

A Future - Focused Vision for a New Model of Differentiated Entry-Level Nutrition and Dietetics Practice

Final 9/28/13

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An Introduction to the Vision

The Council on Future Practice (CFP) works in collaboration with the Commission on Dietetic Registration (CDR) and Accreditation Council for Education in Nutrition and Dietetics (ACEND) to project future practice needs for the profession of nutrition and dietetics. A major function of the CFP is to engage in a visioning process to initiate recommendations for practice roles.

A top priority identified at the Academy's Joint Meeting of Leaders from ACEND, CDR, CFP, the Education Committee, and the Nutrition and Dietetics Educators and Preceptors Dietetic Practice Group (NDEP DPG) in January of 2013 was defining and differentiating the practice roles of associate degree, baccalaureate degree and graduate degree - prepared nutrition and dietetics practitioners and the knowledge and skills that will be the basis for educational preparation at each level of the continuum. Leaders also acknowledged that all levels of the continuum would be grounded in food, nutrition and dietetics knowledge and skills, including management, professional and leadership skills, to enable individuals to move across the education continuum toward greater expertise, more specialized focus areas of practice and advanced practice. One of the decisions at the Joint Leaders meeting was that the CFP would begin to identify and differentiate practice roles. **Therefore, the purpose of this document is to frame practice roles, knowledge and skills at each of the three different levels based on previous reports produced by the Academy, ACEND, and CDR and other sources of information.**

One of the Council's future visions is that education makes a difference in how nutrition and dietetics practitioners practice in order to promote and protect the public's health (for more details related to the Visioning Report, see <http://www.eatright.org/futurepractice>). With that vision in mind and in response to the request at the Joint Leaders Meeting (for more details related to the report from the Joint Leaders Meeting, see <http://www.eatright.org/futurepractice>), the CFP has developed a future-focused (10 years out) vision for a new model of differentiated entry-level nutrition and dietetics practice (operationally defined by CDR as the first three years of practice after registration). This document represents the Council's efforts to differentiate among the skills and roles of associate, baccalaureate and graduate-prepared entry-level nutrition and dietetics practitioners and is intended to inform ACEND's educational standards development function. The terminology of "differentiated practice model" was adapted from the nursing profession, which has developed differentiated models as frameworks for practice defined or differentiated by level of education, expected competencies, job descriptions, compensation and participation in decision making. The new model for nutrition and dietetics practice proposes scopes of practice consistent with educational preparation and acknowledges that education makes a difference in the roles nutrition and dietetics practitioners are prepared to undertake. The goal of the new model is to prepare graduates from associate, baccalaureate and graduate programs to practice differently, with increased autonomy, greater expertise and more focused areas of practice at the higher level of the educational continuum. The new model also relates to the Academy's Dietetics Career Development Guide (for more details related to the Dietetics Career Development Guide, see <http://www.eatright.org/futurepractice>) which can be used to define steps for advancement within the profession based on education, experience, certifications or other indicators of professional excellence.

Resources used in developing the new model include CDR practice audit results, CDR workforce demand study, Standards of Practice/Standards of Professional Performance (SOPs/SOPPs), the CFP Visioning Report including member feedback on the report, articles about competencies required for nutrition and dietetics in the United Kingdom and Canada, as well as other sources of information, and a variety of job descriptions from various sources. A list of terms and definitions (page 22), a list of references (page 25), and a list of reviewers representing both internal organizational units and external groups and organizations (page 28) are provided at the end.

Job settings and skills for associate, baccalaureate, and graduate degree-prepared practitioners are presented based on five major dimensions, including professional practice skills, client care skills, public/population health and community nutrition skills, organizational leadership/management skills and food and food systems skills. A brief definition of each dimension is provided. Although different educational paths are designed to prepare students for different roles, there are some common core nutrition and dietetics knowledge and skills that apply to all three levels of education and these are delineated in the professional practice skills dimension. Each level of education is also designed to build on the preceding level(s). For example, the graduate program builds on the knowledge and skills in the associate and baccalaureate degree programs and provides students with more in-depth study of the biological and social sciences, research, leadership and management, along with the opportunity to develop expertise in a focus area of nutrition and dietetics practice. In addition, particularly in the health care arena, the associate and baccalaureate degree-prepared practitioners are envisioned as practicing a more restricted level of care in a smaller number of settings, while the graduate-prepared practitioner practices with more autonomy and can provide various types and levels of care to a wider variety of clients in a greater variety of settings. With respect to direct client care, unique to the graduate prepared Registered Dietitian Nutritionist (RDN) is the qualification to provide and receive reimbursement for Medical Nutrition Therapy (MNT), which is the evidenced based application of the Nutrition Care Process (NCP).

Also included are proposed position descriptions based on the future-focused vision for the new model of differentiated entry-level nutrition and dietetics practice. The proposed position descriptions for associate, baccalaureate, and graduate degree-prepared nutrition and dietetics practitioners illustrate how the potential job settings and skills could be applied in the context of a job and are not intended to be an all-inclusive list of potential jobs for each of the three levels.

The goal of this document is not to provide conclusive answers, but to serve as an invitation to consider options for the future, contribute to decision-making, and join in the Academy's collective desire to promote and improve the public's health and to advance the future of nutrition and dietetics practice and the profession. As stated previously, the CFP developed this document to present a possible future scenario for nutrition and dietetics practice in response to the charge at the Joint Leaders Meeting. The document should not be interpreted as implying that the CFP believes that the profession could or should support three distinct levels of practice and the Council encourages Academy leaders and the profession to continue the conversation about the preferred future of the profession.

Job Settings for a Future-Focused Vision for a New Model Of Differentiated Entry-Level Nutrition and Dietetics Practice

| Entry-Level Associate Degree DTR | Entry-Level Baccalaureate Degree | Entry-Level Graduate RDN |
|---|---|---|
| <p>Job Settings</p> <ul style="list-style-type: none"> • Child and Adult Care Food Programs • Child Care Centers • College/University Foodservice • Congregate Feeding Programs for the Older Adult • Enteral Feeding Labs in Health Care Facilities • Expanded Food and Nutrition Education Programs (EFNEP) • Food Banks/Food Pantries • Foodservice Equipment and Supply Companies • Formula Rooms in Health Care Facilities • Head Start Programs • Hospitals • Long-Term Care Facilities • Non-Profit Organizations/Non-Government Organizations • School Foodservice • Special Supplemental Nutrition Program for Women, Infants and Children (WIC) • Supplemental Nutrition Assistance Programs (SNAP-Ed) | <p>Job Settings</p> <ul style="list-style-type: none"> • Child and Adult Care Food Programs • Child Care Centers • College/University Foodservice • Community Based Organizations • Congregate Feeding Programs for the Older Adult • Cooperative Extension Service • Corporate/Worksite Wellness Programs • Enteral Feeding Labs in Health Care Facilities • Expanded Food and Nutrition Education Programs (EFNEP) • Food Banks/Food Pantries • Food Commodity Groups • Food Companies • Foodservice Equipment and Supply Companies • Formula Rooms in Health Care Facilities • Grocery Stores/Supermarkets/Retail Food • Head Start Programs • Health Clubs/ Fitness Centers • Hospitals • Long-Term Care Facilities • Non-Profit Organizations/Non-Government Organizations • Research Centers • Restaurants/Cafeterias • School Foodservice • School Nutrition Programs • Special Supplemental Nutrition Program for Women, Infants and Children (WIC) | <p>Job Settings</p> <ul style="list-style-type: none"> • Ambulatory Care/Outpatient Clinics (Bariatric, Dialysis, Diabetes, Pediatrics, Geriatrics, Integrative and Functional Medicine Centers, etc.) • Accountable Care Organizations • Behavioral Health Clinics and Rehabilitation Facilities (Eating Disorders, Mental Illness, Clinical Dependence, etc.) • Child and Adult Care Food Programs • Child Care Centers • Colleges and Universities • Community Based Organizations • Congregate Feeding Programs for the Older Adult • Cooperative Extension Service • Corporate/Worksite Wellness Programs • Correctional Facilities • Departments of Education, Health, and Human Services (local, state and federal levels) • Expanded Food and Nutrition Education Programs (EFNEP) • Food Banks/Food Pantries • Food Commodity Groups • Food Companies • Foodservice Equipment and Supply Companies • Grocery Stores/Supermarkets/Retail Food • Group Practices with Physicians/Other Healthcare Providers • Head Start Programs |

| Entry-Level Associate Degree DTR | Entry-Level Baccalaureate Degree | Entry-Level Graduate RDN |
|----------------------------------|--|---|
| | <ul style="list-style-type: none"> • Supplemental Nutrition Assistance Programs (SNAP-Ed) • Sustainable Food Systems • Youth Centers (YMCA) | <ul style="list-style-type: none"> • Health Clubs/ Fitness Centers • Health Maintenance Organizations • Home Health Care • Hospice Programs • Hospitals • Insurance Companies • Journalism/Media Agencies • Long-Term Care Facilities • Marketing/Public Relations Firms • Medical Care Homes • Non-Profit Organizations/Non-Government Organizations • Pharmacies • Pharmaceutical and Nutrition Product Companies • Private Practice/Consulting/Entrepreneur • Rehabilitation Care Centers (Special Needs Children and Adults; Physical Rehabilitation for Stroke, Spinal Cord Injuries, etc.) • Research Centers • Restaurants/Cafeterias • School Foodservice • School Nutrition Programs • Special Supplemental Nutrition Program for Women, Infants and Children (WIC) • Sports and Athletics Teams • Supplemental Nutrition Assistance Programs (SNAP-Ed) • Sustainable Food Systems • Weight Management Companies • Youth Centers (YMCA) |

Skills for a Future-Focused Vision for a New Model Of Differentiated Entry-Level Nutrition and Dietetics Practice

| Entry-Level Associate Degree DTR | Entry-Level Baccalaureate Degree | Entry-Level Graduate RDN |
|--|--|--|
| <p>Dimension: Professional Practice Skills (core skills that apply to all practitioners in all areas of practice)</p> <ul style="list-style-type: none"> • Follows protocols when selecting appropriate evidence based resources • Assists with and collects data for outcomes-based quality assurance and performance improvement activities • Collects data for research projects • Advocates for and implements food and nutrition policy initiatives • Complies with institutional, statutory, regulatory, and accreditation policies and guidelines • Provides services within scope of practice and personal competence and knows scope of practice for all levels of dietetics practitioners • Refers individuals for consultation when issues are beyond scope of practice and personal competence • Practices in compliance with professional standards, practice guidelines and the code of ethics • Functions as part of transdisciplinary, interdisciplinary and interprofessional teams • Communicates clearly and effectively using cross-cultural skills and evidenced based information • Applies education principles when working with individuals and groups • Assists in integrating current technology into practice, including social media for individuals and groups, and coordinating communication for online interventions | <p>Dimension: Professional Practice Skills (core skills that apply to all practitioners in all areas of practice)</p> <ul style="list-style-type: none"> • Evaluates current research to identify appropriate evidence based resources • Uses evidence based research to direct practice • Assists in the design and implementation of outcomes-based quality assurance and performance improvement activities (design of metrics, collection of data, documenting and monitoring) • Performs simple data analysis testing • Interprets basic population-based statistical data • Evaluates how effective programs and services are in reaching their objectives • Serves as an advocate and participates in food and nutrition policy development and implementation • Complies with institutional, statutory, regulatory, and accreditation policies and guidelines • Provides services within scope of practice and personal competence and knows scope of practice for all levels of dietetics practitioners • Refers individuals for consultation when issues are beyond scope of practice and personal competence • Practices in compliance with professional standards, practice guidelines and the code of ethics • Functions as part of transdisciplinary, interdisciplinary and interprofessional teams | <p>Dimension: Professional Practice Skills (core skills that apply to all practitioners in all areas of practice)</p> <ul style="list-style-type: none"> • Evaluates current research to identify appropriate evidence based resources • Uses evidence-based research to establish and direct policy and practice activities • Designs, conducts, applies and disseminates translational research (develops research protocols, reports research at professional conferences, and writes manuscripts for peer-reviewed publications) • Forms collaborations and/or participates in networks to promote research in applied practice settings • Designs, implements and evaluates outcomes-based quality assurance and performance improvement projects • Designs, implements and evaluates outcomes studies in the work place • Creates databases, performs data analysis testing and appropriately interprets statistics • Interprets and utilizes national nutrition surveillance data and population-based statistical data • Develops policies and procedures for all settings • Participates in the development and writing of grants • Evaluates the effectiveness and efficiency of programs and services |

This 32 page document was produced by the Council on Future Practice and is to be utilized in its entirety since all the sections are interrelated.

| Entry-Level Associate Degree DTR | Entry-Level Baccalaureate Degree | Entry-Level Graduate RDN |
|--|---|---|
| <ul style="list-style-type: none"> • Applies normal nutrition principles and knowledge of nutrition requirements throughout the life cycle • Applies knowledge of food safety, food preparation/cooking techniques, and quality food standards • Applies components of the Nutrition Care Process (NCP) as directed by and under the supervision of the RDN • Assists in the delivery of culturally and linguistically competent food and nutrition services • Participates in appropriate continuing education and life-long learning • Promotes advancement of the profession and self | <ul style="list-style-type: none"> • Communicates clearly and effectively using cross-cultural skills and evidenced based information • Integrates current technology into practice, including social media for individuals and groups, and assists with the implementation of online interventions • Applies knowledge of normal nutrition requirements throughout the life cycle • Applies knowledge of food science, culinary nutrition and food preparation techniques • Applies knowledge of quality food standards and food safety • Applies components of the Nutrition Care Process (NCP) as directed by and under the supervision of the RDN • Assists in the development and delivery of culturally and linguistically competent food and nutrition services • Participates in appropriate continuing education and life-long learning • Promotes advancement of the profession and self | <ul style="list-style-type: none"> • Advocates for and leads efforts in health, food and nutrition policy development, implementation and evaluation • Complies with institutional, statutory, regulatory, and accreditation policies and guidelines • Provides services within scope of practice and personal competence and knows scope of practice for all levels of dietetics practitioners • Refers individuals for consultation when issues are beyond scope of practice and personal competence • Practices in compliance with professional standards, practice guidelines and the code of ethics • Leads and participates in transdisciplinary, interdisciplinary and interprofessional teams • Builds and participates in coalitions • Communicates clearly and effectively using cross-cultural skills and evidenced based information • Integrates current technology into practice, including social media for individuals and groups, and develops online interventions • Applies integrative nutrition principles to nutrition care and Medical Nutrition Therapy (MNT), including the use of nutritional genomics, dietary supplements and herbal remedies • Directs and delivers culturally and linguistically competent food and nutrition services • Participates in appropriate continuing education and life-long learning • Promotes advancement of the profession and self, including acting as preceptor for students and practitioners for supervised practice experiences |

| Entry-Level Associate Degree DTR | Entry-Level Baccalaureate Degree | Entry-Level Graduate RDN |
|--|--|---|
| <p>Dimension: Client Care Skills (services to clients, under the direction and supervision of and based on RDN protocols, and the Academy's SOPs/SOPPs to achieve nutrition goals):</p> <ul style="list-style-type: none"> • Screens clients for nutrition risk • Interviews clients to take diet histories • Collects assessment data, including laboratory values, dietary intake data, anthropometric measurements and lifestyle factors • Performs calculations for risk assessment following RDN protocol • Determines nutrition and lifestyle risk categories using RDN protocol • Implements designated dietary interventions based on RDN protocol • Monitors and observes clients' progress and reports status during care plan team meetings following the RDN protocol • Makes menu adjustments based on clients' food preferences, individual needs, and diet prescriptions • Monitors quality, accuracy and tolerance of foods served to clients • Implements nutrition education for clients which focuses on normal nutrition principles and dietary guidelines • Educates clients in health maintenance and disease prevention • Documents client care and progress in the electronic health record, under the direction of the RDN | <p>Dimension: Client Care Skills (services to clients, under the direction and supervision of and based on RDN protocols, and the Academy's SOPs/SOPPs to achieve nutrition goals):</p> <ul style="list-style-type: none"> • Screens clients for nutrition risk and interprets screening measures • Interviews clients to take diet histories • Performs and interprets anthropometric measurements • Identifies sociological, psychological and environmental influences on eating behavior • Analyzes and compares food intake with nutrition requirements • Monitors, observes and evaluates clients' progress and reports status during care plan team meetings • Formulates meal plans based on clients' food preferences, individual needs, and diet prescriptions • Designs and implements nutrition education for clients which focuses on normal nutrition principles and dietary guidelines and is based on evidence based theories and techniques for behavior change • Educates clients in health maintenance and disease prevention • Documents client care and progress in the electronic health record, under the direction of the RDN | <p>Dimension: Client Care Skills (services to clients to achieve nutrition goals):</p> <ul style="list-style-type: none"> • Assesses nutrition status, diagnoses nutrition problems and develops, monitors and evaluates nutrition interventions by applying the NCP to clients with a variety of diseases and medical conditions • Performs routine tests to assess and monitor clients' nutrition and health status (blood pressure, blood glucose, blood cholesterol, hemoglobin, etc.) • Conducts nutrition focused physical exams as part of assessment • Calculates nutrition needs based on assessment and diagnosis • Designs nutrition interventions for clients using appropriate and evidence-based MNT • Counsels clients with multiple diseases/medical conditions and those who require complex nutrition care using appropriate behavior change theories and techniques (eating disorders, cardiovascular disease, etc.) • Counsels clients on appropriate ways and methods to increase physical activity • Provides nutrition care for palliative and hospice care • Creates, implements and utilizes evidence-based practice guidelines • Creates clinical pathways to promote standardized and efficient client care based on evidenced based practice • Writes nutrition orders for diet prescriptions, nutrition supplements, and enteral and parenteral nutrition • Places feeding tubes • Orders nutrition-related laboratory tests • Manages nutrition-related medications of clients • Participates in client care coordination/case management • Documents client care and progress in the electronic health record |

| Entry-Level Associate Degree DTR | Entry-Level Baccalaureate Degree | Entry-Level Graduate RDN |
|---|--|---|
| <p>Dimension: Public/Population Health and Community Nutrition Skills (services to communities and populations to promote health and prevent disease):</p> <ul style="list-style-type: none"> • Screens clients for eligibility of services • Identifies available resources for development of community-based food and nutrition programs and services • Conducts educational sessions for healthy populations that focus on health promotion and disease prevention (normal nutrition information and dietary guidelines) • Provides breastfeeding promotion and support services • Provides appropriate evidenced based resources to clients • Conducts culinary demonstrations to teach cooking skills, safe food handling and promote consumption of healthy foods • Educates clients in health maintenance and disease prevention • Collects data for use in program evaluation • Serves on community coalitions | <p>Dimension: Public/Population Health and Community Nutrition Skills (services to communities and populations to promote health and prevent disease):</p> <ul style="list-style-type: none"> • Performs local community nutrition assessments to determine how the environment, culture, and individual lifestyles impact the need for community-based food and nutrition programs/services • Utilizes available resources for development of community-based food and nutrition programs and services • Serves as a nutrition resource for community organizations • Plans, develops, implements and evaluates strategies for promoting and supporting breastfeeding • Provides evidence based and developmentally appropriate oral and written food and nutrition information to clients • Develops, implements, and evaluates nutrition and physical activity interventions that focus on education and skills development to maintain or improve health or prevent disease (culinary classes, safe food handling, normal nutrition information for low-risk populations) • Implements strategies to promote healthy food choices and eating behaviors using evidence based theories of education and behavior change • Utilizes principles of behavioral economics to promote wellness and healthy behaviors • Collects and interprets data for use in program evaluation | <p>Dimension: Public/Population Health and Community Nutrition Skills (services to communities and populations to promote health and prevent disease):</p> <ul style="list-style-type: none"> • Plans and directs community nutrition assessments to determine how biological, behavioral, psychological, social, economic, policy and environmental factors impact the need for community and population-based food and nutrition programs/services • Develops and utilizes nutrition and health surveillance systems to monitor and identify population and community health and nutrition priorities and problems; communicates results to local, state and national health authorities and policy makers • Analyzes, synthesizes and evaluates community nutrition assessment and national surveillance data to diagnose and investigate health and nutrition assets and problems in the community • Plans, directs and evaluates policies, programs and plans that support individual and community health efforts, focusing on primary prevention • Designs, implements, and evaluates individual, community and population-based nutrition interventions using health systems and environmental change strategies, policy strategies, social marketing principles, and evidence based theories of learning and behavior change • Designs and communicates through social marketing, social media and other population-level strategies evidence-based nutrition and health messages and information to the public that is culturally appropriate and suitable for literacy levels |

| Entry-Level Associate Degree DTR | Entry-Level Baccalaureate Degree | Entry-Level Graduate RDN |
|----------------------------------|---|---|
| | <ul style="list-style-type: none"> • Convenes and serves on community coalitions | <ul style="list-style-type: none"> • Evaluates the accessibility, effectiveness and quality of personal and population-based nutrition and health services • Develops, enforces and evaluates policies (laws and regulations) that address and protect health and nutrition for individuals and populations • Convenes and mobilizes community partnerships and coalitions to identify and solve food, nutrition and health-related issues by building on community assets and focusing on policy, systems and environmental strategies • Links clients to needed personal health and nutrition services to assure the provision of health care when otherwise unavailable • Assures access to and/or plans, directs, and evaluates nutrition interventions for individuals or groups who are at high risk, have special health care needs, or have medical conditions that require MNT • Incorporates strategies for increasing physical activity into community and population-based interventions • Utilizes principles of behavioral economics to promote wellness and healthy behaviors • Designs, implements and evaluates education and training programs and collaborates with educational institutions and professional organizations to assure a competent public and personal health and nutrition workforce |

| Entry-Level Associate Degree DTR | Entry-Level Baccalaureate Degree | Entry-Level Graduate RDN |
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| <p>Dimension: Organizational Leadership/ Management Skills (application of management and leadership principles to the provision of services):</p> <ul style="list-style-type: none"> • Assists with development of job descriptions and performance standards for employees • Determines staffing requirements and coordinates scheduling to meet human resource needs • Interviews, hires, assigns tasks, schedules, motivates, supervises and terminates employees • Assists with development of orientation, training and employee educational programs to meet human resource needs • Conducts employee orientation and training programs • Prepares and assists with employee performance evaluations • Recognizes the need for the resolution of conflict situations and refers to the next level • Assists with development, implementation and assessment of compliance with policies, procedures and standards • Assists with budget development, monitors and interprets financial statements and the budget • Assesses customer service and satisfaction • Assists with planning, implementation and evaluation of marketing plans for new products, programs and services • Assists in development of emergency preparedness plans for facilities, patients/clients, and communities • Prepares reports for upper management | <p>Dimension: Organizational Leadership/ Management Skills (application of management and leadership principles to the provision of services):</p> <ul style="list-style-type: none"> • Develops job descriptions and performance standards for employees • Determines staffing requirements and coordinates scheduling to meet human resource needs • Develops and implements orientation, training and employee education programs to meet human resource needs • Directs and supervises employees involved in the delivery of food and nutrition services • Conducts employee performance evaluations and effectively counsels employees for performance improvement • Recognizes the need for the resolution of conflict situations and refers to next level • Initiates the development and implementation of clear and concise policies/procedures for the organization • Assists with preparation of budgets based on identified priorities and interprets financial statements to manage resources within the budget • Develops, implements, and evaluates systems to ensure customer service and satisfaction. • Plans, implements and evaluates marketing plans for new products, programs and services • Participates in development of emergency preparedness plans for facilities, patients/clients, and communities • Prepares reports for upper management | <p>Dimension: Organizational Leadership/ Management Skills (application of management and leadership principles to the provision of services):</p> <ul style="list-style-type: none"> • Leads staff in the development and implementation of systems for staffing: interviewing, hiring, motivating, supervising, evaluating and terminating employees • Works with labor unions, as indicated • Directs negotiation and conflict resolution with peers, employees and coalitions • Leads staff in the development and implementation of clear and concise policies/procedures for the organization • Develops budgets • Identifies opportunities for potential sources of revenue; evaluates and reduces/controls expenditures • Establishes cost accounting procedures for budgets, monitors budgets and interprets financial data • Manages financial resources within the budget • Leads staff in the development, implementation, evaluation and utilization of the results of customer service and satisfaction programs to make improvements • Directs and participates in strategic planning • Uses principles of change management to achieve innovation and desired change • Uses project planning and management methods to manage change and achieve successful outcomes • Develops business plans to sell ideas and turn ideas into action • Plans, implements and evaluates marketing plans for new products, programs and services for clients, customers, and staff • Develops and manages material and facility resources • Leads and participates in development of emergency preparedness plans for facilities, patients/clients, and communities |

| Entry-Level Associate Degree DTR | Entry-Level Baccalaureate Degree | Entry-Level Graduate RDN |
|---|---|--|
| <p>Dimension: Food and Food Systems Skills (principles of food and foodservice systems applied to the provision of safe, healthy, affordable, sustainable and high quality foods):</p> <ul style="list-style-type: none"> • Monitors and maintains safe and sanitary food, facilities, and equipment • Institutes or maintains sustainability practices • Assists with nutrient analysis of food products, recipes and menus • Utilizes basic knowledge of food science and culinary techniques to train employees on healthy food preparation • Implements master menus and standardized recipes • Manages materials and logistics for food systems (including procurement, storage, distribution of food, supplements, equipment and supplies) • Evaluates food products based on sensory techniques • Supervises food preparation, meal production, service and delivery (including monitoring portion control, checking trays for accuracy, and monitoring food quality) | <p>Dimension: Food and Food Systems Skills (principles of food and foodservice systems applied to the provision of safe, healthy, affordable, sustainable and high quality foods):</p> <ul style="list-style-type: none"> • Plans and implements food safety and sanitation programs • Institutes sustainability practices • Performs nutrient analysis of food products, recipes and menus • Utilizes knowledge of food science and culinary techniques to teach others how to prepare healthy foods • Applies principles of menu planning in the preparation, implementation and evaluation of master menus, including therapeutic diets under the supervision of the RDN • Develops and modifies recipes for diverse groups • Evaluates products based on established sensory criteria of customer acceptance, cost, quality and sustainability • Coordinates purchasing, receiving, storage and issuing of foods and beverages • Manages the production of products that meet established quality standards • Manages food distribution and service ensuring accuracy, quality and portion control | <p>Dimension: Food and Food Systems Skills (principles of food and foodservice systems applied to the provision of safe, healthy, affordable, sustainable and high quality foods):</p> <ul style="list-style-type: none"> • Monitors and evaluates food safety and sanitation systems • Develops, supports, and/or implements policies, systems and environments that advance healthy, sustainable food and energy, water and waste management systems • Develops and uses electronic information management tools for practice, research and education (nutrient data bases for evaluating nutrition composition, menu management software, and web-based applications) • Develops informatics systems in collaboration with programmers • Conducts an operational analysis to make recommendations for streamlining operations and reducing costs while ensuring health related goals are not compromised • Designs an outcomes- based management system to evaluate safety and efficacy of services and practices, including customer satisfaction • Designs, produces, markets and /or sells food and nutrition products and services • Applies principles of menu planning and knowledge of MNT and therapeutic nutrition in designing master menus and standardized recipes for normal and therapeutic diets • Designs food systems to address nutritional well-being and health-care needs and patient outcomes; satisfies the cultural preferences and desires of target populations • Evaluates and makes recommendations for equipment, layout and design or redesign of facilities |

| Entry-Level Associate Degree DTR | Entry-Level Baccalaureate Degree | Entry-Level Graduate RDN |
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| | | <ul style="list-style-type: none"> • Evaluates purchasing needs and develops specifications for food and equipment; participates in formal or informal purchasing • Interacts with vendors and negotiates purchases and contracts for products and services |

Proposed Position Descriptions Based on a Future – Focused Vision

The following list of proposed positions descriptions is not intended to be all-conclusive, but rather to serve as an invitation to consider options for the future, contribute to decision-making and join in the Academy's collective desire to promote and improve the public's health and to advance the future of the nutrition and dietetics profession.

Associate Degree Dietetic Technician, Registered (DTR)

Job settings and positions for the DTR are designed to primarily focus on populations who rely on outside organizations to meet their nutritional needs for at least one or more of their meals. Services performed by the DTR include determination of food procurement needs, as well as, food preparation, delivery and evaluation. The DTR refers individuals with health problems and those who require personalized care based on the Nutrition Care Process (NCP) to a RDN, although DTRs may perform certain components of the NCP as assigned by and under the supervision of a RDN. The skill set for DTRs includes the knowledge, comprehension and application of information within the DTR's defined scope of practice and decision-making based on the use of existing protocols.

Proposed Position Descriptions

Client Care in Hospitals and Long-Term Care Facilities

Collects past medical history, admission information, orders, laboratory values, anthropometric measurements, dietary intake data, and lifestyle factors for use in assessments. Completes nutrient and other calculations to assess risks and to determine clients' nutrition and lifestyle risk categories. Reviews and approves client food selections for adequacy for all diets, including therapeutic diets, according to established guidelines, food preferences, client needs and diet prescriptions. Implements designated dietary interventions and nutrition education which focuses on normal nutrition principles and dietary guidelines. Under supervision of the RDN, educates clients in health maintenance and disease prevention. Functions as part of collaborative teams (transdisciplinary, interdisciplinary and interprofessional). Monitors and evaluates clients' progress and reports progress in care plan team meetings. Conducts meal rounds and monitors the quality, accuracy and tolerance of foods served to clients. Adjusts menus based on food preferences, client needs and diet prescriptions. Documents client care and progress in the electronic health record. Refers clients to RDN and other team members, as appropriate.

Formula Rooms and Enteral Feeding Labs in Healthcare Facilities

Procures and manages the inventory of formulas, medical nutrition supplements and supplies. Calculates nutrient content, prepares, delivers and monitors formulas and medical nutrition supplements. Communicates problems related to formula orders, storage, delivery or administration to the healthcare team and appropriate staff. Adheres to all sanitation and safety guidelines. Coordinates all daily activities related to the formula room/feeding lab. Works under the supervision of the RDN.

Foodservice in Schools, Colleges and Universities

Purchases, receives and stores food and non-food supplies following quality control measures and federal, state, and local guidelines. Supervises preparation of meals ensuring quality controls are followed and maintains sanitation standards. Monitors service of customer and records customer feedback for continuous improvement of menus, customer preferences and food quality. Ensures kitchen and dining facilities are maintained in a sanitary manner. Collects cash and follows all cash handling procedures. Ensures all students with special meal requirements receive the proper menu as prescribed by a health care provider. Assists in maintaining compliance with the United States Department of Agriculture (USDA) School Nutrition Program Guidelines as applicable.

Foodservice in Hospitals and Long-Term Care Facilities

Hires employees based on job descriptions and conducts and manages employee orientation and training programs, including programs on food safety and culinary techniques for healthy food production. Schedules, assigns tasks and supervises employees. Follows and assesses compliance with standards, policies and procedures, including maintenance of safe and sanitary food, facilities and equipment. Assesses customer service and satisfaction. Monitors the budget and financial statements. Institutes or maintains sustainability practices. Implements master menus and standardized recipes and evaluates food products based on sensory techniques. Manages materials and logistics for food systems and supervises food preparation, meal production, service and delivery.

Public/Population Health and Community Nutrition in Government Agencies and Non-Profit Organizations/Non-Government Organizations, including Child and Adult Care Food Programs, Child Care Centers, Congregate Feeding Programs for the Older Adult, Food Banks/Food Pantries, Head Start Programs, Special Supplemental Nutrition Program for Women, Infants and Children (WIC), and Supplemental Nutrition Assistance Programs (SNAP-Ed)

Assists program participants with selection of food items at food pantries, congregate meal sites and other food program venues. Provides breastfeeding promotion and support services. Assists clients in completing program enrollment forms. Screens clients for eligibility of services. Assists with scheduling clients for nutrition education or counseling sessions with baccalaureate degree practitioner or RDN. Conducts food preparation and culinary demonstrations. Assists in the delivery of educational programs on normal nutrition (in conjunction with baccalaureate degree practitioner or RDN or other licensed health care providers).

Baccalaureate Degree Practitioner

Job settings and positions for baccalaureate degree practitioners are designed to focus on healthy, low-risk individuals and populations who do not require therapeutic nutrition care or medical nutrition therapy (MNT) based on the Nutrition Care Process (NCP). The baccalaureate degree practitioner refers individuals with health problems and those who require personalized care based on the NCP to a RDN, although the practitioner may perform certain components of the NCP as assigned by and under the supervision of a RDN. The skill set of the baccalaureate degree professional emphasizes knowledge, comprehension and application of information compared to the skill set of the RDN which focuses on higher level skills with more emphasis on analysis, synthesis and evaluation of food and nutrition practices, programs, and policies.

Proposed Position Descriptions

Client Care in Hospitals and Long-Term Care Facilities

Conducts client/patient nutrition screening and routine assessments, which include anthropometric measurements and dietary interviews to identify food preferences, food and nutrient intake and factors relative to food intake and eating behavior. Designs meal plans and provides individual and group nutrition education which focus on normal nutrition principles and dietary guidelines. Coordinates menu selections with diet orders and monitors quality and accuracy of food served to patients/clients. Collects, maintains, and communicates data relative to patients'/clients' dietary requirements and monitors satisfaction and tolerance of meals. Functions as part of transdisciplinary, interdisciplinary and interprofessional teams. Educates clients in health maintenance and disease prevention under the supervision of the RDN.

Foodservice in Hospitals, Long-Term Care Facilities, Schools, Colleges and Universities

Develops job descriptions and performance standards for employees. Manages employee orientation, training, performance evaluations, scheduling and assignment of tasks. Assures compliance with standards, policies and procedures, as well as, local, state and federal regulations. Assists with preparation and management of budget. Supervises meal production, service and delivery. Plans menus, develops and modifies recipes and conducts nutrient analyses of menus to meet required nutrition standards and customer acceptance in consultation with RDN for therapeutic diets. Institutes sustainability practices. Plans, implements and evaluates marketing plans for new products, programs and services.

Special Supplemental Nutrition Program for Women, Infants and Children (WIC)

Certifies eligibility of clients for programs and services. Assesses current dietary intake of clients and determines adequacy based on national nutrition guidelines. Obtains, plots and assesses anthropometric data. Provides general, normal nutrition and lactation education. Educates clients in health maintenance, and disease prevention under the supervision of the RDN. Consults with and refers to RDN and/or other health professionals as needed for therapeutic nutrition needs of clients. Refers clients to appropriate resources. Conducts nutrition education for groups based on normal nutrition principles and dietary guidelines for lower risk populations. Monitors and documents client progress.

Public/Population Health and Community Nutrition in Government Agencies and Non-Profit Organizations/Non-Government Organizations, including Cooperative Extension, EFNEP, SNAP Ed and Community Based Organizations

Performs local community nutrition assessments. Assists in the planning, implementation and evaluation of local and state programs under direction of the RDN or Certified Public Health Professional (CPH). Assists in the development, implementation and evaluation of community- or population-based educational programs including social media and social marketing efforts. Develops, implements and evaluates educational programs, tools and materials for individuals, families and communities focusing on normal nutrition, dietary guidelines and food resource management for low-risk populations. Responds to general food and normal nutrition and food safety questions unrelated to MNT. Conducts food preparation and culinary demonstrations. Collects data for use in program evaluation. Serves on community coalitions.

School Nutrition Programs, Child Care Centers, Head Start Programs, Child and Adult Care Food Programs, and Congregate Feeding Programs for the Older Adult

Plans, develops and implements nutrition programs and resources based on needs of the target group. Plans menus to meet required nutrition standards and customer acceptance and develops, modifies and conducts nutrient analyses of recipes and menus, as appropriate. Monitors and evaluates menus and foodservice programs to insure compliance with state and federal regulations and standards. Conducts nutrition education for groups based on normal nutrition principles and dietary principles for lower risk populations. Consults with RDN on nutritional needs of high-risk individuals.

Food Bank/Food Pantries

Conducts nutrition education for clients, staff, and community groups based on normal nutrition principles, dietary guidelines and food resource management for lower-risk populations. Develops recipes and menu plans using food commodities with consideration for those with limited financial and other resources. Conducts food preparation and culinary demonstrations. Monitors and evaluates nutritional content, food safety, and quality assurance of food products. Advocates for clients and refers to other service providers, as needed.

Health Clubs, Fitness Centers, Youth Centers (YMCA), and Corporate Wellness Programs

Conducts nutrition screening, which includes anthropometric measurements and dietary interviews to identify food and nutrient intake and factors which influence food intake and eating behavior. Works with clients to identify health-related goals and design a health program that addresses all aspects of lifestyle and wellness, including healthy eating and physical activity. Conducts food preparation and culinary demonstrations. Designs menus and provides individual and group nutrition education which focus on general health, normal nutrition principles and dietary guidelines to help clients achieve their health-related goals. Refers clients who require MNT and high-risk clients to the RDN.

Grocery Stores/Restaurants/Retail Food

Provides food and nutrition information to customers. Conducts grocery store tours to teach customers how to read and interpret food labels and select healthier food products to meet their dietary needs. Provides nutrition education and culinary classes which focus on basic nutrition principles, dietary guidelines and culinary techniques to help customers choose and prepare healthier foods to achieve their health-related goals. Works in collaboration with purchasing department and food distributors to procure more healthful/nutrient dense food offerings. Develops, analyzes and modifies menu items, recipes, and prepared foods and designs related marketing materials. Modifies recipes taking into consideration how nutrition and ingredient modifications, culinary aspects, and cost and time factors impact quality and other characteristics of the final product. Conducts nutrient analysis of menus, recipes and products and provides advice on nutrition content and health claims labeling of menu items. Collaborates with chef to provide food preparation and culinary demonstrations. Develops displays, brochures, recipes, website material, marketing and promotional materials and other nutrition education materials. Utilizes social media for education and marketing purposes.

Food Companies and Food Commodity Groups

Develops food and nutrition-related oral and written communications for lay audiences based on general nutrition principles, dietary guidelines and research. Conducts literature reviews, develops nutrition education tools and materials for low-risk populations, makes presentations to lay audiences, writes nutrition content for websites, and utilizes social media for education and marketing purposes. Tests, develops, modifies and conducts nutrient analysis of menus, recipes and products and provides advice on nutrition content and health claims labeling of menu items.

Sustainable Food Systems

Participates in coalition building, strategic planning, policy development, food assessment and food security initiatives to build food systems that enhance human health, promote environmental renewal and foster local economies. Assists in the creation of food systems that increase consumption of and improve access to safe, healthy, affordable, local and sustainable produced foods. Conducts educational programs and develops other resources that focus on eating locally, understanding food labels, nutritional content of sustainable foods, culinary techniques and other related issues. Utilizes social media for educational and marketing purposes. Educates stakeholders on the relationship between sourcing local foods and local economic growth. Facilitates the aggregation, marketing, and/or distribution of products from local farmers and ranchers to consumers.

Formula Rooms and Enteral Feeding Labs in Healthcare Facilities

Procures and manages the inventory of formulas, medical nutrition supplements and supplies. Calculates nutrient content, prepares, delivers and monitors formulas and medical nutrition supplements. Communicates problems related to formula orders, storage, delivery or administration to the healthcare team and appropriate staff. Adheres to all sanitation and safety guidelines. Coordinates all daily activities related to the formula room/feeding lab. Works under the supervision of the RDN.

Research Centers

Assists with research projects or clinical trials by collecting, analyzing, interpreting and summarizing diet records and other research data. May participate in reviewing the literature and writing grants and reports.

Graduate Degree Registered Dietitian Nutritionist (RDN)

The skill set of the graduate degree RDN credentialed professional is designed to focus on evidence based practice, high level critical thinking skills, and analysis, synthesis and evaluation of food and nutrition practices, programs and policies. Compared to the DTR and baccalaureate practitioners, the graduate degree RDN has expertise in a focus area of nutrition and dietetics practice and practices with more autonomy and with a broader and more comprehensive scope of practice. Job settings and positions for the RDN in client care focus on personalized nutrition care through the Nutrition Care Process (NCP) and the evidenced based application of Medical Nutrition Therapy (MNT) and integrative and functional nutrition (IFN) for health promotion, disease prevention, and nutrition treatment and management of diseases and medical conditions for individuals throughout the lifecycle. Job settings and positions for the RDN in public/population health and community nutrition are at the national, state, county and/or local levels and focus on planning, implementing, and evaluating health systems/programs and environmental change strategies that address and protect the health and nutrition needs of individuals, communities and populations. Job settings and positions for the RDN in management and food systems focus on principles of management and leadership applied to both nutrition care and food systems.

Proposed Position Descriptions

Client Care in Hospitals, Ambulatory Care/Outpatient Clinics

Provides personalized nutrition care by conducting nutrition focused physical examinations and applying the NCP via nutrition assessment, nutrition diagnosis, nutrition priorities and intervention and monitoring and evaluation. Creates, implements and utilizes evidence based practice guidelines, and applies translational research to practice. Demonstrates cultural competency in relation to client care. Revises interventions based on the client's response to nutrition therapy in the management of the disease, injury or condition. Obtains prescriptive authority related to diet prescriptions, nutrition supplements, enteral and parenteral nutrition, including feeding tube placement, and diet prescriptions. Demonstrates competence in technology and nutrition specific informatics. Works collaboratively with transdisciplinary, interdisciplinary and interprofessional teams for care coordination, case management and the creation of clinical pathways across the continuum of care. Designs continuous quality improvement criteria/projects, and research studies, including outcomes research; develops protocols and collects, analyzes, interprets and summarizes the data. Participates in grant and protocol writing and design. Makes referrals to other health care professionals and community resources as appropriate. May practice in specialty focus areas where competence, as well as the ability to integrate and critically reason have been demonstrated which will lead to ethical, safe and quality outcomes. May supervise baccalaureate degree practitioners, DTRs and other support personnel.

Client Care in Long-Term Care Facilities, Home Health Care, and Hospice Programs

Develops and implements nutrition care plans for patients and residents using the NCP for nutrition assessment, nutrition diagnosis, nutrition intervention and monitoring and evaluation. Recommends nutrition interventions, including dietary modifications, nutrient or dietary supplements, and enteral and parenteral nutrition. Monitors and evaluates nutrition care and makes adjustments based on patient's/resident's response and condition. Documents progress and recommendations. Provides nutrition education and counseling for patients, residents, and families. Provides in-service education, as well as, programs and case consultation to physicians and other health care professionals, case managers, and staff. May consult with food service staff on menu planning, food preparation, service and delivery. Provides supportive nutrition care in a hospice environment based on state regulated nutrition care requirements.

Research Centers

Selects, reviews, analyzes and synthesizes current scientific findings for their nutrition and public health implications and applications. Prepares and submits grant proposals independently or in collaboration with other health organization staff. Designs and implements research projects appropriate for the health organization. Reports research results at professional conferences and writes manuscripts for peer reviewed publications.

Public/Population Health and Community Nutrition in Government Agencies, Non-Profit Organizations and Non-Government Organizations

Monitors health and nutrition status to identify population and community health and nutrition problems through the development and utilization of nutrition and health surveillance systems. Diagnoses and investigates health and nutrition problems in the community and communicates results to local, state and national health authorities and policy makers. Plans, implements and evaluates population-based nutrition programs and services that support individual and community health efforts, focusing on primary prevention strategies. Develops, evaluates and enforces local, state and federal health and nutrition policies that address and protect health and nutrition for individuals and populations. Plans, implements and evaluates programs and services to improve access to and availability of health promoting food, nutrition and physical activity environments at the local, county, state and national levels. Informs, educates, and empowers the public about health and nutrition issues through social marketing, social media and other population-level strategies. Convenes and mobilizes nation-wide, state-wide and/or community partnerships to identify and solve health and nutrition problems, focusing on policy, systems and environmental change strategies. Conducts research for new insights and innovative solutions to health and nutrition problems. Ensures population-wide access to health and nutrition programs and services and evaluates their accessibility, effectiveness and quality. Develops, implements and utilizes nutrition surveillance systems. Assures a competent nutrition workforce. May supervise other nutrition professionals and/or paraprofessionals and clerical staff and provide technical assistance in a specific focus area of practice, such as communications/mass media, data management and nutrition surveillance and environmental health and food safety; or, work with a specific population group, such as maternal and child health, children and youth with special health care needs and adult health promotion/chronic disease prevention and control.

Foodservice Management in Group Care Facilities (Child and Adult Care Food Programs, Congregate Feeding Programs for the Older Adult, Food Banks/Food Pantries, Rehabilitation Centers and Correctional Facilities)

Consults with other members of the health organization team that licenses, certifies, and monitors the safety and quality of care in residential and non-residential group facilities serving meals to children or adults. Provides consultation on menu planning, food purchasing, food preparation, foodservice and feeding to meet normal and therapeutic nutritional needs of the specific clients served. Provides input and guidance related to nutritional assessment and care of clients, foodservice-related laws and regulations, and kitchen and dining area layout and design. Provides input on financial and human resources necessary for the management of the foodservice operation. Promotes academic and in-service education and consultation for institutional food service personnel.

Foodservice Management in Hospitals, Long-Term Care Facilities, Rehabilitation Care Centers, Schools, Colleges, Universities, Restaurants and Cafeterias

Directs and controls menu management for regular and/or therapeutic diets. Evaluates purchasing needs for food, supplies and equipment, develops specifications, negotiates contracts and purchases with vendors. Develops and supervises systems for food receiving, storage and preparation. Develops and monitors the budget and manages financial resources within the budget. Manages human resources including hiring, interviewing, motivating, supervising, evaluating and terminating employees, directing negotiations and conflict resolution, and working with labor unions. Identifies food systems critical control points and develops protocols for safe food handling, monitoring and evaluation of food hazards. Develops and implements policies, systems and environments that advance healthy, sustainable food, energy, waste and water management systems. Develops an outcomes-based management system to evaluate safety and efficacy of services and practices, including customer service and satisfaction. Incorporates electronic information management tools into operations and services. Prepares and implements emergency and preparedness plans for foodservice facilities and patients/clients. Plans, implements, and evaluates marketing plans for new products, programs and services. Evaluates and makes recommendations in

kitchen and dining room layout and design and/or redesign. Develops policies and procedures and monitors adherence to federal, state and local regulations. Prepares training materials and conducts training and nutrition education programs based on cultural considerations and needs of the target group. Trains the chef and culinary staff on proper recipe protocol and cooking techniques to assure accuracy in ingredients and portions represented in analyzed recipes (if nutrition information is provided to customers). Designs, conducts, applies and disseminates translational research. Collaborates with school nurses, develops, implements, monitors and evaluates local wellness policies and addresses food allergies and therapeutic diet management in schools. May supervise patient/client/customer/resident feeding, vending service, employee /guest feeding facilities, and catering for special events.

School Wellness

Coordinates development, implementation and monitoring of school wellness policies with school nurse, principal and local board of education. Develops menus, recipes and feeding protocol for special needs students. Conducts nutrient analysis of menus. Communicates nutritional content of meals to the school community. Works with school nurse to provide nutrition education to the school community. Develops, coordinates with teachers and conducts nutrition education for students. Monitors federal, state and local regulations for meeting nutritional requirements of meals. Writes grants to support nutrition education programs in schools; coordinates implementation, and monitors success. These responsibilities may occur at the school district level or schools specifically designed for special needs students.

Food Companies, Foodservice Equipment and Supply Companies and Pharmaceutical Companies

Directs the sales of food, equipment, supplies or pharmaceuticals conducted by other employees. Supervises and trains the sales force, monitors sales, reviews current trends on food, equipment, supplies or pharmaceuticals and designs, implements and monitors customer service and satisfaction programs. Develops and tests food products and recipes to be utilized by consumers and organizations in the provision of meals and foods for others. Develops menus for individuals and families for use in selecting healthy and modified diets, and identifies potential food ingredients for allergies and intolerances. Provides guidance on interpreting labels and ingredient and health claims on food packages. Works to influence policy for science-based food labeling claims. Monitors and utilizes protocols to ensure regulation compliance.

Grocery Stores/Restaurants/ Retail /Food Companies/Commodity Groups/Marketing and Public Relations

Integrates food and nutrition science with food intake recommendations and public health issues and translates them into guidance for marketing, product development and sales. Uses knowledge of labeling and regulatory compliance to influence the development, package design, labeling and advertisement of food products and menu items. Develops and reviews regulated label information and provides guidance on nutrition criteria for product and menu development. Assists with development of criteria for food rating systems and shelf edge communications programs, helps assign them to food and menu items, and conducts consumer education campaigns and evaluates the results. Conducts store tours and provides nutrition guidance and personalized food and menu recommendations to customers on special diets and those with specific food, nutrition and health concerns. Creates nutrition science and sales communication materials in partnership with the communications team. Trains the sales team on nutrition-related topics. Serves as a spokesperson for the company and manages traditional, social and digital media, public relations and influencer outreach. Builds relationships and partnerships in the community to create a broad approach to health and wellness, to attract and increase customer loyalty, and to improve the financial metrics of the company.

Definitions of Key Terminology

Accountable Care Organizations: Groups of doctors, hospitals and other health care providers who come together voluntarily to give coordinated high quality care to their Medicare patients. The goal of coordinated care is to ensure that patients, especially the chronically ill, get the right care at the right time, while avoiding unnecessary duplication of services and preventing medical errors.

Reference: Accountable Care Organizations – Centers for Medicare & Medicaid Services. www.cms.gov. Accessed August 15, 2013.

Culinary Nutrition: The blending of culinary skills with sound nutrition principles and food science knowledge to improve the way people eat.

Reference: Adapted from Johnson & Wales University's Bachelor's Degree in Culinary Nutrition. <http://www.jwu.edu/content.aspx?id=16302>. Accessed August 16, 2013.

Community Nutrition: Community nutrition encompasses individual and interpersonal-level interventions that create changes in knowledge, attitudes, behavior and health outcomes among individuals, families or small, targeted groups within a community setting.

Integrative and Functional Medicine: Sharing a systems approach to health care, both types of medicine encompass patient-centered, healing-oriented medicine that embraces conventional and complementary therapies. They represent a broader paradigm of medicine than the current dominant biomedical model. They were driven initially by consumer demand and are now increasingly accepted by health care providers and institutions.

Reference: Jones DS, Hoffmann L, Quinn S. 21st Century Medicine: A New Model for Medical Education and Practice, 2009. The Institute for Functional Medicine. http://www.functionalmedicine.org/listing_detail.aspx?id=2337&cid=34. Accessed August 15, 2013.

Interdisciplinary: Denotes the provision of health care by providers from different professions in a coordinated manner that addresses the needs of patients. Providers share mutual goals, resources and responsibility for patient care.

References: Clark PG. A typology of interdisciplinary education in gerontology and geriatrics: Are we really doing what we say we are? *J Interprof Care*. 1993;7:219-220.

Walker P, Baldwin D, Fitzpatrick J, et al. Building community: Developing skills for interprofessional health. *Nursing Outlook*. 1998; 46(2): 88-89.

Interprofessional: This term is used to describe clinical practice, whereas the term *interdisciplinary* is often used to describe the educational process. Either term may be used when referring to health professions and practice.

References: Clark PG. A typology of interdisciplinary education in gerontology and geriatrics: Are we really doing what we say we are? *J Interprof Care*. 1993;7:219-220.

Walker P, Baldwin D, Fitzpatrick J, et al. Building community: Developing skills for interprofessional health. *Nursing Outlook*. 1998; 46(2): 88-89.

Medical Nutrition Therapy (MNT): Medical nutrition therapy (MNT) is an evidence-based application of the Nutrition Care Process. The provision of MNT (to a patient/client) may include one or more of the following: nutrition assessment/ re-assessment, nutrition diagnosis, nutrition intervention and nutrition monitoring and evaluation that typically results in the prevention, delay or management of diseases and/or conditions.

Nutrition Care Process (NCP): A process for identifying, planning for, and meeting nutritional needs. Includes four steps: Nutrition Assessment, Nutrition Diagnosis, Nutrition Intervention, Nutrition Monitoring and Evaluation.

Nutrition Counseling: Nutrition counseling is a supportive process, characterized by a collaborative counselor–patient/client relationship. Counseling integrates information obtained from nutrition assessment and diagnostic processes to establish food, nutrition and physical activity priorities, goals, and action plans and empowers individuals and groups to take responsibility for self-care to treat an existing disease and/or condition and promote health.

Nutrition Education: Nutrition education is defined as the formal process to instruct or train patient(s)/client(s) in a skill or to impart knowledge to help patient(s)/client(s) voluntarily manage or modify food choices and eating behavior to maintain or improve health. Nutrition education may be provided in individual or group settings. **Normal Nutrition Information** is also provided through nutrition education and includes the following:

- Principles of good nutrition and food preparation;
- Food to be included in the normal daily diet;
- Essential nutrients needed by the body;
- Recommended amounts of the essential nutrients based on established standards;
- Actions of nutrients on the body;
- Effects of deficiencies or excesses of nutrients; and
- Foods, nutrient supplements and dietary supplements that are good sources of essential nutrients.

Nutritional Genomics: An umbrella term that describes the application of genetic technology to food and nutrition and includes nutrigenetics and nutrigenomics. Nutrigenetics concerns the individual's genetic make-up (DNA) and the proteins those genes produce and how well those proteins work. Nutrigenomics is the study of how foods affect our genes and how individual genetic differences can affect the way we respond to nutrients (and other naturally occurring compounds) in the foods we eat.

Public Health Nutrition: The application of nutrition and public health principles to design programs, systems, policies, and environments that aims to improve or maintain the optimal health of populations and targeted groups.

Standards of Practice (SOP) and Standards of Professional Performance (SOPP): Reflect the minimum competent level of nutrition and dietetics practice and professional performance for RDNs and DTRs. The SOP in Nutrition Care is composed of four standards representing the four steps of the Nutrition Care Process as applied to the direct care of patients/ clients. The SOPP consist of standards representing six domains of professionalism for RDNs and DTRs.

Supervision: The RDN is accountable for the nutrition care of clients in various health care settings and is responsible for determining the amount of supervision required to allow for sufficient guidance and direction to enable the person supervised to practice competently and protect the public. The RDN provides the person being supervised with guidelines for appropriate assignments as part of the NCP and when it is appropriate to refer individuals at high nutritional risk. The RDN directs and monitors the individual's practice and takes appropriate actions as needed. Supervision may be direct or onsite, or may be provided indirectly, where the RDN is immediately available by phone or other electronic means. Additional considerations related to supervision include state and federal rules and regulations, state licensure statutes and rules, and accreditation standards.

References: Ohio Board of Dietetics. Guideline A: Supervision. www.dietetics.ohio.gov. Accessed August 15, 2013.

Academy of Nutrition and Dietetics. Practice Tips: What is Meant by "Under the Supervision of the RD." <http://www.eatright.org/scope/> Accessed August 15, 2013.

Therapeutic Diet: A diet intervention ordered by a health care practitioner as part of the treatment for a disease or clinical condition manifesting an altered nutrition status, to eliminate, decrease, or increase certain substances in the diet (e.g. sodium, potassium).

Transdisciplinary: Requires each team member to become sufficiently familiar with the concepts and approaches of his or her colleagues as to "blur the lines" and enable the team to focus on the problem with collaborative analysis and decision making that enhance the practice of each discipline.

References: Clark PG. A typology of interdisciplinary education in gerontology and geriatrics: Are we really doing what we say we are? *J Interprof Care*. 1993;7:219-220.

Hall P, Weaver L. Interdisciplinary education and teamwork: A long and winding road. *Med Educ*. 2001; 35(9): 867-875.

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Reviewers-Internal and External to the Academy of Nutrition and Dietetics

The Academy organizational units and external groups and organizations listed in the table were selected for their ability to provide feedback from a variety of perspectives and represent a wide range of stakeholders, including individuals practicing in diverse areas of nutrition and dietetics, practitioners, educators and employers, and educators in associate, baccalaureate, and graduate degree programs and dietetic internships. The external organizations have expressed their desire to work collaboratively with the Academy on implementation decisions related to the Visioning Report recommendations. The leader of each Academy organizational unit and external organization was asked to identify and provide the name and contact information of individuals within their respective units to serve as reviewers.

Reviewers were asked to provide feedback to the Council on Future Practice based on the following questions: 1) is the document futuristic in direction, with futuristic defined as 10 years out, and does the vision help create a preferred future for the nutrition and dietetics profession? 2) are the job settings, skills and practice roles among the associate, baccalaureate and graduate degree-prepared practitioners differentiated sufficiently and consistently throughout the document? 3) is the terminology and information understandable and clearly presented in the document? and 4) other comments?

The Council on Future Practice would like to express its gratitude to all of the following reviewers who dedicated their time and shared their expertise for the benefit of the future of the profession and the next generation of nutrition and dietetics practitioners.

| Academy Organizational Unit | Name of Reviewers | Employment | Primary Practice Area/Area of Expertise |
|---|--|---|--|
| Accreditation Council for Education in Nutrition and Dietetics (ACEND) | A list of members of ACEND can be found at www.eatright.org/members/leadershipdirectory.aspx | | |
| Clinical Nutrition Management Dietetics Practice Group (DPG) | Monica Milonovich | Faculty, The University of Texas | Education |
| Commission on Dietetic Registration (CDR) | Kathryn K. Hamilton Megan Sexton With input from members of CDR listed at www.eatright.org/members/leadershipdirectory.aspx | Outpatient Oncology Dietitian, Carol G Simon Cancer Center, Morristown Medical Center, Morristown, NJ Clinical Dietitian, Sheridan Memorial Hospital, Sheridan, WY | Clinical Nutrition Clinical Nutrition |
| Consumer Protection and Licensure Sub-committee of the Legislative and Public Policy Committee (LPPC) | A list of members of the Sub-committee can be found at www.eatright.org/members/leadershipdirectory.aspx | | |
| Council on Future Practice | A list of members of CFP can be found at www.eatright.org/members/leadershipdirectory.aspx | | |

| Academy Organizational Unit | Name of Reviewers | Employment | Primary Practice Area/Area of Expertise |
|---|--------------------------|---|--|
| Council on Future Practice Think Tank Members | Sue Abbe | Nursing Education Consultant | Nursing education |
| | Lucille Beseler | Family Nutrition Center of South Florida | Clinical nutrition |
| | Beverly Girard | Director of Food and Nutrition Services, Sarasota County Schools, Sarasota, FL | School nutrition, food & nutrition management |
| | Janet Skates | Owner and Nutrition Consultant, Nutrition Consulting Services, Kingsport, TN | Consultation and business |
| | Nancy Hakel –Smith | Manager, Clinical Nutrition Bryan Medical Center, Lincoln, NE | Clinical nutrition leadership and management |
| | Karen Smith | Director, Morrison Chartwells Distance Education Dietetic Internship/ Morrison Management Specialists | Clinical nutrition |
| Dietetic Technicians in Practice DPG | Vera Bartasavich | Graduate Teaching Assistant, Health Education, Kent State University, Kent, OH | Business |
| | Suzanne Mallory | Food and Nutrition Manager, Sodexo Senior Living | Food and nutrition management |
| Dietitians in Business and Communications DPG+ | | | |
| House Leadership Team (HLT)/House of Delegates (HOD) | Marcia Kyle | Nutrition and Diabetes Educator at Pen Bay Medical Center's Diabetes and Nutrition Care Center, Rockport, Maine | Clinical nutrition |
| | Char Norton | President, The Norton Group, Inc. | Food and nutrition management |

| Academy Organizational Unit | Name of Reviewers | Employment | Primary Practice Area/Area of Expertise |
|--|--|--|--|
| Management in Food and Nutrition Systems DPG | Joyce Scott-Smith | Consultant, self employed | Food and nutrition management |
| Nutrition & Dietetics Educators and Preceptors (NDEP) DPG | JoAnn Carson (Graduate Coordinated Program) | Professor and Program Director for Master of Clinical Nutrition Coordinated Program at the University of Texas Southwestern Medical Center, Dallas, TX | Education and research |
| | Mary Dean Coleman - Kelly (Didactic Program in Dietetics) | Assistant Professor and DPD Director, Nutritional Sciences Department at Penn State University | Education and research |
| | Dietetic Technician Program Representative+ | NA | NA |
| | Kathryn Sucher (Dietetic Internship – Management) | Professor - Nutrition at San Jose State University, California Dietetic Internship Director | Clinical nutrition |
| Public Health Task Force | Leigh Ann Edwards | National Program Operations Director, Share Our Strength's Cooking Matters | No information provided |
| | Betsy Haughton | Professor Emeritus, University of Tennessee, Knoxville | Public health nutrition |
| Quality Management Committee | Pauline Williams | Director, Dietetic Internship, Assistant Teaching Professor; Brigham Young University | Education |
| | Valaree Williams | Clinical Dietitian Specialist; University of Pennsylvania Health System Department of Radiation Oncology | Clinical nutrition |

+ The individual and/or organizational unit was unable to complete the review as requested.

| External Organizations | Name of Reviewers | Employment | Primary Practice Area/Area of Expertise |
|--|--------------------------|--|--|
| Association of Graduate Programs in Public Health Nutrition | Isabel Parraga | Associate Professor and Director, MS Public Health Nutrition Internship Program, Case Western, Cleveland, OH | Public health/community nutrition |
| Association of Nutrition Departments and Programs | Norman Hord | Associate Professor and Nutrition Program Leader, School of Biological and Population Health Sciences, College of Public Health and Human Sciences, Oregon State University, Corvallis, OR | Education and research |
| | Debra Sullivan | Chair, Midwest Dairy Professor of Clinical Nutrition Department of Dietetics and Nutrition University of Kansas Medical Center | Education and research |
| National WIC Association | Gayle Hoxter | Public Health Program Chief, Riverside County Department of Public Health, Nutrition & Health Promotion, WIC Director | Community nutrition |
| | Paula Garrett | State WIC Program Manager, Virginia Department of Health-Division of Community Nutrition | Community nutrition |
| Veterans Administration Dietetic Internship Directors | Arianna Aoun | Clinical Dietitian, Renal, Louis Stokes Cleveland VA Medical Center, Cleveland, OH | Clinical nutrition |
| | Colleen Ross | Dietetic Internship Director, VA Greater Los Angeles Healthcare System | Education |

Special thanks to the members of the Council on Future Practice who provided input and support to the eight month development phase for this document.

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