Q&A Session for NDEP CDR Town Hall
Sunday, October 17th 1:00-2:00pm CT

Brooke Schantz Fosco (bschantz@dom.edu) - 1:05 PM
Q: I work to recruit potential applicants for four programs two ISPP options and two graduate options and the feedback that I have received has been that the cost isn't worth the graduate requirement when looking at long-term career outcomes in dietetics. By requiring the graduate degree we are going to make our profession extinct and increase the diversity divide that we all wish to reduce.

Brooke Schantz Fosco (bschantz@dom.edu) - 1:05 PM
Q: Where is the data proving that this mandate is valid and beneficial for our profession?

Patricia Knisley (pkrd24@aol.com) - 1:07 PM
Q: So you're saying that you are still demanding a graduate degree for entry-level RDs despite the fact that this is crushing our profession in every way

Patricia Knisley (pkrd24@aol.com) - 1:10 PM
Q: Why are you ignoring all the data and information that has been provided to you that shows how detrimental the 2024 mandate is to our profession?!

Phyllis McShane (pmcshane@umd.edu) - 1:11 PM
Q: CDR response to 2021 AND Salary Survey. Given that the 2024 mandate increases the cost of education and student debt, particularly an issue for students from low-income families (an underrepresented groups) – how does CDR justify the continuance of the 2024 mandate? Is there an expectation that students from low-income families will become DTRs as that is all the debt level that most can afford to incur?

Martha Rew (mrew@twu.edu) - 1:11 PM
Q: If a student does not pass the exam by the due date, can they retake it in 2024 without the graduate degree?

Patricia Knisley (pkrd24@aol.com) - 1:11 PM
Q: They have only done this because you/CDR/ACEND are forcing them to do so despite the lack of credible, outcomes-based research to support this mandate.

Nadia Lopez (williamsnadiamonet@aol.com) - 1:12 PM
Q: What, if any steps, is the Academy taking to decrease cost to students/increase affordability of the degree plan?
Phyllis McShane (pmcshane@umd.edu) - 1:12 PM

Q: CDR registration exam. What data does CDR have that shows there is a relationship between the score on the registration examination and successful performance in the workplace? Can this data be shared with practitioners?

Phyllis McShane (pmcshane@umd.edu) - 1:12 PM

Q: CDR registration exam. Anecdotally it has been reported that students from underrepresented groups fail the registration examination at a much higher rate than the current 70% first attempt pass rate. What is CDR doing to address this?

Phyllis McShane (pmcshane@umd.edu) - 1:12 PM

Q: CDR registration exam. Anecdotally it has been reported that students with English as a second language (ESL) fail the registration examination at a much higher rate than current 70% first attempt pass rate. Since the profession desperately needs more bilingual individuals, what is CDR doing to address this issue, e.g., can more time be given for test taking to persons with ESL?

Jeremy Ford (marcellford@live.com) - 1:14 PM

Q: There will be no decrease in enrollment from the individuals that can afford this degree. However, you are completely ignoring the diversity from a racial and socioeconomic view. Can you please address how you will work through this?

Brooke Schantz Fosco (bschantz@dom.edu) - 1:14 PM

Q: Where is the data for that?

Brooke Schantz Fosco (bschantz@dom.edu) - 1:14 PM

Q: We talk to our graduates and are not finding this true.

Brooke Schantz Fosco (bschantz@dom.edu) - 1:14 PM

Q: They are forced to work for NOOM and other low paying companies.

Susan Helm (susan.helm@pepperdine.edu) - 1:15 PM

Q: Does our new IDEA - AND committee confirm that there are no barriers for low income and diverse students? Please share this data with your constituents as this would be helpful for the administrators at academic institutions.
Q: In what professions has salary followed when educational requirements increase? Where's the evidence?

Phyllis McShane (pmcshane@umd.edu) - 1:16 PM
Q: CDR registration exam. What data does CDR have that shows there is a relationship between the score on the registration examination and successful performance in the workplace? Can this data be shared with practitioners?

Kate Burt (katherine.burt@lehman.cuny.edu) - 1:16 PM
Q: I want to know what CDR's evidence is. I don't want any more opinions. These decisions should be driven by evidence. Not our hopes and dreams, thoughts and prayers.

Phyllis McShane (pmcshane@umd.edu) - 1:16 PM
Q: CDR director position. Will a national search be conducted to find a permanent replacement for Tracy Petrillo, former CDR director? How will RDs/DTRs (credentialed by CDR) assist in this search to help assure that an inclusive search will include a diverse cross section of qualified candidates?

Phyllis McShane (pmcshane@umd.edu) - 1:16 PM
Q: CDR communication. In the interest of full transparency, when will CDR send an email to all credentialed persons to inform them that Tracy Petrillo left as CDR director in September and that Sharon McCauley will serve as interim director until a national search for a replacement can be completed?

Patricia Knisley (pkrd24@aol.com) - 1:17 PM
Q: Your "beliefs" are not data that support this misguided decision. As RDs our Code of Ethics require that we practice based on evidenced-based research. You can "believe" all you want, but personal bias is not the base of our ethical practice.

Phyllis McShane (pmcshane@umd.edu) - 1:17 PM
Q: CDR portfolio. What training materials will CDR make available to educators to replace "the wizard" that was in the old CDR portfolio system to assure educators train supervised practice students to effectively and correctly set up a CDR portfolio? Will CDR create as student version of the portfolio "course planner"? Finally, can you update the website to remove all references to “the goal wizard” including pamphlets and handbooks

Nadia Lopez (williamsnadiamonet@aol.com) - 1:17 PM
Q: Can the panel provide examples of other health professionals that have mandated a graduate degrees where the professionals did see a return on their investment?
Susan Helm (susan.helm@pepperdine.edu) - 1:17 PM

Q: As an evidence based profession, it is astonishing that CDR and ACEND is not providing substantial data for the Graduate Degree Mandate. At some point, this data should be cleanly shared.

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Jeremy Ford (marcellford@live.com) - 1:17 PM

Q: Nursing has a similar pathway as us (internship component) and the pay gap is growing increasingly with less education (ASN, BSN). This is causing dietitians to go back and complete accelerated nursing programs. How can we work around this?

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Susan Helm (susan.helm@pepperdine.edu) - 1:19 PM

Q: Foundation scholarships are not a large enough number to cover our INTENT to increase our diversity. This cannot be the only solution.

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Kate Burt (katherine.burt@lehman.cuny.edu) - 1:19 PM

Q: Can we please return to the MS mandate? That is really not covered enough, people are still asking questions.

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Jeremy Ford (marcellford@live.com) - 1:21 PM

Q: Scholarships aren’t enough. Considering the costs of a 4 year degree, 2 year of masters work and internships - which does not allow for people to work much during internship. Relying on large amounts of privilege. How do we make this field more equitable?

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Lorraine Weatherspoon (weathe43@msu.edu) - 1:21 PM

Q: are there sufficient scholarships to support "many" future diverse students and if so how many

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Nadia Lopez (williamsnadiamonet@aol.com) - 1:21 PM

Q: What is/can be done for students who do not receive scholarships funds? For example someone who is visibly white may not be eligible for the diversity scholarship and still be limited in income ability. What can be done for all students access to education

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Kate Burt (katherine.burt@lehman.cuny.edu) - 1:21 PM

Q: If there is no data about job performance or the disparate impact on BIPOC students taking the exam, how can you be sure that the MS mandate won’t negatively impact diversity?

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Anne Davis (amdavis4141@gmail.com) - 1:22 PM
Q: Part of the cost containment for the graduate degree may need to address the large variance in total credits for example in the FG FEMs from 30 to 60+ credits greatly impacts cost. Do you have a suggestion for standardization?

Lorraine Weatherspoon (weathe43@msu.edu) - 1:23 PM

Q: why should all professionals be competent in English when we have linguistic diversity in the clients we serve and we now also have international credentialing

Phyllis McShane (pmcshane@umd.edu) - 1:24 PM

Q: Until scholarships are $15,000-20,000/year - how will we recruit students from underrepresented groups who otherwise may be going into nursing with lower education requirements and higher salaries

Jeremy Ford (marcellford@live.com) - 1:25 PM

Q: Please thoroughly define what “elevate profession” means? With detail. What metrics determine an elevated profession and how will we know this has been accomplished?

Phyllis McShane (pmcshane@umd.edu) - 1:25 PM

Q: RD examination question. IF there is no data correlating exam score to level of successful performance in the workplace - how does CDR set a passing score at 25?

Kate Burt (katherine.burt@lehman.cuny.edu) - 1:26 PM

Q: The evidence that salary will follow is "some people are already making more money”?

Phyllis McShane (pmcshane@umd.edu) - 1:27 PM

Q: How will students pay back debts associated with increased loans if salaries do not increase?

Heidi Oberrieder (heidio@ksu.edu) - 1:27 PM

Q: Has there been an effort to work with the US Department of Education on recognizing stand-alone DI as "education" to be eligible for financial aid?

Phyllis McShane (pmcshane@umd.edu) - 1:27 PM

Q: How do you "define elevate the profession"

Phyllis McShane (pmcshane@umd.edu) - 1:27 PM

Q: Is monitoring diversity the same as increasing diversity
Patricia Knisley (pkrd24@aol.com) - 1:28 PM

Q: That increased pay reflects EXPERIENCE not an entry-level salary that reflects inclusion of any graduate degree. Your "data" is both old (nearly 10 years old is what you're citing) and not reflective of current reality.

Jeremy Ford (marcellford@live.com) - 1:28 PM

Q: Less than 2% in 30 years... please give us data in our field. Can you please provide tangible data looking at our diversity over a similar time frame?

Susan Helm (susan.helm@pepperdine.edu) - 1:28 PM

Q: How do you reconcile that many of our new 4+1 and 5+1 programs are simply the DPD requirements spread out over this degree? I suppose this is more of an ACEND question-however, how will this elevate our profession if our graduates remain similarly educated as a DPD-how will this further the skills and knowledge of our Dietetics professional? It would be interesting to compare these programs.

Phyllis McShane (pmcshane@umd.edu) - 1:30 PM

Q: Since ACEND data demonstrates a 30% drop in DPD programs in past 6-7 years (while nursing applications have increased) and there has been a drop in the number of seniors in dietetic programs applying for supervised practice-how will the 2024 mandate improve this situation?

Cecilia Pozo Fileti (cfileti@gmail.com) - 1:30 PM

Q: Respectfully, LeGreta, please know that there is indeed the concept of "universal" Spanish which Univision and Telemundo use and I use as a practitioner in Spanish/LatinX material and program development and therefore testing would not necessarily require dialect specific testing materials.

Cecilia Pozo Fileti (cfileti@gmail.com) - 1:31 PM

Q: Thank you for this opportunity for transparent dialogue for, and with, our members.

Phyllis McShane (pmcshane@umd.edu) - 1:33 PM

Q: CDR portfolio. How will CDR address the contradiction that competency 8.3 in the version prior to April 2021 meant one thing, and since April 2021 with new revisions, means something else? Will we be penalized as our learning plan contains the old version?

Kate Burt (katherine.burt@lehman.cuny.edu) - 1:36 PM

Q: Why should I encourage my low-income students to become an RDN and not a nurse at the MS level? It seems unethical/immoral to suggest they get an MS when they can go into less debt and earn more to become a nurse.
Patricia Knisley (pkrd24@aol.com) - 1:36 PM
Q: Where is the market analysis that was done to support this graduate degree mandate when it was proposed to begin with?

Nadia Lopez (williamsnadiamonet@aol.com) - 1:37 PM
Q: The 2019-2021 AND salary survey documents shows a decrease with less than a dollars difference between BS and MS entry level RDs - this is trending in the opposite direction. What if any impact does the data have on the CDR/Academy decision making?

Heidi Oberrieder (heidio@ksu.edu) - 1:38 PM
Q: Has there been an effort to work with the US Department of Education on recognizing stand-alone DI as "education" to be eligible for financial aid?

Christine Thomson (christinedyan2@gmail.com) - 1:38 PM
Q: In the clinical setting, most employers state they can't justify pay increases for Clinical RDs because nutrition services aren't reimbursed at that level. What can be done about this on the grassroots level?

Kate Burt (katherine.burt@lehman.cuny.edu) - 1:39 PM
Q: Scholarships are not a viable way to support students.

Jasia Steinmetz (jsteinme@uwsp.edu) - 1:40 PM
Q: Nurses are now have authorized a strike with Kaiser Permanente because the new salary base plan is to hire new nurses with 24% lower starting pay. Since many salaries increases are percentage base, this has long-term effects. The rationale was the high cost of medical care as justification for lower salaries. With the increased consolidation in medical systems, the ability to negotiate a higher salary is even more difficult, especially in workers who are not unionized. How can we do this alone?

Lorraine Weatherspoon (weathe43@msu.edu) - 1:40 PM
Q: how many student not amount of scholarships

Kate Burt (katherine.burt@lehman.cuny.edu) - 1:40 PM
Q: If you want to rely on scholarships as a way to support marginalized people, your scholarship numbers need to be in the thousands, not the hundreds.
Phyllis McShane (pmcshane@umd.edu) - 1:40 PM
Q: How do we get a more diverse dietetic student body similar to nursing where 30+% are from underrepresented groups as compared to our 10%? https://www.aacnnursing.org/news-information/fact-sheets/enhancing-diversity

Deborah Myers (myersd@bluffton.edu) - 1:42 PM
Q: Please address the national decline in the pass rate on the exam. What percentage is it now and what was in under ACT?

Dan Munford (damunford@verizon.net) - 1:42 PM
Q: Were there impact studies conducted to determine the effect of this masters degree requirement on the recruitment and retention of students/RDs of color?

Jasia Steinmetz (jsteinme@uwsp.edu) - 1:44 PM
Q: Was male dominated professions controlled for in this model? Since male dominated started with higher salaries and get higher salaries in negotiations?

Dan Munford (damunford@verizon.net) - 1:44 PM
Q: Those professions that you quote are more diverse than the RD profession as well as more lucrative. Comparing RDs to other healthcare professionals is comparing apples to oranges.

Georgia Chavent (gchavent@newhaven.edu) - 1:45 PM
Q: Has anyone sought federal loan forgiveness for underrepresented groups in our profession?

Phyllis McShane (pmcshane@umd.edu) - 1:45 PM
Q: With increased debt associated with MS - how can we compete with salaries of nurse ($73,000), OT ($84,000), PT ($89,000), PA ($112,000), NP ($115,000) and Pharm ($110,000) compared to RD of $66,000-68,000. US Bureau of Labor statistics?

Gretchen Brademan (gretchen.matuszak@gmail.com) - 1:45 PM
Q: We need to have the CDR and other AND/ACEND organizations to push for reimbursement of all nutrition services. When recognized by insurance and government agencies as a profession that should be paid for all of our services - then salaries will increase.
Deanne Kelleher (kelleh12@msu.edu) - 1:47 PM
Q: We are an evidence based profession. Why are antedotes being used?

Lorraine Weatherspoon (weathe43@msu.edu) - 1:47 PM
Q: is the credential or assertiveness more of a factor professionally wrt elevation?

Susan Helm (susan.helm@pepperdine.edu) - 1:48 PM
Q: Historically, I thought ACEND was not on board with the CDR recommendation for the mandate - is this revisionist?

Patricia Knisley (pkrd24@aol.com) - 1:48 PM
Q: Conjecture is not evidence-based date from well-done outcomes-based research. The 2011 CFP Visioning report is old, and the 2017 report is dated now as well

Phyllis McShane (pmcshane@umd.edu) - 1:50 PM
Q: How do we respond to undergraduate students who ask us why they should stay in dietetics when they are being recruited by nursing programs with only 4-5 years of school and higher salaries, especially with the advent of "nutrition nurses"

Jeremy Ford (marcellford@live.com) - 1:50 PM
Q: You get a seat at the table by experience and skills among many other things, not education. Nobody asks if you have an MS. Please provide real data.

Susan Helm (susan.helm@pepperdine.edu) - 1:51 PM
Q: What is your rationale for the recent low pass rate?

Phyllis McShane (pmcshane@umd.edu) - 1:52 PM
Q: Since an employer will pay clinicians higher salaries for CNSC or CDE/CDCES rather than a graduate degree - is there any consideration of trying to work with these organizations to incorporate this specialization into the MS degree?

Patricia Knisley (pkrd24@aol.com) - 1:53 PM
Q: We don't need to spend time here explaining how the test is formulated - we need answers to our questions, please!!

yeon Bai (baiy@montclair.edu) - 1:53 PM
Q: Can we have the first PPT presentation handout that Young Hee presented in this session? Where can we get that?
Phyllis McShane (pmcshane@umd.edu) - 1:53 PM
Q: Since we do not have data correlating a passing registration exam score to successful performance in the workplace - how do we know passage is really related to skills rather than test taking skills?

Lorraine Weatherspoon (weathe43@msu.edu) - 1:57 PM
Q: seriously make donations and doanting times to do what? Over what period of time?? MNT is ONLY one aspect of dietetics

Phyllis McShane (pmcshane@umd.edu) - 1:58 PM
Q: How do we teach confidence to our students as a "place as a table" is based on your personal relationship with the medical team, e.g. this writer was 1st author as a BS RD with 3 co authors (all MDs) by their choice?

Patricia Knisley (pkrd24@aol.com) - 1:58 PM
Q: We do not need to spend time here with a primer on advocacy for reimburse. We need answers to our questions regarding this mandate

Phyllis McShane (pmcshane@umd.edu) - 1:59 PM
Q: will unanswered questions be addressed on the website by cdr

Nadia Lopez (williamsnadiamonet@aol.com) - 1:59 PM
Q: Will non NDEp receive a copy

Patricia Knisley (pkrd24@aol.com) - 1:59 PM
Q: Please provide us with undedadted copy of all questions - thank you.