% of those respondents were still unemployed and actively seeking work. *Compensation & Benefits Survey 2009: Despite Overall Downturn in Economy, RD and DTR Salaries Rise. Journal of the American Dietetic Association, January 2010.*

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*Send the completed form to:*

*Dr. Richard Stevens  
Director of Academic and Student Programs  
Board of Governors  
325 West Gaines Street, Suite 1614  
Tallahassee, Florida 32399-1950*

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